

COMBATING VIOLENCE AGAINST WOMEN AND CHILDREN

FOURTH ANNUAL WORK PLAN
FY 2011



Contract No. 263-I-02-06-00018-00

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EXECUTIVE SUMMARY

Supported by the United States Agency for International Development (USAID), the Combating Violence against Women and Children (CVAWC) project assists Egypt's National Council for Women (NCW), the National Council for Childhood and Motherhood in the Ministry of Family and Population (NCCM/MOFP), and selected NGOs to reduce violence against women and children. The grant agreement between the Egyptian and United States Governments specifies that the project will improve: (1) the Councils' capacity to advocate for policy changes; and (2) the Councils' and NGO capacity to respond to violence against women and children. Entering its fourth of up to five years of scheduled operation (May 2007 – May 2012), the CVAWC team is transitioning from prioritizing advocacy for policy change to supporting the Councils' capacity, through NGO and Government capabilities, to respond.

The primary focus of the FY 2011 activities is training the Councils' technical staff, NGO grantees, and Child Protection Committee members to implement and sustain the project interventions. The CVAWC team works with the Councils and NGOs to develop their organizational capacity and resources for combating violence against women and children and to address the needs of the victims. For FY 2011, the team, in consultation with the Councils and USAID, has prioritized eight activities to achieve the intended results by the end of the project:

Advocacy for Policy Change

- Support NCW's launch and national adoption of the "Framework Strategy to Reduce Violence against Women"
- Develop information on trafficking against women as well as services to promote knowledge, advocacy and services to support the victims
- Advance the judicial agenda in addressing the amended Child Law and its Executive Regulations

Capacity to Respond

- Assist in developing mechanisms and support for Coordinated Community Responses to VAW cases
- Assist the NCW to develop a sustainable organizational structure to monitor, evaluate, and coordinate addressing VAW on a permanent basis
- Build capacity of Child Protection Committees to implement the amended Child Law and Executive Regulations nationwide
- Increase the number and quality of NGO services for street children, for children in conflict with the law, and for the protection of all children's rights
- Improve facilities for street and other children in conflict with the law at selected NGO facilities overseen and funded by the Ministry of Social Solidarity

To date, CVAWC project accomplishments have been significant. Working with the NCCM/MOFP, the Violence against Children (VAC) team provided technical advice for passage of the 2008 amended Child Law (No. 126). This past year, they helped in drafting the Executive Regulations. To implement the amendments, the team worked with the NCCM/MOFP to create and train Child Protection Committees (CPCs) in eight governorates. In the coming year, they will assist the NCCM/MOFP to scale up the CPC system nationwide. The VAC team also authored a Guide of Inspection Standards to certify appropriate institutions for children in conflict with the law. In the coming year, the VAC legal team will incorporate these standards into a Judges Training Manual for the Ministry of Justice. They will also identify a list of accredited institutions offering vocational training and public service as alternatives to sentencing.

Under the direction of the NCW, the Violence against Women (VAW) team commissioned the Egypt Violence against Women Study (USAID and NCW, April 2009). A major study recommendation was that the NCW lead in organizing a national strategy to stop VAW. The VAW team also trained shelter managers, social workers, and other practitioners to upgrade the quality of services provided for women in need. Subsequently, the VAW team assisted the Council in drafting a “Framework for a National Strategy to Reduce Violence against Women” and organized three stakeholder roundtables on services, media, and legal reforms to address provisions of the Framework.

As part of strengthening community capacity to address VAW/C, the project teams have worked with the Councils to support NGO partnerships. Two rounds of NGO grants are being implemented: six grants under the NCCM/MOFP to provide services to street children and nine through the NCW to provide services and legal assistance for battered women. By January 2011, four new NCW grants for research and services for trafficked women (with a focus on transactional marriage); seven NCCM grants for legal assistance for children; and seven NCCM grants for increasing awareness of the amended Child Law will be underway. By the end of January 2011, the CVAWC team plans to have obligated \$3.75 million for 33 NGO grants. Through monthly monitoring visits and regular technical coordination meetings, the technical and grants teams are also working with the NGOs to coordinate community responses to VAW and to strengthen child protection.

During FY2010, the CVAWC team renovated and furnished two courts, two prosecution offices, one police detention facility, and three reception houses for children in conflict with the law. Ceremonial openings of the new Court facilities will be held in November. In FY 2011, the team will renovate and furnish two juvenile reception/detention houses. All procurements (totaling \$1.5 million) will be fully obligated in FY 2011 and the remaining renovations are scheduled for completion by the end of this fiscal year.

Through close collaboration with the two Councils, NGO counterparts, and USAID, the CVAWC team has piloted an innovative approach that engages different sectors of Egyptian society in combating violence against women and children and responding to the needs of the victims. Although grounded in the Egyptian context, the Councils in their commitment to combating violence against women and children are setting precedents regionally and internationally. Major challenges ahead will be rigorously assessing the results, identifying the best practices, and telling the story. As the front cover suggests, the values and ideals underlying the best practices are not new but must be reaffirmed, reinvented, and recounted with each generation.

ACRONYMS

AmCham	American Chamber of Commerce
AOCJ	Administration of Criminal Justice Project
AWP	Annual Work Plan
CCR	Coordinated Community Response
CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
CPC	Child Protection Committee
CSR	Corporate Social Responsibility
COTR	Contracting Officer's Technical Representative (USAID)
CVAWC	Combating Violence against Women and Children project
ECPN	Egyptian Child Protection Network
FJP	Family Justice Project
FY	Fiscal Year (1 October – 30 September)
GEC	Grants Evaluation Committee
GOE	Government of Egypt
KRA	Key Results Area
LOE	Level of Effort
LLP	Limited Liability Partnership
M&E	Monitoring and Evaluation
MIS	Management and Information Systems
MOA	Ministry of Administration
MOI	Ministry of Interior
MOJ	Ministry of Justice
MOFP	Ministry of Family and Population
MOSS	Ministry of Social Solidarity
NCJS	National Center for Judicial Studies
NCCM	National Council for Childhood and Motherhood
NCW	National Council for Women
NGO	Non-Governmental Organization
OST	Overseas Study Tour
PIR	Project Intermediate Result
PMP	Performance Monitoring Plan
QPR	Quarterly Progress Report
RFA	Request for Application
SG	Secretary General
UNODC	United Nations Office on Drugs and Crime
USAID	U.S. Agency for International Development
VAC	Violence against Children
VAW	Violence against Women

SECTION I – YEAR IV OVERVIEW

A. Introduction

Supported by the United States Agency for International Development (USAID), the Combating Violence against Women and Children (CVAWC) project began operations in May 2007 and is scheduled to end in May 2012. CVAWC's purpose is to improve the capacity of Egypt's National Council for Women (NCW) and the National Council for Childhood and Motherhood in the Ministry of Family and Population (NCCM/MOFP) to reduce violence against women and children. Specific project objectives are to improve the Councils' capacities to advocate for policy change and in collaboration with NGOs, to respond to violence against women and children.¹ Funded at \$18-million, CVAWC is managed by the prime contractor, Chemonics International Inc., in partnership with subcontractors Blue Law, LLP, and Social Planning, Analysis, and Administration Consultants (SPAAC).

Entering its fourth year of operation, the CVAWC team is making a transition from promoting advocacy, policy change, and information to supporting the Government's capacity, through NGO and Government coordination, to respond. Streamlining its own operations, the CVAWC team will concentrate on transferring best practices and lessons learned from the project to the Councils and NGO counterparts. A primary focus of this year's activities is training counterparts so that the most effective interventions are sustained. The team will also utilize qualitative assessments and quantitative indicators to document project outcomes and lessons learned. Finally, the team will work with both Councils and NGOs to address the resource and organizational requirements to sustain the project interventions.

This Annual Work Plan (AWP) outlines CVAWC's objectives, plans, activities and expected results for the coming Fiscal Year 2011 (1 October 2010 – 30 September 2011). The work plan is organized into the following sections:

Year IV Overview

Following this introduction, the overview outlines the achievements-to-date, strategies adopted to achieve the intended results, project operations (including budget and technical oversight), critical assumptions, and contractual obligations.

Violence against Women (VAW)

This section addresses the strategy and approach for working with the NCW, specific C-VAW achievements to date, activities, resources, timing and expected results.

Violence against Children (VAC)

This section addresses the strategy and approach for working with the NCCM/MOFP, specific C-VAC achievements to date, activities, resources, timing and expected results.

¹ CVAWC responds to USAID's Strategic Objective (SO) 21 "Initiatives in Governance and Participation Strengthened," and Intermediate Result (IR) 4, "Improved Human Rights Environment."

Project Monitoring and Oversight

The last section specifies project tracking and reporting, updates on the qualitative assessments, and project management and oversight.

In addition, annexes provide information on CVAWC's organizational structure, training plan, procurements, work flow, and budget.

B. Achievements-to-Date

The CVAWC team works directly through NCCM/MOFP and NCW. The VAC and VAW team members are housed in satellite offices at both Councils. By responding to daily requests for assistance and technical advice, these teams have integrated CVAWC activities and interventions into the Councils' and Ministry's on-going operations. Upon request of NCCM/MOFP and NCW, the technical teams also advise and organize briefings for other ministries (including MOSS, MOJ, MOI, MOE, MOH and MOA) and to members of Parliament.

With CVAWC's Grants team (based at the Chemonics' office in Maadi) and in collaboration with the Councils, the VAW and VAC teams have developed five NGO grant programs, covering 33 NGOs. These grants are designed to strengthen government – civil society collaboration to prevent violence against women and children and to provide care and support for the victims and their families.

Through presentations to the American Chamber of Commerce (AmCham) and business forum, the CVAWC team works with the private sector to address workplace harassment and discrimination. This past July, the CVAWC team also organized an assessment and training for its NGO grantees to leverage corporate social responsibility (CSR) support. Local businesses were partnered with NGO grantees to develop and sign mutual agreements for private sector in-kind support, funding, and technical cooperation. In the coming year, the Grants team will track how such CSR support is implemented and sustained.

Progress in Combating Violence against Children

During the project's first three years, the teams worked to strengthen policies and provide technical advice for legislation to prevent and address violence against women and children. The VAC team helped in introducing and drafting amendments to the Child Law (No. 126: 2008). These amendments defined the rights of children to be protected from all forms of violence and discrimination and to have access to special legal protections and proceedings. This past year, the team has provided technical advice and assistance with drafting the Executive Regulations (published in July) to implement and enforce the Child Law amendments.

Since the passage of the amendments, the VAC team has organized and trained inter-ministerial Child Protection Committees (CPCs) under the auspices of the NCCM/MOFP to implement the provisions of the amended law nationwide. The team has conducted 21 trainings for 86 CPCs covering 610 CPC members across eight governorates. They have also assisted the NCCM/MOFP with organizing a permanent VAC Unit within the Council to

implement the amended Child Law, including CPC monitoring. Funding for the new VAC unit has been included in MOFP's annual budget this year.

In addition to the CPC training, the VAC team organized three rounds of NGO grants to strengthen child protection services and information. The three rounds include: six grants to increase services for street children (including one legal services grant); seven to provide legal assistance for children in conflict with the law; and seven to increase awareness and knowledge of the amended Child Law.

The first round of grants for street children services will be completed by 30 September 2010. The second two rounds are expected to be signed and to obtain Ministry of Social Solidarity (MOSS) approval by the end of the first quarter of FY 2011. Activities programmed under these two rounds will be implemented over the coming year and latest, by January 2012.

In collaboration with the National Center for Judicial Studies (NCJS), the VAC team trained 700 prosecutors on the amended Child Law provisions. In addition, VAC team members delivered ten days of training on the amended Child Law provisions to 305 school social workers.

Based on the VAC team's recommendation, the CVAWC Procurement team organized the renovation and furnishing of the Cairo and Giza Child Courts, two prosecution offices, one police detention facility, and three reception houses to upgrade the facilities where children are held and detained. In addition, the VAC team compiled a Guide of Inspection Standards to certify appropriate institutions for children in conflict with the law. In the coming year, the team will incorporate the Guide into a Judges Training Manual for NCJS. They will also draw up a list of accredited institutions for alternatives to sentencing.

Progress in Combating Violence against Women

Under the direction of the NCW, the VAW team has assisted the Council in coordinating government activities to address violence against women and to assist the victims. Information about VAW cases was largely anecdotal so at the NCW's request, the VAW team commissioned a series of studies on: (1) VAW prevalence, trends, and risk factors; (2) experiences, attitudes and practices; (3) related laws and regulations; (4) media coverage, portrayal, and attitudes; and (5) existing services for victims. The ensuing volume, Egypt Violence against Women Study (USAID and NCW, April 2009) was based on extensive literature reviews, interviews, and survey research. The Study provided 31 policy recommendations. A major recommendation was for the NCW to lead in developing a national strategy to stop violence against women.

Following publication of the study, the VAW team drafted a "Framework Strategy." Reflecting key study findings, the draft Framework calls for: (1) strengthening laws and regulations; (2) improving service delivery; and (3) promoting education and media awareness of VAW issues. To obtain expert advice and support for the Framework, the VAW team organized stakeholder roundtables for the NCW on the three priority areas this past spring. Following the roundtable proceedings, the team revised the "Framework Strategy" to incorporate the experts' recommendations. NCW's VAW Task Force and Steering Committee subsequently met to review the revised framework. Based on their input, the VAW team has produced a final draft.

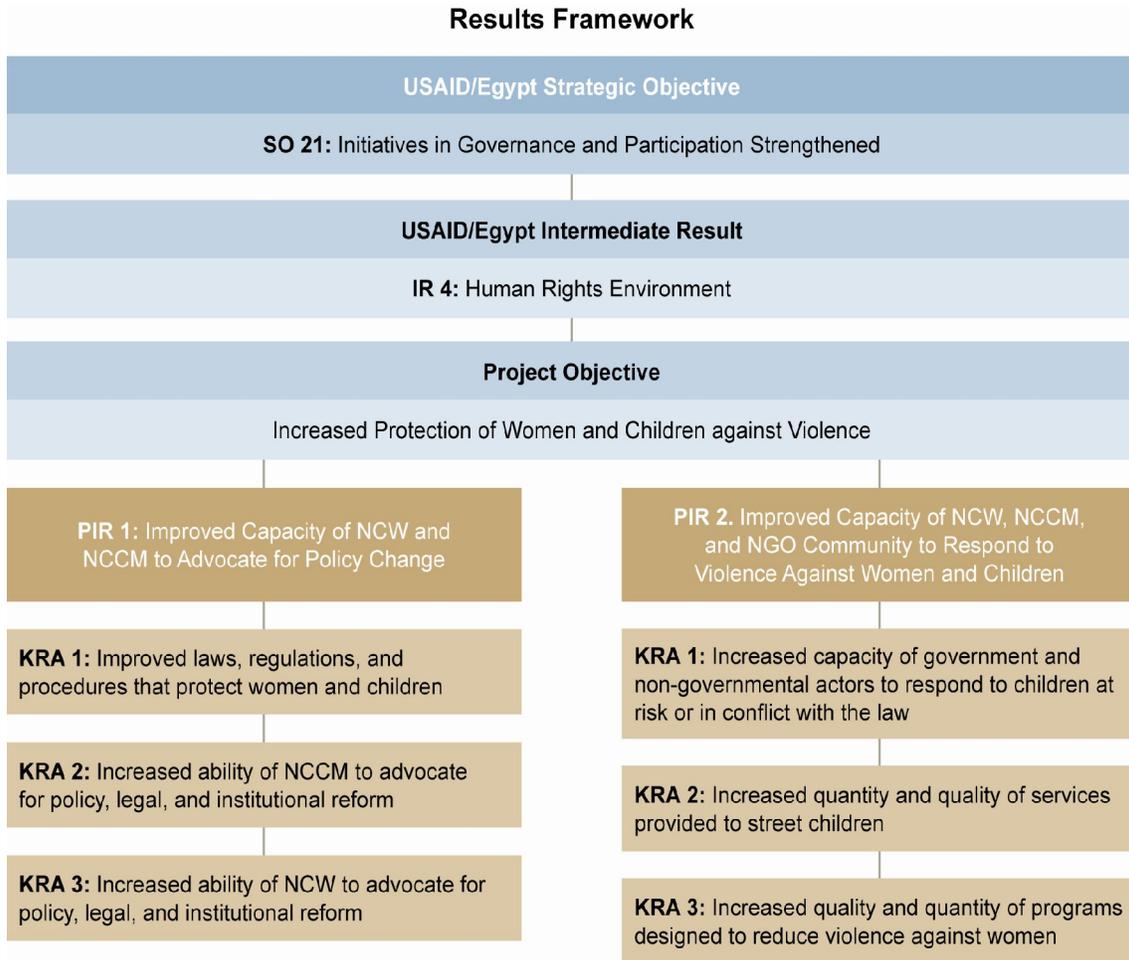
The research and service provider roundtable findings indicated that service provision for VAW victims and their families is highly fragmented and under resourced. NGOs are the front line providers but at best, they provide immediate refuge and shelter. Private-public sector coordination and an integrated case management system need to be developed to strengthen service provision. The VAW team began by training shelter managers and staff, MOH, MOSS, and community leaders. With the Grants team, the team also provided grants to nine NGOs to increase services and legal assistance for battered women. The team then organized a series of trainings for their NGO grantees and other stakeholders on providing legal assistance and on listening and counseling skills for VAW cases.

This past July, the NCW Secretary General also led a delegation of 11 Egyptian experts and advisors to Washington, D.C. and New York City to learn about policies, interventions, and models to combat violence against women during an overseas study tour (OST), organized by the project team. The delegation met with American policy makers and experts at the White House, State Department, Department of Justice, American Bar Association, U.S. Attorney's Office, UN, and NGOs. The Egyptian delegates included a Parliamentarian, NGO activist, senior attorney, senior academic, MOI advisor, and several NCW advisors and staff members.

Following the OST, the Secretary General recommended that the NCW move ahead to obtain final Steering Committee approval to launch the Framework Strategy. In the coming year, a major focus of the VAW team will be to assist the NCW and OST members in launching and publicizing the Framework Strategy with the major stakeholders, and in helping to identify sustainable and cost effective models to implement key provisions of the Framework Strategy.

C. Strategies to Achieve the Intended Results

The USAID project results’ framework continues to define the FY 2011 parameters, activities and expected outcomes.



In developing the Annual Work Plan (AWP), the team consulted directly with NCCM/MOFP, NCW, Chemonics’ Home Office, and USAID. The VAC team also met regularly with the inter-agency Egyptian Child Protection Network (whose members include UNICEF, Save the Children, Plan International, IOM, and UNHCR, etc.) and other ministry counterparts involved in the creation and expansion nationwide of Child Protection Committees. The VAW team obtained feedback from the NCW Task Force, Steering Committee, OST members, and technical VAW experts.

The Grants team provided recommendations from monthly NGO grants’ monitoring reports. The CVAWC team also tracks research findings, which are reflected in the interventions prioritized. Additionally, CVAWC team members monitor the daily press and media to assess public opinion, cases and trends, which shape how CVAWC collaborates with different sectors.

Five strategic approaches guided the choice of activities for the FY 2011 Work Plan:

1. Evidence informs the design and revision of policies and interventions;
2. Existing legal frameworks and provisions should be enforced to strengthen rule of law;
3. Specific interventions to strengthen services for the victims need to be introduced and where proven cost effective, scaled up;
4. Building consensus, a common vocabulary, and knowledge base within the Ministries, NGO community, and other stakeholders about C-VAWC is critical for C-VAWC; and
5. The best practices and cost effective models must be transferred to the appropriate stakeholders and counterparts to sustain this work past the life of project.

Sustainability

In the upcoming work plan, the CVAWC team prioritizes the last strategy and will work to sustain project interventions through all their training and technical assistance activities. This year's plan is specifically designed to achieve sustainability by:

1. ensuring that both Councils' staff have designated experts with the requisite training to continue project interventions;
2. building organizational structures within each Council to oversee, advocate for, coordinate, and continue the work;
3. developing solid civil society (NGO and private sector) partnerships to expand and deepen the awareness, resources, and capacity to make a difference;
4. creating and/or implementing the necessary legal and policy frameworks to ensure a sustained commitment to combating violence against women and children and to provide sanctions, safeguards, and redress against perpetrators; and
5. promoting public will, discourse, and awareness to address these issues.

Each of the eight activities proposed for this year's annual work plan addresses one or more of these aspects to promote sustainability. Specific tasks also build on the sustainability achieved to date, for example, by strengthening public knowledge and awareness of the amended Child Law and Executive regulations and their enforcement. Through developing the CPC structure nationally and helping to identify staff posts for CPCs within the NCCM/MOFP, the VAC team plans to build long-term institutional sustainability to implement the provisions. With the NCW, the VAW team is working to launch the Framework Strategy, which will provide a policy framework for C-VAW. They will also identify and build expertise within specific NCW departments and NGOs to continue the monitoring, coordination, and specific interventions to build coordinated community response and integrated management practices past the life of project.

Long Term Impact

The CVAWC project is quite unique in its approach to addressing human rights violations in immediate and practical ways. The team will work with the Councils to document and disseminate findings and outcomes to relevant stakeholders. During the final quarter of FY 2011, the team leaders plan to organize a "Conference of CVAWC Best Practices and

Findings” to be held during the last year to publicize project outcomes nationally, regionally, and internationally.

By the end of the project, the CVAWC team’s vision is that combating violence against women and children is a national priority, Government ministries and civil society are working together to stop violence, and all sectors are mobilizing the necessary financial and human resources to support the victims and their families.

D. Project Operations, Management and Technical Oversight

As part of work planning, the CVAWC team assessed the current expenditures and commitments to determine this year’s priorities so as to allocate the remaining human and financial resources most effectively (see Appendix D Updated Flow Chart). By January 2011, the team expects to have obligated all grants (\$3,750,000) and procurements (\$1,500,000) totaling \$5,250,000 (comprising 29% of project funding). By the end of FY 2011, the majority (75%) of the procurement and grants budgets should be disbursed. In the fourth year of the project, the team’s work therefore focuses on technical and contract oversight of the grants, completing the final procurements, and institutionalizing capacity within the Councils to oversee and/or monitor the interventions.

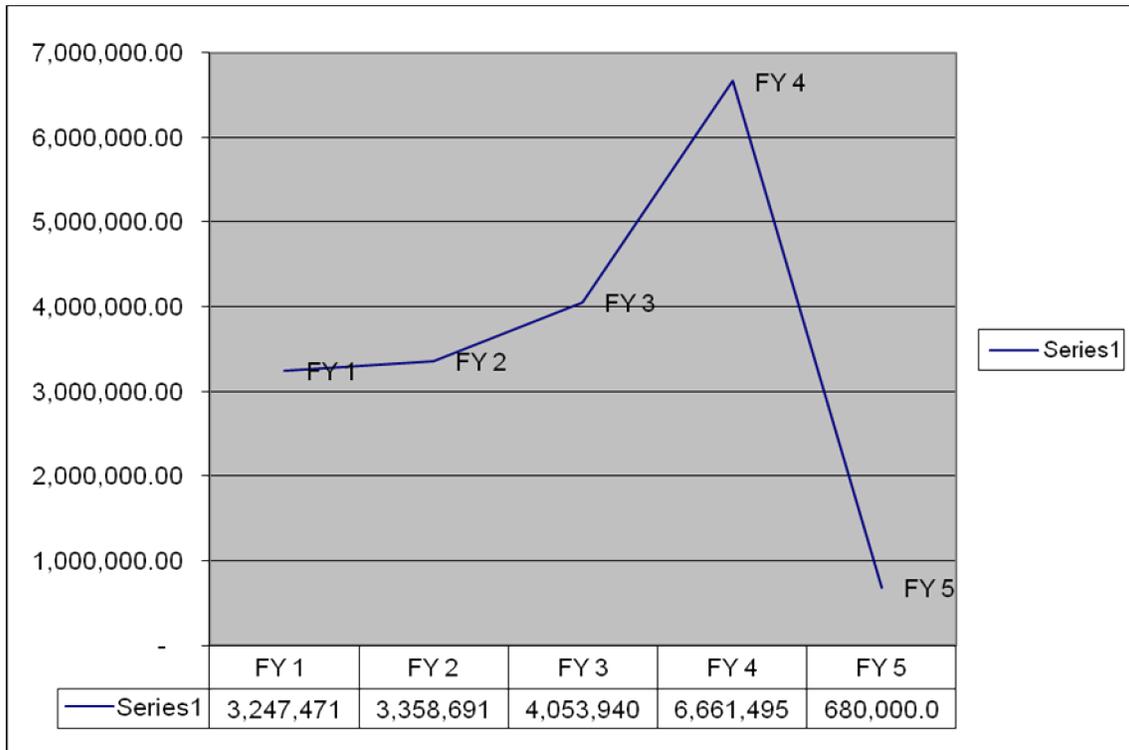
The current team will remain through FY 2011 (see Appendix A: Organizational Chart) with no staffing changes expected until the fourth quarter. When current employment contracts expire, most technical staff members – long term technical staff and short term advisors – expect to have completed project activities. A small core CVAWC management and technical team will remain. They will include key technical, operational, grants and procurement staff, who will monitor and report on the close-out of grants and procurements, finalize and publish assessments, and organize any remaining training and events to promote project outcomes.

In FY 2011, CVAWC management is predominantly Egyptian-based and –led whilst incorporating one international expert to offer comparative perspective and oversight. The Chief of Party, Lynellyn D. Long, Ph.D., has program management, research, and policy experience on human rights, particularly related to violence against women and children, in several countries. As the COP, she coordinates and provides technical direction and oversight for the Senior Management Team and provides direct technical assistance to H.E. Minister Khattab as well as to the Secretary General, H.E. Dr. Farkhonda Hassan when requested. The Senior Management Team, who direct day-to-day operations, is comprised of four task leaders: (1) Magda Barsoum, leader of VAC team located in the NCCM/MOFP; (2) Nihad Rageh, leader of the VAW team located in the NCW; (3) Sahar Mourad, leader of the grants and procurement team, located in Chemonics’ Maadi office; and (4) Mona Halim, leader of the operations team also located in the Maadi office. The Senior Management Team meets weekly and rotates the meetings between the three different sites. Appendix A provides an updated organizational chart of all staff members involved in the operation.

Budget Summary

As detailed in the graph below, project outlays continued to climb in FY 2010. However, FY 2011 is the peak year for all project activities and expenditures. With the anticipated award of all grants in FY 2011, outlays will be accelerated. It is expected that 90% of the

remaining, unobligated funds will be disbursed this fiscal year, leaving 10% to be disbursed in FY 2012. The following chart shows incurred and expected outlays over the life of project.



Staff and Activities

In FY 2011, the CVAWC team will maintain the current staffing levels at both Councils and the Maadi Office. In FY 2010, CVAWC received contract approval to shift a total of \$750,000 from the NCW grants line (\$250,000) and procurements (\$500,000) to technical assistance activities. Thus, the total budget for NGO grants through the NCW decreased from \$2 million to \$1,750,000, and the budget for procurements from \$2 million to \$1.5 million. These two budget amendments have allowed CVAWC to implement extensive training activities for the CPCs, social workers, and NGOs through the NCCM/MOFP and to offer the CSR training to NGO grantees from both Councils. Subject to the NCW Secretary General and USAID approval, the team will also recommend re-allocating a portion of residual NCW grant funds (LE 2million or \$364,000 out of total residual funds remaining) for training activities related to their NGO grantees to strengthen coordinated community responses (CCR).

Short and Long-term Technical Assistance

In FY 2011, CVAWC will primarily work with its existing consultants and staff, including short-term core legal advisors. All teams will minimize contracting new short-term technical assistance and taking on any new initiatives that cannot be completed in the coming year.

Travel, Transportation, and Allowances

With the extensive training and monitoring in other governorates, the CVAWC operations team is working to contain travel and per diem costs. Cost savings will be achieved by coordinating outside travel and transportation for monitoring grants and training activities. Whenever possible, training will be conducted at the Councils or in Governorate offices. Training of trainer approaches, video conferencing, and training large numbers of participants at a time will also be undertaken to increase cost effectiveness and reach.

NCW Grants

The first round of nine NCW grants for “services and legal assistance for battered women” will end in the third quarter of FY2011. The total expected outlay for Round 1 grantees is LE 4.8 million or \$876,000, which will be expended in this fiscal year. Based on their performance, a few grantees from this first round will be awarded an additional LE 660,000 or \$120,000 to continue exemplary activities. The second and final round of grants for the NCW, “research and services for trafficked women”, has been signed and is now awaiting MOSS approval. The expected start date is November with a total commitment of LE 2.1 million or \$390,000. In addition, the remaining residual grant funds of \$364,000 will be utilized for training and capacity building activities for grantees. Total NGO obligations for the NCW grants (including Round 1 and additional funding, Round 2, and NGO training) will equal \$1,750,000 by the end of FY 2012.

NCCM/MOFP Grants

The first round of five NCCM grants for “street children services” and one juvenile justice NGO ends September 30, 2010 (with outlays totaling LE 2.2 million or \$395,000). The second round of seven legal assistance grantees is awaiting MOSS approval (LE 4.8 million or \$880,000). These grantees are expected to start implementation in the first quarter of FY 2011 and will end by the end of the second quarter FY 2012. The third round of NCCM/MOFP’s seven media grants is expected to be signed early FY 2011. Grantees will seek MOSS approval during the first quarter, which will obligate the remaining LE 4 million or \$725,000. Total NGO funds are expected to be committed by the end of the first quarter of FY 2011 and outlays by the end of the first quarter of FY2012 are expected to reach \$2 million.

Procurements

As contracted in FY 2010, the procurement budget totals \$1.5 million. During FY 2010, the CVAWC team spent a total of \$633,846 on procurements, including: (1) \$370,658 on renovating and furnishing two court facilities; (2) \$205,428 on renovating and furnishing three reception houses; and (3) \$57,760 on procurement and engineering staff oversight. In FY 2011, the remaining, \$866,154 will be spent on renovating and furnishing two Dur El Tarbeya juvenile reception/detention houses, including procurement and engineering staff oversight and training of social workers. The funds will be fully committed during the first quarter of FY 2011. All procurement expenditures (\$1.5 million or LE 8,250,000) are also scheduled to be disbursed by the end of this fiscal year.

E. Critical Assumptions

Attainment of this work plan assumes good coordination with USAID, the two Councils, and the project team. The CVAWC team supports the objectives of MOFP/NCCM, NCW, and USAID. The team also leverages both governmental and non-governmental information, resources, and political support to sustain the interventions.

To attain the intended results, the team assumes that:

- All partners continue to collaborate to implement the project and to provide timely review, feedback, and approval.
- The Councils and USAID will not request significant changes to the approved work plan activities. The CVAWC team will do their best to respond to new requests within the constraints of achieving core objectives, having the necessary funds, and meeting the terms of the contracted scope of work. All amendments and modifications will be discussed and approved by the relevant partner and USAID.
- The Ministry of Social Solidarity (MOSS) will approve the second round of NCW and second and third rounds of NCCM grants during the first quarter of FY 2011 so that all NGO grantees may begin implementing activities no later 1st January 2011.

Other critical assumptions are mentioned in the remainder of this work plan as they apply to specific activities.

F. Plan is Practical and Meets Contract Obligations

The work plan outlines the allocation of activities, responsibilities, and financial and human resources through the end of FY 2011. The remaining sections are organized by Council and core activities covered by the project teams, which also reference project results. The final section outlines the performance monitoring plan to track and document those results.

SECTION II – VIOLENCE AGAINST WOMEN



A. Strategy and Approach

In FY2011, the VAW team, building on key recommendations from the Egypt Violence against Women Study, will support the Council's launch of a "Framework for a National Strategy to Combat Violence against Women." The VAW team will also promote information and awareness of Egypt's Anti-Trafficking Law. As part of implementing the Framework Strategy, the VAW team will support NCW and NGO efforts to improve and expand integrated services for trafficked women and victims of violence, including training for coordinated community responses (CCR) that may be replicated and scaled up throughout the 29 governorates. To sustain oversight and implementation of the Framework Strategy, the VAW team will work with the NCW to organize a permanent VAW committee. The team will also assist the NCW in incorporating supervision, monitoring, and oversight of the Framework Strategy implementation into its own on-going operations.

The grant agreement between the Egyptian and United States Government for the project separates the work into two "Project Intermediate Results" (PIRs). Activities described in this annual work plan address the two PIRs: (1) Supporting NCW's efforts to advocate for policy changes; and (2) Supporting NCW's efforts to improve GOE and NGO institutional capacity to respond to VAW.

The following SWOT analysis outlines some of the factors that led to the VAW team streamlining and prioritizing activities for FY 2011:

<p>Strengths</p> <ul style="list-style-type: none"> • Solid research base for VAW with specific recommendations for interventions • Respected, high level leadership on the issue • Engaged stakeholders in the key areas – services, legal and regulatory reform, and media • Motivated experts from OST • Highly trained and motivated team • Civil society partners (13) from two rounds identified 	<p>Weaknesses</p> <ul style="list-style-type: none"> • Lack of focus to support sustained coordinated community response • Lack of police and service provider collaboration essential for CCR • Lack of NGO sustainability • Minimal male engagement and support • Difficulties in tailoring strategies and interventions to reflect regional priorities and yet maintaining a coordinated response
<p>Opportunities</p> <ul style="list-style-type: none"> • VAW launch • Recent passage of Trafficking legislation • Core groups of experts, advisors, and stakeholders ready to assist • Government and NGO willingness to innovate and pilot 	<p>Threats</p> <ul style="list-style-type: none"> • Some public resistance and sensitivity to the issue • Too much systemic change (within families, workplaces and communities) may be expected too fast – danger of backlash

Given this SWOT analysis and building on the work to date, the VAW team decided to focus on four major activities. Under **PIR 1** in FY2011, the activities are:

- **NCW Activity 1** Support NCW’s launch and national adoption of the “Framework Strategy to Reduce Violence against Women”
- **NCW Activity 2** Develop information on trafficking against women to promote knowledge, advocacy, and services to support the victims

Under **PIR 2** in FY2011, the activities are:

- **NCW Activity 3** Assist in developing mechanisms and support for Coordinated Community Responses to VAW cases
- **NCW Activity 4** Assist NCW to develop a sustainable organizational structure to monitor, evaluate, and coordinate addressing VAW on a permanent basis

B. Progress to Date

PIR 1. Supporting NCW's efforts to advocate for policy changes

As noted in the introduction, progress in supporting NCW's efforts to advocate for policy change includes: (1) publication of the Egypt Violence against Women Study; (2) drafting of a framework strategy; (3) the Secretary General's formation of a VAW Task Force and Steering Committee; (4) organization of three round tables; and (5) the recent OST delegation led by the Secretary General in July to Washington, DC and New York City. The impact of these efforts to date is evidenced in heightened media attention and public awareness through a steady stream of NCW and other press on VAW related issues.

In FY 2011, the VAW team's policy-related priority will be to support NCW's launch and dissemination of the Framework Strategy nationally. In addition, the team is researching and piloting service delivery approaches on trafficking through four NGOs. The VAW team has also commissioned an eight-month study to obtain evidence on the prevalence of transactional marriages, and specific characteristics of this form of trafficking in women.

PIR 2. Supporting NCW's efforts to improve GOE and NGO institutional capacity to respond to VAW

The VAW team has built GOE and NGO institutional capacity through training for shelter managers and staff, MOH, MOSS, and community leaders. The team has also provided on-going technical support for the first round of NCW grants for "services and legal assistance for battered women." Eight of the nine grants will end in the second quarter of FY 2011 (the ninth in FY 2012). From monitoring, technical support, and training activities, the team has developed some preliminary lessons learned and best practice models for coordinated community responses (CCR) tailored to the Egyptian context and regional realities. In collaboration with the NCW, the project team plans to provide additional funding to four of the nine NGOs to develop and test the most promising strategies further. Through monitoring and assessing the results, the team will be able to develop and publish best practice guides for adoption by public and NGO service providers.

Detailed descriptions of the four activities and specific tasks under the two PIRs follow.

C. Activities

PIR 1. Supporting NCW's efforts to advocate for policy changes

NCW1: Support NCW's launch and national adoption of the "Framework Strategy to Reduce Violence against Women"

The Secretary General has indicated that the launch of the National Framework Strategy will take place in the coming year in conjunction with the Egyptian's National Women's Day

celebrations. In preparation for the Launch, the CVAWC Team will organize and present a packet of briefing materials (including VAW case profiles, Executive Summary, Summary of Study Findings, and other background information) for the NCW Steering Committee, Task Force, NCW Media Advisors and Branch Office. As part of building public awareness and support for national adoption of the Framework, the team is helping the NCW to organize a three-month radio program of five minute spots every morning on VAW issues to be aired from December through February. In developing the content, they will also consult with experts from the Family Justice Project, which organized a series on family violence during Ramadan to reflect and build on their messages and results.

The VAW team will assist the Secretary General in organizing the launch event. In preparation for and following the launch, the team will also assist her by preparing materials and arrangements for briefings of Governorate officials, Civil Society, Parliamentarians, key business leaders, and Ministerial Committee members. The OST participants will be invited to speak at and assist in these briefings. The meetings are intended to obtain the consensus of the key stakeholders for the Framework and support of the national entities for its adoption. Such meetings will also provide useful information on the different roles and responsibilities of different stakeholders in the eventual Framework Strategy implementation.

The VAW team will also assist the NCW Branch Office and Media Advisors in organizing regular inter-ministerial and governorate meetings on Framework Strategy development and implementation. At these meetings, the VAW team will provide examples of cost effective practices tailored to regional requirements. Wherever possible, these field trips will be combined with NGO monitoring visits to minimize costs and to explore further opportunities for government and civil society cooperation.

As part of building support for Framework Strategy implementation, the VAW team will assist the NCW in organizing meetings with ministerial Equal Opportunity Committees and the private sector to design strategies and interventions to combat workplace gender discrimination and harassment. The VAW team will document case examples and best practices and encourage Ministry, NGO, and private sector cooperation. For the Secretary General's own briefings with other ministries and the private sector, they will prepare power point presentations reflecting the most recent findings, case examples and relevant models from Egypt and elsewhere. OST members will also be invited to contribute.

Based on stakeholder input and momentum, the VAW team will revise and update the Action Plan for implementing the Framework Strategy. The plan will outline a proposed schedule, resource requirements, and responsibilities.

Expected Result: Stakeholder consensus on the “Framework for a National Strategy to Reduce VAW” developed and the support of the national entities for its adoption obtained

Leader: Nihad Rageh

Reports to: Lynellyn D. Long

Task	Description	Milestone	Timing
1. Governorate Briefings	Develop supportive briefing materials for the NCW Branch Office to be distributed for briefings in key Governorates. Respond to the NCW Branch Office requests on an as needed basis	Briefings completed by Branch Office	October - March
2. Profiles and Media Materials	Organize three month long radio program to support strategy as part of media awareness and in preparation for strategy with profiles of media cases Review proposed production and assist in preparation of daily five minute spots With NCW press office, develop press Briefing Packet (profiles, strategy brief, and research brief)	Contract signed Programming completed, press packets prepared, and press trends monitored	December - February
3. Civil Society Briefing	With OST members and the NCW staff, brief NGOs and other civil society organizations	Briefings completed	January - March
4. Parliament Briefing	Prepare background materials for the Secretary General, OST Task Force members and other experts to brief Members of Parliament. Assist in briefing members of Parliament, as requested, and prepare OST members to answer questions about the Draft Framework	Briefings completed	January - March
5. Private Sector Briefings	Develop NCW’s presentation on preventing harassment and discrimination provisions of the strategy prepared for Secretary General to utilize with businesses, Chambers of Commerce, and other private sector groups	Power Point Presentation prepared and utilized	January - March
6. Ministerial Briefings	With OST members and the NCW staff, brief ministry counterparts, particularly the Equal Opportunity units and Gender/NGO committees	Briefings completed	January – March
7. Major Conference	Support SG in the preparation of a National Launch of Strategy, prepare lists of invitees from various stakeholders and media	Launch held and coverage obtained	January - March

	Hold the National Conference to Launch the Strategy in timing with the Egyptian National Women's Day celebrations		
8. Action Plan	Draft action plan, timeline, and resource requirements for Government, private sector, and NGOs to implement Strategy provisions	Action Plan developed	March - May

Supported by long-term team members:

VAW team, Nermin Nayel, and Ahmed Abdalgawad

Short-term resources required:

One ST Media/VAW consultant/writer (20 days);

Other direct costs:

- Task Force and Steering Committee meetings, approximately 10 Task Force members, three meetings
- OST member briefings and meetings (up to five)
- Conference costs (one day, 70 persons)
- Honoraria for selected Task Force and OST members to lead governorate briefings (five)

NCW2. Develop information on trafficking against women to promote knowledge, advocacy, and services to support the victims

To support the NCW's policy and advocacy work so as to prevent trafficking in women, the VAW team has commissioned a six-month research study on transactional marriage. The research team will examine the policies and laws that allow for these kinds of marriages and will explore community perspectives and awareness of these issues. The research will be undertaken in the Cairo, Giza, 6th October, and El Sharkeya governorates. Through the NCW, the project team is also providing grants to four NGOs (Future Eve for Family and Environmental Development, Youth Association for Population and Development, Family Planning Association in Alexandria, New Fostat Association for Local Community Development) to research trafficking issues and to provide services to trafficked women.

The VAW team will propose specific interventions based on the research findings and their assessments of the NGO projects. The VAW and Grant teams will monitor the NGO grantees monthly to assess and document their findings. These assessment findings will be published in the Quarterly and Annual Progress Reports and included in the briefings for the Secretary General and Task Force. The findings will also be shared with all NGO grantees and the NCW staff, including the media department, so as to be included in their briefings.

A draft report of the findings from the research on transactional marriage is scheduled to be completed by April, 2011. Once finalized, the VAW team will compile both the findings from the research and from their NGO monitoring assessments. They will then assist NCW

in organizing expert meetings to review the two sets of findings and to propose policies and program recommendations. In the last quarter, the VAW team will compile a “Best Practice Guide” and assist the NCW to hold a final seminar of the NGO grantees and other counter trafficking stakeholders to determine ways to sustain these practices. Seminar findings and outcomes will be incorporated in the Final Conference (scheduled for FY 2012).

Expected Result: Key stakeholders knowledgeable and aware of trafficking issues.

Leader: Nadia Khalifa

Reports to: Nihad Rageh

Task	Description	Milestone	Timing
1. Trafficking Law Review	Review and summarize key provisions of the Law on Trafficking to include in all NGO trainings (and for press briefings)	Two to three page summary and training module prepared	October
2. Trafficking Research	Complete hiring the team to conduct focused research on trafficking (including obtaining registry data on transactional marriage rates, and examining the policy environment and community perceptions and awareness)	Research report prepared	October – April
3. NGO Grants Implementation and Monitoring	Following MOSS approval, monitor all four trafficking NGOs with at least one monitoring visit per month of the technical and grants team and provide on-going training	Monthly progress reports Training completed	January – June
4. Best Practice Guide	Summarize the legislation and compile all research on trafficking conducted under the project as well as findings from NGO grants monitoring into Best Practice Guide	Best Practice Guide published	April - May
5. Best Practices Seminar	Organize a seminar of key stakeholders from Government, NGO grantees, private sector, and research community to disseminate the “Best Practice Guide” and to discuss how best to sustain the interventions (40 participants). Seminar products will also be disseminated at the Final Conference.	Publication of seminar proceedings	June

Supported by long-term team members:

Omar Osman, Yara Fathi, and Alaa Youssef;
Grants Monitoring team (Mamdouh Hassanein, Roula El Saady, and Mostafa Fayek)

Short-term expertise required:

- Research investigator and team (six months' research)

Other direct costs:

- Monthly NGO monitoring (4 NGOs in Old Cairo, Sixth of October, Sharkeya, and Alexandria) – travel and per diem
- Publication and printing of research study
- Publication and printing of “Best Practice Guide”
- Seminar for 40 people

PIR 2. Supporting NCW’s efforts to improve GOE and NGO institutional capacity to respond to VAW

NCW3. Assist in developing mechanisms and support for Coordinated Community Responses (CCR) to VAW cases

The team will continue to upgrade NGO grantee skills for developing critical elements of CCR: legal support centers, listening and counseling services, project management, media awareness and advocacy, and monitoring and evaluation. The team will develop and publish five “How to Guides” on marriage counseling, rehabilitation for victims, referrals/social service manual, listening and counseling, media awareness and advocacy, M&E, legal support systems. All but two guides will be produced by the project team. The VAW team will coordinate with the Family Justice Project in developing these guides and will incorporate their published guidance for couples on legal conflicts and divorce proceedings.

The VAW team will continue to monitor, assess, and develop lessons learned from the first round of NGO grants to determine the best examples of counseling and support services. They will develop case training materials and monitoring reports. In monitoring, they will assess how NGOs utilize CSR training. They plan to identify and publish a directory of VAW trainers, mentors, and academic experts to be disseminated within the NCW and amongst the NGO, business, and academic communities.

As other countries’ experiences demonstrate and Egyptian NGO grantees have observed, the police play a critical role in front line responses and in obtaining evidence for the disposition of VAW cases. The police need to know how and when to refer cases to specific providers, and service providers in turn need the support of police officers to protect their clients and their own operations. Although effective CCR requires many different providers, the VAW team is prioritizing developing CCR curriculum and strategies for two main front line providers – NGOs and the police. They are also providing training for their NGO grantees to implement integrated case management and to coordinate their responses with all relevant providers and agencies.

Subject to USAID review and approval and in direct collaboration with the NCW staff, the VAW team will develop specific CCR curriculum and strategies for NGOs and police officers on integrated case management and rapid response and referrals. If determined to be

within the project mandate and the Secretary General’s priorities, they will conduct a separate training for women police officers in designated governorates.

The VAW team recognizes that the development of CCR is still in its preliminary stages. Experience to date indicates that CCR requires:

- a. Active NGOs, police, and other government agencies who are providing protection, shelter, emergency care, legal assistance, counseling, and referrals to other services to assist women victims and their families;
- b. Trained frontline responders, including hotline operators, police, NGOs, and health professionals who can identify VAW cases and requirements and refer victims to the appropriate services;
- c. Informed community leaders, supportive community level policing, and a public who want to prevent violence against women, take steps to reduce it, and do not blame the victims;
- d. Communication channels amongst the police, community leaders, service providers, and other key stakeholders.

The team will continue to test and address these assumptions by assisting the Government and NGOs to identify cost effective models, resources, and coordination that may be sustained.

Expected Result: VAW training and materials developed and tested to develop CCR capacity and support

Leader: Omar Osman

Reports to: Nihad Rageh

Task	Description	Milestone	Timing
1. VAW Guides’ Preparation and Curriculum	Develop CCR curriculum and materials on listening and counseling, project management, media awareness and advocacy, and monitoring and evaluation. These materials will serve as input into the development of five “How To Guides”	Five guides and curriculum materials developed and published	October - December
2. NGO Training	Train in developing legal support centers, listening and counseling services, project management skills, media awareness and advocacy, and monitoring and evaluation (NGOs from Round Two)	Two training sessions for 12 and three for 25 persons (total five training events at NCW)	October - March
3. NGO Monitoring	Monitor nine service/ and legal NGOs with final reporting for eight by end of 2 nd Quarter, one to continue through FY2012; monitor and follow up on CSR recommendations	Quarterly Progress Report	November – April (one through September)

4. CCR Curriculum and Training	Develop VAW curriculum materials for pre- and in-service police and other service provider training that focuses on CCR	Curriculum materials developed and utilized in HR training	December - March
5. How To Guides	Publish and disseminate final Five “How To Guides” on marriage counseling, rehabilitation for victims, referrals/social service manual, listening and counseling, media awareness and advocacy, legal support systems	Five Best Practice CCR Guides Developed	January - September
6. NGO Top Up Grants and Best Practices	Identify four NGOs to add activities to strengthen CCR strategies – based on promising practices and performance (residual funds)	NGO best practices identified	January - October
7. NGO VAW Service Provision Assessment	Update inventory of services and develop quality indicators (interview and observation) to assess NGO progress (including NGOs working on trafficking issues under NCW Activity 2)	PMP Service Quality Update published in Annual Report	On-going, ending October 2011

Supported by long-term team members:

- VAW Team – Nadia Khalifa, Yara Fathi, Alaa Hammad, and Omar Osman
- Grants Team – Sahar Mourad, Roula El Saady, and Fawkia Mohamed

Short-term resources required:

- Two technical consultants to prepare: (i) rehabilitation for victims guide (10 days) and (ii) media awareness and advocacy guide (10 days)

Other direct costs:

- Printing and reproduction of training materials, curriculum and strategy, and five “How To Guides”
- Transportation and per diem for site visits ongoing management of grantees for governorates: Upper Egypt/Kena, North Sinai, Beni Sweif, and Alexandria. Also, transport in Cairo (Helwan, 6th October, Giza) and El Sharkia

NCW4: Assist NCW to develop a sustainable organizational structure to monitor, evaluate, and coordinate VAW on a permanent basis

The VAW team will assist the NCW in organizing a sustainable VAW organizational structure to continue coordination of the National Framework Strategy implementation after CVAWC project completion. The VAW team envisions that NCW will continue to be the focal point for C-VAW policies, monitoring and research across ministries, private sector and

civil society. A sustainable structure within NCW will be formed to review and report on VAW incidence and prevalence, commission research and studies, and provide inter-ministerial and civil society coordination. In addition, NCW will have the capacity to oversee an Observatory of experts, who as needed could collect, track, and analyze data, and publish and disseminate findings on violence against women and VAW case management.

In preparation for developing a sustainable structure, the VAW team will invite NCW staff members from the Ombudsperson's Office, Media Advisors, and other departments to participate in on-going training activities. The team will develop a "Referrals Directory" and telephone referral cards so that when women victims call the NCW, they are immediately referred to the appropriate authorities and services. The VAW team will also share best practice guides and their PMP assessment of progress on the "31 Policy Recommendations" from the Egypt Violence against Women Study. The VAW team will continue to brief the Secretary General, Task Force and Steering Committee monthly on their findings, results, and planned activities.

To disseminate relevant findings and best practices, the VAW team will develop a webpage that specifically addresses violence against women for the NCW's website. This webpage will include studies, guides, curricula, and assessments collected or created by the CVAWC project. Once developed, the website page will be maintained by the NCW website team and the VAW team will continue to supply information updates and materials over the coming year.

The VAW team will work with the Secretary General, Steering Committee and the Task Force to identify the Terms of Reference (TOR) and the Charter for continuing the work of C-VAW within NCW after project completion. The VAW team will develop proposals for the Secretary General, Steering Committee and Task Force will determine how best to track and monitor VAW incidence, prevalence, and case disposition after project completion. The team envisions that the NCW will have the capacity to oversee a VAW Observatory of expert analysts, who could monitor violence against women, summarize VAW relevant activities and findings from other GOE agencies, donors, and civil society, and track progress on strategy implementation.

In preparation for developing this oversight capacity, the VAW team will identify and assess existing data and information collected by MOI, MOJ and other ministries that may be accessed to develop a systematic VAW management and information system (MIS). The team will propose the components of MIS system and structure to monitor VAW incidence, prevalence, and disposition of VAW cases on a long-term basis. The identification of existing sources of information will help to engage other stakeholders and avoid duplication of efforts. With the CVAWC Media Monitoring Officer and NCW's press office, the team will also develop and track indicators and by specific categories to report media and public opinion trends on VAW issues. These media monitoring tools will be developed and transferred to NCW-designated media experts.

Finally, the team will organize an expert team of key NCW and external stakeholders to advise on CVAWC's exit and transition strategy (scheduled for June 2011). As part of the exit and transition strategy, the VAW team will work with the NCW to organize presentations and documentation of C-VAW for the final, cross-cutting project conference (scheduled for the first quarter of FY 2012).

Expected Result: Organizational and financial mechanisms for sustaining monitoring and reporting of VAW cases and coordination of responses within the NCW developed.

Leader: Nihad Rageh

Reports to: Lynellyn D. Long

Task	Description	Milestone	Timing
1. VAW Sustainable Structure	Propose formation, organizational structure, tasks and any associated costs of the NCW's VAW structure to Secretary General and Steering Committee to coordinate and track Framework Strategy implementation	Proposal outlined and meetings conducted	November – February
2. NCW VAW Expertise and Referrals	Collaborate with the NCW staff to develop a referrals' directory and telephone referral call cards for use by implementing organizations. Include key NCW staff in all training activities to monitor, coordinate, and evaluated	Referrals guide and information cards developed NCW staff trained on VAW monitoring	November – March
3. VAW page for NCW website	Develop a VAW webpage that includes regular VAW program reports and research and listing of VAW key contacts, resources and referrals	Webpage developed	January - April
4. VAW Observatory Proposal	Support the NCW's work in sustaining C-VAW by providing recommendations for a VAW Observatory Unit and data base system to monitor and report on VAW	VAW Observatory Unit Proposal reviewed	March – September
5. Final Conference Preparations	With the NCW, develop a final close-out and transition strategy and prepare materials, speakers, and presentations for a final project conference.	Transition strategy identified in AWP 2012 and Conference planned	June - September
6. Tracking of 31 Policy Recommendations	Update assessment of progress in implementing 31 policy recommendations from the Egypt VAW Study. Assess which recommendations are still relevant and streamline tracking.	PMP qualitative assessment published in Annual Report	October 2011

Supported by long-term team members:

- Alaa Hammad Youssef, Omar Osman, Yara Fathi, Nadia Khalifa, Nermine Nayel, and Ahmed Abdalgawad

Short-term Resources Required:

- Webpage developer/writer
- Final conference organizer/consultant (10 months)

Other Direct Costs:

- Referrals Guide and PMP publication
- Printing and distributing of cards
- Short training for NCW staff to maintain VAW web updates

D. Implementation

Supervised by the Chief of Party, the VAW team works directly with the NCW to achieve the projected results in a timely manner. Other CVAWC teams facilitate their work and operations. As in the previous years, the team affirms the following principles in collaborating with the NCW:

- The Chief of Party and VAW team leader will meet regularly with the Task Force and Steering Committee, as convened by the Secretary General, to update them on activities and upcoming initiatives. In advance of the meeting, the VAW Team Leader will summarize progress and list upcoming events and meetings. The USAID COTR will be invited to attend these meetings.
- The NCW will review any new consultants and staff proposed and final selection of a candidate is subject to the Secretary General's agreement and formal USAID approval. The VAW team will prepare scopes of work for specific assignments.
- The CVAWC team will sign contracts and conduct other administrative tasks at the NCW premises and ensure that all staff and consultants are informed that the project is an NCW initiative funded through USAID.
- Work and training activities will be held at the NCW premises (except as otherwise approved by the Secretary General for training in the Governorates, NGO grantee site visits and reviews, and external briefings).
- The VAW team will inform the NCW monthly of their upcoming schedule, so as to allow NCW representatives adequate lead time to participate fully in all events. All activities organized outside of Cairo will be approved by the Secretary General or her designate in advance.
- The VAW team will work with the NCW Media Unit on VAW press releases and updates, which the NCW will disseminate. The CVAWC team will not directly contact the press or other media on VAW or other related matters without the Secretary General's express permission. All press briefing packets and distribution

will be reviewed by NCW's media/press team. Materials produced by the project will include NCW and USAID logos.

- All VAW grantees are required to brand their activities with NCW and USAID logos. The CVAWC team will clearly identify activities as conducted by NCW with assistance from USAID through the Combating Violence project. All printed materials must also include both logos.

SECTION III - VIOLENCE AGAINST CHILDREN



A. Strategy and Approach

In Fiscal Year (FY) 2011, the CVAWC team will continue to support the NCCM/MOFP in developing a sustainable child protection network that engages all sectors of Egyptian society. Following passage of the amended Child Rights law, and the Executive Regulations, the majority of VAC's work shifted from supporting NCCM/MOFP's advocacy for policy change to implementing the amended Child Law. This year the VAC team will prioritize institutional and organizational sustainability. They will document lessons learned by assessing CPC outcomes, adjudication of Child Law cases, and promising interventions from the first round of NGO grantees providing services for street children.

For Year IV, the VAC team will undertake the following training and capacity building to sustain their interventions:

- document cost effective models and materials from the final two rounds of NGO grants and disseminate these findings widely to other NGOs and NCCM/MOFP staff;
- train and scale up the CPCs nationally and create a permanent structure that will be sustained after the life of project;
- develop child protection modules for the Police Academy as part of its pre-service Human Rights curriculum and provide in-service police training for CPC police members and social workers in police stations; and
- collaborate with the Social Workers Syndicate to develop certification requirements for social workers and other services providers working with vulnerable children.

The following SWOT analysis outlines some of the factors that led to the VAC team streamlining and prioritizing Year IV activities:

<p>Strengths</p> <ul style="list-style-type: none"> • Amended Child Law framework • Issuance of Executive Regulations • Trust of MOFP • Well integrated in the NCCM/MOFP work and structure • Highly trained and motivated team • Civil society partners (20) from three rounds identified 	<p>Weaknesses</p> <ul style="list-style-type: none"> • Plethora of demands and expectations • Too many different priorities • Need for more resources, space, and trained people • Lack of NGO sustainability
<p>Opportunities</p> <ul style="list-style-type: none"> • VAC month of events • General acceptance of child protection • Strong leadership with vision • Core group of experts with experience in implementing the amended Child Law 	<p>Threats</p> <ul style="list-style-type: none"> • Financial stresses leading to more child exploitation • Too much systemic change (within families and communities) may be expected too fast – danger of backlash

The grant agreement expects all activities to address one of two “Project Intermediate Results (PIRs).” The activities in this work plan are based around achieving the PIRs noted below:

PIR 1. Increasing the capacity of the NCCM/MOFP to advocate for policy changes

The main activity under PIR 1 for FY2011 is:

- **NCCM/MOFP Activity 1.** Advance the judicial agenda in addressing the amended Child Law and its Executive Regulations

PIR 2. Improving the capacity of the NCCM/MOFP, other GOE institutions, and the NGO community to respond to violence against children

The VAC team will conduct the following activities under PIR 2:

- **NCCM/MOFP Activity 2:** Build capacity of Child Protection Committees to implement the amended Child Law and Executive Regulations nationwide
- **NCCM/MOFP Activity 3.** Increase the number and quality of NGO services for street children, for children in conflict with the law, and for the protection of all children’s rights
- **NCCM/MOFP Activity 4.** Improve facilities for street children and other children in conflict with the law at selected child care centers/facilities overseen and funded by the Ministry of Social Solidarity

B. Progress to Date

PIR 1. Increasing the capacity of the NCCM/MOFP to advocate for policy changes

In the first three years, the VAC team assisted the NCCM/MOFP to draft executive regulations to the amended Child Law. As noted earlier, these regulations were officially promulgated this past July. To improve public awareness of the amended Child Law, the VAC team helped to organize a Quarterly Media Forum. Further media advocacy and public awareness campaigns are planned at regional and community levels with the third round of NGO grants.

The VAC team is actively involved in organizing inter-agency coordination through the Egyptian Child Protection Network (ECPN). Through regular meetings on child protection activities, ECPN members are helping to augment national CPC coverage. The VAC team also coordinates with USAID's Family Justice Project on media awareness campaigns and with the Administration of Criminal Justice (AOCJ) Project on public information activities. With the latter, they will provide case materials and guides to distribute through AOCJ-supported public information desks.

This past year, the National Centre for Judicial Studies, which trains prosecutors and judges, started training prosecutors on the amended Child Law provisions. A member of VAC's core legal team was selected by the Prosecutor General to lead their first training of 700 prosecutors on the amended Child Law. The VAC team also completed the "Guide of Inspection Standards", which provides a checklist for minimum standards for detention facilities for children in conflict of the law. As part of the renovating and refurbishing the child courts in Cairo and Giza, the legal team plans to showcase and disseminate these standards.

PIR 2. Improving the capacity of the NCCM/MOFP, other GOE institutions, and the NGO community to respond to violence against children

To respond to violence against children, the VAC team has supported the NCCM/MOFP's launch of child protection committees in Egypt's 29 governorates. In FY 2010, the VAC team developed and organized a three-day Child Protection Committee (CPC) training program. The training covers committee members' roles, the amended Law and Executive Regulations, the child protection/child rights philosophy, and the components of child protection (addressing early marriage, FGM, and the rights of children with disabilities and establishing Child Help lines). In cooperation with the NCW and VAW team, the VAC team has developed a module on family violence and violence against women.

During this past year, the VAC team proposed and designed a national CPC structure to be included in MOFP's Strategic Plan, which has been approved by the Prime Minister. The VAC team was also tasked by the NCCM/MOFP to develop a unit for implementation of Child Law. This unit will take over the VAC work once the project ceases and will oversee the Technical Secretariat serving the CPCs. In the coming year, the VAC team will assist the unit in assuming these functions.

Through the first round of NGO grants, the VAC team worked with NGOs to increase the quantity and quality of services for street children. To date, services have been provided to 1,328 street children and to those at risk of turning to the streets.

C. Activities

PIR 1. Increasing the capacity of the NCCM/MOFP to advocate for policy changes

NCCM/MOFP 1. Advance the judicial agenda in addressing the amended Child Law and its Executive Regulations

In FY 2011, the VAC legal team will collaborate with the Ministry of Justice/NCJS to obtain guidance and to conduct a systematic assessment of case disposition so as to review the application of the amended Child Law and its philosophy over the past year. To the extent that such information may be shared, they will review policing, adjudication, and sentencing outcomes on Child Law cases. All such information will be incorporated into a Training Manual that the legal team is preparing and updating for future trainings at the NCJS for newly appointed judges and prosecutors. The “Guide of Inspection Standards” will be included as an appendix for the Manual. The Training Manual will also be reviewed and shared with the NCCM/MOFP as input into developing further policies and regulations to advance implementation of the amended Child Law.

In addition, the VAC legal team will also draw up a list of accredited “Alternatives to Sentencing” that identifies suitable institutions in Cairo and in Alexandria, Upper Egypt, Delta, and Red Sea governorates that offer vocational training and public service/public work alternatives. The list of alternatives will also be incorporated in the Judges Training Manual.

Following NCCM/MOFP review and completion of the Manual, the VAC legal team will develop a two-day long training for 300 judges on implementing the “Inspection Guide” and their findings of accredited institutions for “Alternatives to Sentencing”.

Expected Result: Improved implementation of sentencing guidelines, inspections of detention institutions, and alternatives to sentencing.

Leader: Judge Mohamed Moheb

Reports to: Magda Barsoum

Task	Description	Milestone	Timing
1. Case Review	Assess case disposition from public records since implementation of the amended Child Law (subject to access to these records); obtain MOJ guidance on how child law cases are being handled in terms of case sentencing and outcomes (police, evidence, prosecution and sentencing) for	Updated information obtained for Training Manual Also reported in PMP Study (good practices)	October – December

	incorporation in the Judges Training Manual	identified)	
2. Assessment Visits: Alternative Detention facilities	With NCCM team, assess alternatives to detention facilities in Cairo and in Alexandria, Upper Egypt, Delta, and Red Sea (two days for each site). Two MOJ observers for each visit if they contribute their own costs. Assess rehabilitation efforts	List of referral sites to be included in Training Manual with assessment of rehabilitation outcomes	October - December
3. Judicial Training Manual	Complete and update Judicial Training Manual for incoming judges for the National Center for Judicial Studies to include in their training. Include "Inspection Guide" in Annexes. Evaluate how the Manual is taken up and utilized.	Manual incorporated in training of judges with report on uptake	November - March
4. Judges Training	Conduct a one day training in Cairo for 300 judges on the "Inspection Guide" and "Alternatives to Detention"	Training completed	March

Supported by long-term team members:

Amira Abdel Hakim

Short-term resources required:

Counselor Khalil Mostafa (Appeal Court judge) will lead on this activity and will be supported by Hisham El Darandaly (Chief Prosecutor, North Cairo), and Amr El Shimy (Court of Cassation judge).

Other direct costs:

- Travel and transportation to Alexandria, Upper Egypt, Delta and Red Sea for legal team (three persons)
- Meeting in Cairo for 150 judges for two days
- Per diem for two people from NCJS for eight days

PIR 2. Improving the capacity of the NCCM/MOFP, other GOE institutions, and the NGO community to respond to violence against children

NCCM/MOFP 2. Build capacity of the Child Protection Committees to implement the Amended Child Law and Executive Regulations nationwide

The focus of the VAC team's CPC training in FY 2011 is to develop and strengthen national CPC coverage. The VAC team will assist the NCCM/MOFP in determining the roles and functions of technical secretariats (to include three staff members) for each district CPC (estimated total 1200 staff for 400 CPCs). The team will also propose recommendations for the administrative status of these employees. In addition, they will develop and pilot key

outcome indicators (referrals, caseloads, outreach activities, and case management, etc.) to measure CPC cost and program effectiveness, relevance, coordination, and sustainability.

As part of building the overall CPC structure and capacity, the VAC team plans to incorporate experiences to date in training CPCs and to finish training CPCs in the remaining governorates not yet covered. The team will organize a day long, follow up training for all 29 Cairo members of District CPCs (DCPC) on new issues that have arisen from the “Executive Regulations” since their initial training, including procedures for detecting and referring cases of child sexual exploitation. DCPC members will be selected according to their field expertise (e.g., education, health, and social welfare) to ensure full coverage. The team will also revisit CPC members by sector (Education, Health, MOSS, and police) to assess their on-going training needs and up-take. Throughout these training sessions, the VAC team will publish and disseminate their training curricula and implementation guidelines. Such documentation will also provide the basis for Ministerial Decrees as required under the Executive Regulations. These experiences will also be shared with all ECPN members and Ministry counterparts.

As part of a new initiative to strengthen the CPC system, the team will develop child protection modules for the Police Academy’s in-coming entrants (pre-service training) under the Human Rights curriculum. The content and use of these modules will be subject to formal NCCM/MOFP and USAID review and approval. The VAC team also proposes to provide specialized in-service training for police CPC members on implementing the new philosophy of community intervention to decriminalize street and other vulnerable children’s activities and to encourage referrals to CPCs.

Throughout the year, the VAC team will document and disseminate best practices and training guides through the CPC and NCCM/MOFP network. In the final quarter of FY 2011, they will organize, review, and edit these materials for publication and dissemination in the final project conference to be held in the first quarter of FY 2012.

Expected Result: Child Protection Committees launched nationwide and supported by the NCCM/MOFP structure with law enforcement backing

Leader: Amira Abd El-Hakim

Reports to: Magda Barsoum

Task/Title	Task Descriptions	Milestone	Timing
1. CPC Organization	Assist NCCM in developing a CPC staffing plan and M&E system to measure CPC effectiveness.	Staffing plan adopted M&E system developed and implemented	October – December
2. CPC Trainings Nationwide	Complete CPC trainings in 15 Governorates with average of nine districts (75 trainings for three days; 50 members per training); update CPC modules to reflect regional	3750 new CPC members trained	October – July

	differences and best practices in implementing the Executive Regulations		
3. Training for 29 Cairo District CPCs	Organize one-day, follow up training for 145 Cairo DCPCs representing five areas of specialty (education, health, social solidarity, NGOs, and police) to focus on monitoring and referral mechanisms of child cases to CPCs, detection of sexual exploitation, and on family intervention and prevention strategies	Training Day completed New module/curriculum on detection of sexual exploitation developed	November-December
4. Police Academy Modules and CPC Police Training	Develop training curriculum and materials focused on VAC prepared for in-service and pre-service Human Rights modules; also included in CPC Training Create model child protection units at stations (Cairo 2, Alex 1, Giza 1) with standards of practice and operation	Modules adopted by police trainers Minimum standards for referrals and case management published	January – July
5. Lessons Learned and Best Practices	Compile all work with case studies, lessons learned, obstacles, etc. into report and final curriculum/training materials resulting in Final Project Conference (cross-cutting)	Report and curriculum published Planning for national conference in FY 2012 underway	September

Supported by long-term team members:

Gehan Iskandar

Short-term resources required:

Khalil Mostafa (lead for police activities), Hisham El-Darandaly, Amr El-Shimy, and Mohamed Moheb

Other Direct Costs:

- Travel and per diem
- Training and curriculum material costs
- Pre-award assessment visits
- Grantee implementation oversight visits

- NCCM/MOFP 3: Increase the number and quality of NGO services for street children, for children in conflict with the law, and for the protection of all children's rights

The first round of grants (providing services to street children and one NGO providing legal representation) has been implemented. In FY 2011, the VAC team will assess, monitor, and produce lessons learned from this round, to determine the most promising interventions for increasing services for street children. These findings will be disseminated to the ECPN network, the NCCM/MOFP staff, and new NGO grantees (from the second and third rounds).

Once MOSS approval is obtained for implementation, the VAC team will coordinate the activities of the second round of grantees to ensure that they share experiences and lessons learned as their work progresses. The VAC team will hold an initial team planning meeting with all new grantees to share schedules, products, services, and experiences to date. On an ongoing basis, they will work with the grantees to organize seminars and meetings at the NCCM/MOFP and virtually on-line on particular issues (e.g., addressing protection of children with disabilities or child labor violations) to share experiences and best practices. Over the life of the grants, they will catalog all materials and documentation produced by the grantees. They will also review and publish standards of practice for NGO interventions. The best products will be published in a final compendium. Throughout the grant period, the NGOs will be supported both technically and operationally by the Grants and VAC team members.

Once MOSS approval is obtained, the VAC team will provide technical expertise, coordination, and monitoring of third round grantees to increase media advocacy and information. They will organize NGO capacity building workshops and training in the following areas: media code of ethics' legislation and standards, targeted public awareness messages, child law messages, CPC branding, and developing services' guides for specific geographic areas (with format provided by the VAC team). As with the second round grantees, the VAC team will follow a similar process of organizing an initial team planning meetings, arranging periodic meetings and seminars (including two forums for media professionals to assist the NGOs), cataloguing products, and developing a compendium of best practices and lessons learned. The Grant Team members will provide technical and operational support to the VAC team in carrying out coordination, financial, management and technical oversight, and monitoring tasks.

The VAC team also plans to follow up on the earlier CSR training to maximize sustainability and reach by improving their ability to seek funds from the private sector. The VAC team will follow up with the NGOs to determine how they have utilized the training and technical assistance (documented through field site reports). The VAC team is also assisting the Ministry's CSR group in preparing presentations to European and American Chambers of Commerce to raise funds and leverage further support for NCCM/MOFP's children protection program.

Expected Result: Improved NGO capacity to safeguard children’s rights and to implement provisions of the amended Child Law.

Leader: Magda Barsoum and Sahar Mourad

Reports to: Lynellyn D. Long

Task/Title	Description	Milestone	Timing
1. NGO Round I Street Children Compendium	Complete Round 1 grants lessons learned and assess implications for CPC and other services	Quarterly Reports of findings and recommendations	October – December
2. NGO Round II Legal Services Grants Coordination	Coordinate, monitor, and document Round II grantees providing legal assistance. Hold team planning meeting, virtual and NCCM technical meetings; conduct site monitoring; catalogue products and deliverables for NCCM; and develop final compendium of best practices and lessons learned for CPC services. Develop and publish minimum standards for NGO intervention.	Meetings held, catalog begun, and monitoring reported in QPR Standards of Operation published	November - September
3. NGO Round III – Media Grants Coordination	Hold team planning meeting, virtual and NCCM technical meetings; conduct site monitoring; catalogue products and deliverables for NCCM; publicize media code of ethics legislation on addressing child rights and victims; and develop final compendium of best practices and lessons learned	Meetings held, catalog begun, and monitoring reported in QPR Publication on best media practices and code of ethics	January – September
4. On-going CSR support and Documentation	Assess uptake of CSR training with NCCM NGOs and designated local businesses. Document best examples of collaboration. Assist MOFP on an on-going basis to leverage CSR support for child protection.	QPR and power point presentations, successful examples identified Sustained fund raising capacity improved	October – September

Supported by long-term team members:

- Ashraf Abd El-Monem, Mona Halim, Ramona Canaan, Roula El Saady, and Mamdouh Hassanein
- Legal team of judges: Khalil Mostafa, Mohamed Moheb, Amr El Shimy, and Amira Abdel Hakim

Other direct costs:

- Subcontracts for design and printing of materials (if needed)
- Two media forums for NGOs with media professionals at NCCM for 50 participants.

NCCM/MOFP 4. Improve facilities for street children and children in conflict with the law at selected NGO facilities overseen and funded by the Ministry of Social Solidarity

In preparation for the opening ceremonies of the Cairo and North Giza courts, the VAC team will train 31 Dur El Tarbeya and other social workers. In collaboration with USAID and the MOFP, they will organize opening ceremonies for the Courts in November as part of a month of VAC activities. In FY 2011, two Dur El Tarbeya detention/reception buildings will also be renovated and refurbished; and the procurements' team is currently selecting the building contractors. Based on the earlier social worker training, the VAC team will assist the Social Workers' Syndicate in developing a curriculum, training modules, and certification for social workers working with vulnerable children.

Result: Two improved facilities for children in conflict with the law

Leader: Ashraf Abdel Monem and Omneya Mamdouh

Reports to: Magda Barsoum and Sahar Mourad

Task/Title	Description	Milestone	Timing
1. Giza and Cairo Court Opening Ceremonies	Hold ceremonies in November with USAID, NCCM and Governorate officials	Ceremonies concluded	November
2. Renovate Dur El Tarbeya	Renovate and furnish two Dur El Tarbeya juvenile reception/detention houses. Develop an M&E system.	Completion of renovation and refurbishment Transparent M&E in place	October – September
3. Social Worker Training and	Train Dur El Tarbeya and other social workers to sustain the work. Develop curriculum, training modules and	Training completed	October - June

Certification	certification with Social Workers' Syndicate. Train a core group of 3-5 social workers to maintain the M&E system.	Certification system in place	
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Supported by long-term team members:

Omneya Mamdouh

Other direct costs:

- Honoraria for selected social work trainers
- Reproduction costs of materials
- Workshop training costs for 31 social workers
- Publication of training modules and certification criteria

D. Cross-Cutting Initiatives and Synergies

The VAW and VAC teams will continue to coordinate and share experiences, materials, and other products developed with one another and with the NGO grantees. They will also serve as reviewers for the other team's products. In addition, where relevant, CVAWC ensures that training and seminars are open to members of both teams, staff from both Councils, and all NGO grantees. Both teams also work with the Grants' and Procurements' teams to improve financial and narrative reporting and identification of case examples and best practices. In the final year of the project, the entire CVAWC team, in partnership with the Councils, plans to organize and convene a National Conference of the project findings and products.

In addition, CVAWC as a whole collaborates with other USAID projects, particularly the Administration of Criminal Justice (AOCJ) and the Family Justice Projects (FJP), to build on their findings and experience and to disseminate materials developed. This collaboration is ensured through regular meetings amongst the staff and Chiefs of Party.

SECTION IV –PROJECT MONITORING AND OVERSIGHT

A. Performance Monitoring Plan (PMP)

The CVAWC project’s performance monitoring plan (PMP) tracks progress on the original project results framework. The CVAWC team reports on delivery of outputs and assesses project-level qualitative and quantitative impact. Project monitoring involves the NCW and NCCM technical team members as well as the Councils and NGO grantees in identifying, collecting, and analyzing information. The team collects data on an on-going basis, which they then analyze and publish in the Quarterly Reports. This process of continuous monitoring and assessment ensures that findings are relevant and timely and guide project implementation.

To capture and report on project interventions, the CVAWC team combines quantitative indicators, qualitative assessments, and activity milestones. These tools are designed to capture achievement of the two main project results:

- Increased capacity of the NCW and the NCCM to advocate for policies that protect women and children Incr
- Increased capacity of the NCW, the NCCM, and the NGO community to respond to violence against women and children Incr

The quantitative indicators and four qualitative assessments are linked to these two results and key results areas (KRAs).

B. PMP Reporting Framework

Quantitative Targets and Tracking

Based on the US State Department indicators for “Governing Justly and Democratically”, the CVAWC team establishes annual numerical targets for:

- public advocacy campaigns on human rights
- key governmental and non-governmental stakeholders trained on CVAWC
- local NGOs receiving project assistance to address violence against women and/or children

Since several NGO grantees do not specifically address human rights but rather services, legal assistance, training, and media, these indicators count all NGOs addressing violence against women or children. Counts are unduplicated even if the NGO or stakeholder participates in two separate activities. Updates are provided in the Quarterly and Annual Progress Reports.

These quantitative indicators are collected on a regular basis and are part of the team’s grants monitoring and training reporting. In addition, the team enumerates: (1) street children grantees; (2) street children reunited with their families for more than one month;

(3) street children provided services; (4) lawyers trained; and (5) children provided legal assistance. Where possible, these data are disaggregated by gender and age.

Reporting: Quarterly Progress Reports

Task Leader: Gehan Iskandar

Reports to: Sahar Mourad

Supported by: Mona Halim and Ahmed Abdalgawad

Indicator 1: Government/ NGO Stakeholders Trained in VAW and/or VAC

Year	FY 2007	FY 2008	FY 2009	FY 2010 (YTD)	FY 2011	FY 2012
Targeted						
Male:		85	500	350	200	85
Female:		85	250	175	150	85
Total:		170	750	525	350	170
Actual						
Male:		281	800	377		
Female:		204	430	266		
Total:		485	1230	643		

Indicator 2: Local NGOs Receiving Assistance to Address VAW or VAC

Results	FY 2007	FY 2008	FY 2009	FY 2010 (YTD)	FY 2011	FY 2012
Targeted	0	18	30	70	60	15
Actual	0	53	63	80		

Indicator 3: Public Advocacy Campaign on Human Rights

Results	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Targeted		3	3	3	3	3
Actual	0	2	4	3		

Qualitative Assessments

The VAW and VAC teams also track and assess progress in combating violence against women and children, as follows:

1. Changes in Juvenile Justice Policies, Laws, and Legal Implementation
2. Progress in Implementation of Recommendations from the VAW Research Study
3. Project Impact on Quality and Quantity of Services for Street Children and Children in Conflict with the Law
4. Project Impact on Quality and Quantity of Services for the Prevention and Treatment of Women Victims of Violence

The four qualitative assessments document project-level changes and impact. Specific evidence may be gathered about project intervention effects on the service delivery of an NGO that received funding and training. The qualitative assessments are updated to address current implementation of policies and laws in terms of how juvenile cases are handled and progress in implementing the relevant Egypt VAW study recommendations. The assessments are carried out by the VAW and VAC teams, as follows:

1. Policies, Laws and Legal Implementation related to Juvenile Justice

Reporting: Annual Report

Task Leader: Mohamed Moheb

Reports to: Magda Barsoum

Supported by: VAC legal team

Data Sources

1. Egyptian laws and regulations
2. Judgments of VAC legal team and other juvenile justice experts (interviews and meetings, access to case disposition if possible)
3. Monitoring trips and observations during visits to juvenile justice facilities and NGOs serving children in the juvenile justice system
4. Human rights reporting and published juvenile justice administrative procedures documents, where available
5. Documentation of project activities

Planned Analysis

CVAWC initially compared current Egyptian law and policies to the major recommendations of General Comment No. 10 of the Convention on the Rights of the Child, “Child Rights in Juvenile Justice.” The VAC team also prepared a response for the Arab League: UN Secretary’s Questionnaire on Violence against Children.

The VAC legal team continues to track key areas of juvenile justice policy. A policy “change” includes changes in legislation, executive regulations, and implementation (formal or informal). The legal team reviews Egyptian laws and executive regulations to assess their impact on child protection. A change that brings Egyptian policy closer to the recommended practices, as described in General Comment No. 10 indicates a “positive” policy change.

Current Directions

To address the impact of the amended Child Law, the VAC legal team will work with the Ministry of Justice to report on implementation of the Child Law, including an analysis of the disposition of cases (subject to the legal team's access to these records). This analysis will provide input into the proposed assessment. The policy and legal analysis will be conducted during FY 2011 and included in the Annual Report (published in October 2011).

2. Tracking of Progress in Implementing 31 Policy Recommendations from Egypt VAW Study

Reporting: Annual Report

Task Leader: Alaa Hammad Youssef

Reports to: Nihad Rageh

Supported by: VAW team

Data Sources

1. Analysis of Egyptian Law, government policies and executive regulations
2. Reports of government, private sector, and civil society activities and programs
3. Content analysis of media reports and articles
4. Research findings

Planned Analysis

The Egypt Violence against Women Study generated 31 policy recommendations reviewed and endorsed by the NCW. These recommendations are reflected in the draft "Framework for a National Strategy for Violence against Women." Approval and launching of the Strategy will provide the policy framework necessary for addressing other recommendations focused on implementation. To assess progress to date, the VAW team will gather evidence of implementation on the 31 policy recommendations with a particular focus on changes in legislation, services, and media reporting. Their findings will be reported in the FY 2011 Annual Report (published in October 2011).

Current Directions

The 31 policy recommendations adopted in May of 2009 used to assess progress may be refined, streamlined, and updated to reflect current policy and program context and for future NCW monitoring purposes. The team will assess the recommendations in light of current implementation strategies and provide case examples, meta-analysis of media reporting, and description based on interviews and observations. They will also identify direct contributions from project interventions.

3. Assessment of quality and quantity of services provided to street children

Reporting: Annual Report

Task Leader: Ashraf Abdel El-Monem

Reports to: Magda Barsoum

Supported by: VAC and Grants Team Monitors

Data Sources

1. Directory and inventory of street children service providers
2. Monthly monitoring and site visits by grants and technical teams
3. Written reports from street children NGO service providers receiving training or funds from the project

Planned Analysis

An initial assessment profiled street children services in Egypt by NGOs that involve overnight care, day care (drop-in) services, or mobile unit services. The assessment was based on visits to the providers, their documentation of services, questionnaires for managers, and a survey of street children receiving the services. Based on the results of the initial assessment, the M&E specialist created a progress evaluation sheet to track NGO grantee interventions and services.

Current Directions

With the completion of this first round of NGO grants, the Task Leader will utilize this tool to demonstrate where and how the project improved services both in terms of quality and quantity. The study will be undertaken in the first quarter of this year and published in the FY 2011 Annual Report.

4. Assessment of project impact on quality and quantity of services provided for the prevention and treatment of women victims of violence

Reporting: Annual

Task Leader: Omar Osman and Nadia Khalifa

Reports to: Nihad Rageh

Supported by: VAW and Grants team monitors

Data Sources

1. Inventory of services addressing violence against women ([Egypt Violence against Women Study](#))
2. Observations and reporting from NGO monitoring visits
3. NGO grantees' monitoring and evaluation systems and reporting

Planned Analysis

An initial assessment was undertaken of services in Egypt for the prevention of violence against women and treatment of women victims of violence. The assessment was based on

provider observations, reports and documentation of services, and interviews. This assessment led to prioritizing geographic areas where the team is working to improve services. The team will continue to track project technical and grant assistance to service providers. At the end of the project, the initial assessment will be replicated to determine project level impact.

Current Directions

The team will focus on tracking quantity and quality improvements for those providers who have received project support. New indicators to measure quality changes may be developed to reflect lessons learned and CCR considerations. The final assessment will be published in the Annual Report (October 2011).

Reporting: Annual

Task Leader: Lynellyn D. Long

Supported by: VAW, VAC and Grants' Teams

Milestones

In addition to the indicators and assessments listed above, the project teams will continue to report quarterly on their progress according to activity milestones defined in this annual work plan. Key project milestones will be identified and reported on in the FY 2011 Annual Report.

Performance Indicators Linked to Project Results

Life of Project Results	Life of Project Indicators
PIR 1: Increased capacity of NCW and NCCM to advocate for policy change	
KRA 1: Improved laws, regulations, and procedures that protect women and children	<p><i>Primary indicators</i></p> <ul style="list-style-type: none"> • Assessment of positive policy changes related to juvenile justice • Assessment of implemented policy recommendations from violence against women study
KRA 2: Increased ability of NCCM to advocate for policy, legal, and institutional reform	<p><i>Primary indicator</i></p> <ul style="list-style-type: none"> • Number of public advocacy campaigns on human rights supported by project (NCCM only) <p><i>Supporting indicator</i></p> <ul style="list-style-type: none"> • Number of key governmental and non-governmental stakeholders trained in the context of activities related to violence against children
KRA 3: Increased ability of NCW to advocate for policy, legal, and institutional reform	<p><i>Primary indicators</i></p> <ul style="list-style-type: none"> • Number of public advocacy campaigns on human rights supported by project (NCW only) <p><i>Supporting indicators</i></p> <ul style="list-style-type: none"> • Number of key governmental and non-governmental

	<p>stakeholders trained in the context of activities related to violence against women</p> <ul style="list-style-type: none"> • Assessment of implemented policy recommendations from violence against women study
<p>PIR 2: Improved capacity of NCW, NCCM, and NGO Community to Respond to Violence Against Women and Children</p>	
<p>KRA 1: Increased capacity of government and non-governmental actors to respond to children at risk or in conflict with the law</p>	<p><i>Primary indicators</i></p> <ul style="list-style-type: none"> • Number of key governmental and non-governmental stakeholders trained in the context of activities related to violence against children (children at risk or in conflict with the law only) • Number of local NGOs receiving project assistance to address violence against children (children at risk or in conflict with the law only)
<p>KRA 2: Increased quantity and quality of services provided to street children</p>	<p><i>Primary indicator</i></p> <ul style="list-style-type: none"> • Assessment of project impact on quality and quantity of services provided to street children <p><i>Supporting indicator</i></p> <ul style="list-style-type: none"> • Number of local NGOs receiving project assistance to address violence against children (street children only)
<p>KRA 3: Increased quantity and quality of programs designed to reduce violence against women</p>	<p><i>Primary indicator</i></p> <ul style="list-style-type: none"> • Assessment of project impact on quantity and quality of services provided for the prevention and treatment of women victims of violence <p><i>Supporting indicator</i></p> <ul style="list-style-type: none"> • Number of local NGOs receiving project assistance to address violence against women

C. Project Management and Oversight

CVAWC has focused on transferring knowledge to local staff and counterparts and retaining teams of experienced professionals. Chemonics' headquarters staff members, organized by their Project Management Unit (PMU), also conduct a series of visits to ensure the project stays in full compliance with U.S. government rules and regulations and the company's own internal policies and practices.

Planning and Team Building

The COP organizes the project team through Team Leader weekly meetings and quarterly all staff meetings. When specific presentations are planned, USAID and counterparts are also invited to attend.

Results: Improved team work and understanding of project achievements and future activities
Timing: weekly for team leaders and quarterly for all staff
Resources: one day at the three different sites

Grants Management and Compliance Visit

As the first round of NCCM/MOFP grants is concluded, and with the second and third rounds of NCCM/MOFP and NCW grants underway, a grants management specialist will conduct an audit to assess the grants process from the solicitation and grants' award, disbursement and procurement, and implementation and close out phases.

Results: Grants management processes reviewed, audit report produced
Timing: Winter 2011
Resources: Home-office grants management specialist (12 days)

Mid-Year Technical Support and Project Review

This assignment is a supervisory and work plan implementation assessment visit where the Home Office Director will conduct a mid-year technical review of FY 2011 activities. The Director will meet with the Chief of Party, local staff, USAID, NCCM, and NCW to continue building working relationships, discuss the year's progress, and provide recommendations for how to approach project implementation through the remainder of the year.

Results: Work plan assessed and recommendations made for the remainder of the year. Input gathered from USAID and counterparts on project performance at the mid-year point
Timing: Spring 2011
Resources: Home Office Director (10 days)

Annual Work Planning and Close Out Strategy for FY 2011

The Home Office Director and Chief of Party will organize planning meetings in July with the NCW and the NCCM/MOFP counterparts and USAID to determine final close out activities against project objectives. They will also develop the close out strategy for the FY 2012 work plan. The sessions will serve as a way to analyze the progress of FY 2011, to plan the final conference with the counterparts, and to map the FY 2012 (Year V) AWP.

Result: Year V close out strategy drafted.

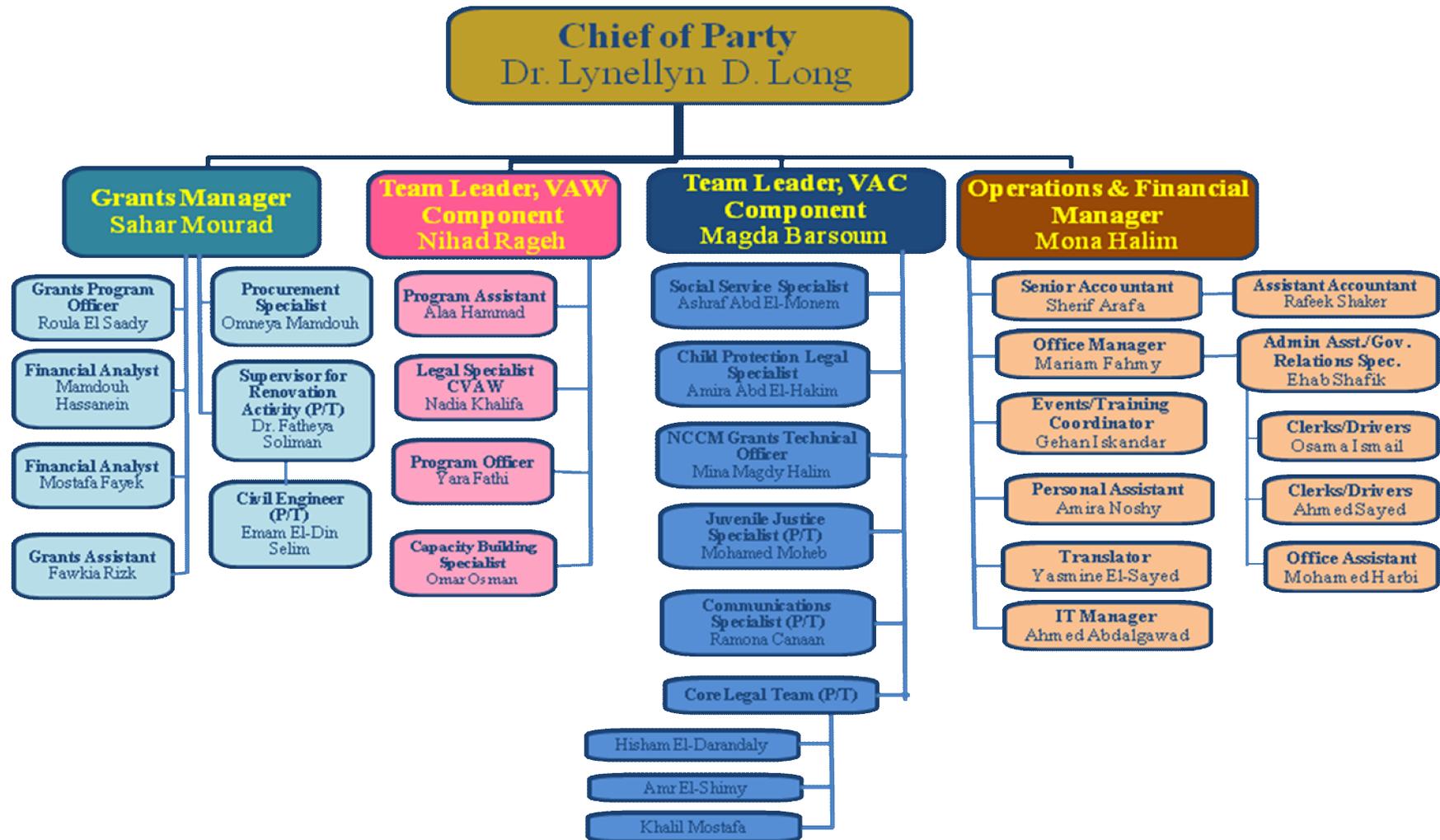
Timing: July 2011

Resources: Home Office Manager and Director (30 days)



خريجات الدفعة الأولى من طالبات الجامعة . ويرى في الصف الأول من اليمين ،
الدكتورة نعيمة الأيوبي والأنسة فاطمة سالم ، وخلفهما السيدة زهيرة عبد العزيز
والدكتورة سهير القلماوي ، والسيدة فاطمة فهمي . وقد أخذت هن هذه الصورة
عقب تخرجهن في الجامعة لمواجهة الحياة العامة بما تسليحن به من علم وثقافة

ANNEX A – ORGANIZATION CHART



ANNEX B – LIFE OF PROJECT PROCUREMENT PLAN

The Combating Violence against Women and Children (CVAWC) project, through the prime contractor, Chemonics International, has procurement funds to renovate, and refurbish facilities that offer shelter and services for street children, at-risk children, and children in conflict with the law. This life-of-project plan outlines the procurement system and processes, timeline and key milestones, and budget for these two funds. This procurement plan is reviewed and updated as part of the annual work planning process.

Targeted Organizations and Institutions

CVAWC's procurement system adheres to FAR and AIDAR procurement rules, Chemonics corporate policies, and assuring cost efficiencies. The table below details actual FY 2010 and planned FY 2011 procurement expenditures of \$1.5 million:

Description	USD \$	Subcategories
Total spent in FY 2010	633,846	
Child courts		370,658
Reception houses		205,428
Support staff		57,760
Planned in FY 2011	866,154	
Dar El Tarbeya Furnishing & Renovation		772,601
Training of social workers		40,000
Support staff FY 2011		53,553
Total Procurement Budget	1,500,000	

Reception Houses

The project has completed the renovation and furnishing of three reception houses managed by Nour El Hayat NGO in Giza, Caritas Association in Cairo and El Horreya NGO in Alexandria. Total cost of renovation and furnishing was \$205,428.

Court Facilities

The project has completed the renovation and furnishing of Giza and Cairo Child Courts. The total cost of renovation and furnishing for these two courts was \$370,658.

MOSS Social Care Institutions

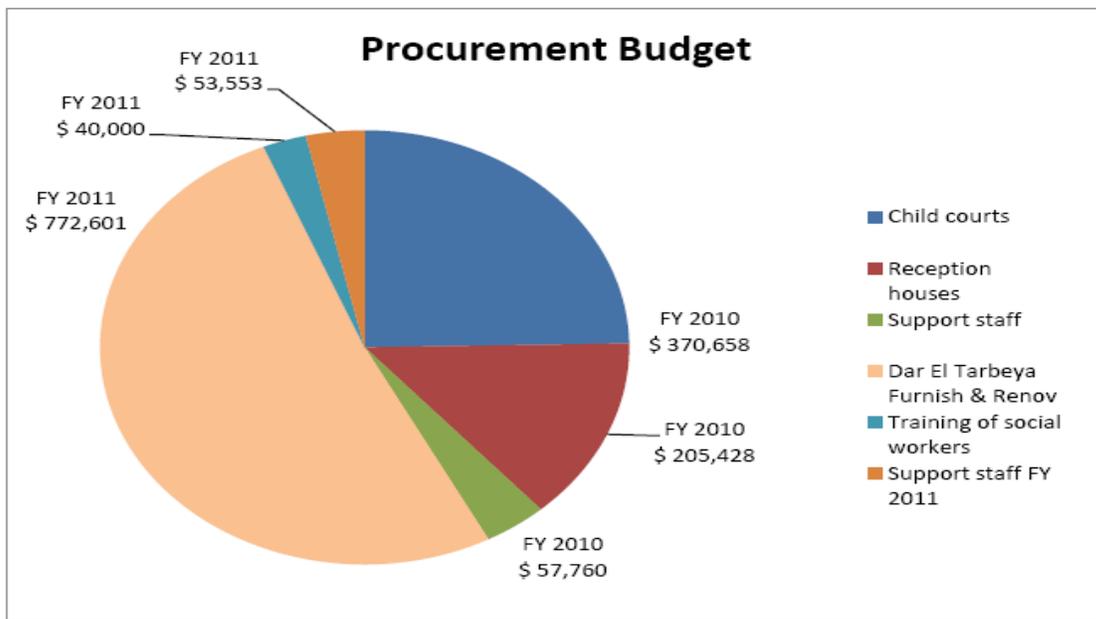
MOSS maintains a system of social care institutions for at-risk children and children in conflict with the law known by the name of Dur El Tarbeya. CVAWC will use the remaining balance of procurement funds to refurbish two buildings of Dur El Tarbeya. In July 2010 the procurement team issued the RFP for the first building and will proceed with the second in FY 2011

Solicitation and Implementation

Solicitation Process

The procurement team has already issued an RFP for Building No. 1 for Dur El Tarbeya. The second RFP is scheduled for October 2010. These solicitations are in accordance with applicable USAID rules and regulations using an open and competitive process for qualified subcontractors. The project follows USAID rules governing refurbishment of physical space, including conducting environment impact assessments (EIAs) where required, and seeking the necessary approvals.

Awards will be made to the suppliers whose offers provide the best value for the procurement. The selected suppliers will be offered a detailed contract with a carefully negotiated cost structure and deliverables. CVAWC will oversee procurement to ensure full



compliance with USAID regulatory requirements. In FY2010, CVAWC obtained a waiver in order to purchase furniture locally to decrease costs.

Implementation

The procurement team will coordinate closely with the MOSS during implementation in order to facilitate all required permissions to complete the renovation and furnishing on schedule. Dur El Tarbeya’s management is helpful and cooperative and they are looking forward to the completion of this project. This renovation will have a positive impact on children residing in these facilities.

Timeline and Milestones

The team developed a procurement timeline with associated milestones for the renovation and furnishing of the two buildings. The timing below is approximate.

Building A	
Milestone	Timeline for FY 2011
Proposals evaluated	Q4 FY 2010
Contracts negotiated and awarded made	Q4 FY 2010
Renovation completed	Q3
Equipment delivered	Q3
Building B	
Milestone	Timeline for FY 2011
RFP Issued	Q1
Proposals evaluated	Q1
Contracts negotiated and awarded made	Q1
Renovation completed	Q4
Equipment delivered	Q4
Opening Ceremony (MOSS, NCCM, and USAID)	Q1 FY 2012

ANNEX C – TRAINING PLAN

The Year IV training plan covers both NCW and NCCM/MOFP training activities. This annex describes the training approach, objectives, and system and summarizes costs and activities planned for the coming year. As noted in the introduction, training is a major focus of CVAWC’s activities over the next year to build ownership and sustainability.

The Training Matrix includes both new courses and those already underway. Whilst some changes to the number and length of training sessions may be made, significant revisions are not expected. Additional training may be offered if USAID and the counterparts agree that such training meets project objectives.

A. Training Approach

The training plan is built on the following principles and standards to achieve performance objectives whilst developing, sustaining, and institutionalizing the human and intellectual capacity beyond the life of the project:

Needs-based

Project training activities address concrete needs identified by the project and counterparts and gaps in the knowledge, skills, and abilities of recipients. Whilst high quality, cost-effective and off-the-shelf training courses are employed where appropriate, the needs based focus most often requires tailor-made courses and materials.

Training Principles and Standards

- Needs-based
- Appropriately targeted
- Results-oriented
- Sensitive to the local context
- Supported by comprehensive written materials
- Evaluated completely

Appropriately targeted

The project team ensures that the appropriate individuals are targeted for training. The team will continue to work closely with counterparts to identify the key stakeholders and participants needed to achieve project results. Where an entire group of professionals is targeted, the project will train a critical mass of individual and/or training of trainers who multiply the effects of the training.

Results-oriented

Project training activities are designed to achieve specific, identified results that conform to the project objectives. For CVWAC, that requires transferring appropriate training materials to the counterpart institutions to continue CPC and NGO training after project completion.

Sensitive to the local context

The CVAWC team addresses sensitive, human rights' concerns and must avoid any action or even perception of imposing foreign values on Egyptian society. The team primarily employs Egyptian experts as trainers and develops case materials and curriculum that reflect the local situation and context.

Supported with comprehensive materials

To reinforce training objectives and ensure sustainability of the learning that occurs during project training activities, all training is supported by comprehensive and appropriate written curriculum, guides and/or other materials for future trainers and trainees.

Evaluated Completely

The CVAWC expects training activities to increase the knowledge, skills, and capabilities of participants so as to introduce and apply new practices. To ensure these expectations are met, all training sessions are evaluated.

B. Estimation of Annual Training Events and Invitees

During the third year of project implementation, the CVAWC team implemented an ambitious and extensive set of training activities focusing on targeted capacity building for NCW, NCCM/MOFP, grantees, and stakeholders from other government agencies. The success of the training, particularly for prosecutors, social workers, and judges on the new child law, led to additional requests for training by other government ministries.

During the fourth year of the project, the CVAWC team will continue some training started during the third year and implement additional training for new target groups. Training courses will be short in-country training. Target audiences will be comprised of council staff, NGO partners, other government officials, journalists and others. An approximate projection of our training and events as summarized from the NCW and the NCCM/MOFP sections of the work plan is included in the attached Training Matrix.

Under the NCW component, the training efforts will prioritize current and potential NGO grantees and NCW staff. Training will be focused on developing the capacity to manage cases effectively, to coordinate community responses, and to implement provisions of the Framework Strategy once fully launched.

Under the NCCM/MOFP component, training efforts will focus scaling up the CPCs across all 29 governorates, certifying social workers and other professionals working with vulnerable children, and training police within the CPC system and new entrants. Other training activities will address the on-going needs and coordination required to assist the second and third round NGO grantees.

C. Measuring Results

The project will ensure that it is meeting its training and project objectives through monitoring and evaluation. While each training activity has specific objectives, general training objectives include:

- Participants are satisfied with time spent in the training activity;
- Participants have acquired the knowledge, skills, and abilities that the training course was designed to provide;
- The knowledge, skills, and abilities taught during the training were relevant to the participant's work;
- The participants are able to apply the knowledge, skills, and abilities that the training course provided.

Monitoring and evaluation of training activities will provide the technical teams with the appropriate feedback for adjusting, correcting, and improving course curricula. Monitoring tools include:

Participant evaluations

End of course evaluations provide feedback regarding trainee satisfaction, self-assessments of knowledge acquisition, and suggestions for improvement.

Tests

Testing provides direct evidence of participants' knowledge acquisition. Tests may be used throughout the course or in a final assessment to ensure that participants are actively participating and acquiring the requisite competencies.

Follow-up questionnaires and interviews

Follow up questionnaires and interviews with training participants may be used to assess knowledge and skill retention and application.

Performance tracking and evaluation

The actions and performance of participants prior to and following training programs may be assessed instead of relying solely on self-assessments. Specific strategies used to monitor and evaluate of training objectives will be chosen so as to assess achievement of expected results.

D. USAID Compliance and Reporting

Chemonics International has substantial experience in Egypt and worldwide managing USAID-sponsored training activities in host countries, third countries, and the United States. These activities are managed in accordance with the Agency's participant training regulations.

The CVAWC team will implement all training activities in compliance with the USAID ADS 253 (Training for Development); ADS 252 (Visa Compliance for Exchange Visitors), when applicable; participant training regulations; and USAID/Cairo Mission guidelines. Gehan Iskander, the training coordinator, is fully trained on TraiNet and will post all necessary information regarding trainees and programs into the TraiNet database on a regular basis. Any training course models that may be replicated by NCW and NCCM/MOFP will be documented and shared with the Councils and USAID. The projects' quarterly progress report will be gender disaggregated.

E. Estimated Training Costs

The FY 2011 estimated training cost is \$501,905 (\$ 91,883 for the NCW training activities and \$410,022 for the NCCM ones). This figure will be adjusted as training activities are developed in coordination with counterparts.

Combating Violence Training Matrix

Training Description							Participants		
Training Activity Title	Training Type	Planned Date	Location	Days	Events	Participants	No.	Total	
National Council for Women (NCW)									
Activity 1	Launch and Adoption of National Framework Strategy								
Task 8	Launch of Framework Strategy	Conference	March 2011	Cairo	1	1	National stakeholders	70	70
Activity 2	Trafficking Research and Services								
Task 5	Best Practices Seminar	Seminar	Jun	Cairo	1	1	NCW, NGOs, stakeholders	40	40
Activity 3	Strategies and Support for CCR								
Task 2	NGO Training	TOT	Oct-Dec	Cairo	2	1	NGO and other Trainers	12	12
Task 2	NGO Training	Workshop	Oct- Mar	Cairo	3	5	NGOs, NCW, and others	25	125

National Council for Childhood and Motherhood (NCCM)									
Activity 1	Assess and Improve Judicial Responses								
Task 4	Training of Judges	TOT	Jan-Mar	Cairo	2	150	Judges	150	300
Activity 2	CPC Capacity Building								
Task 2	CPC Training	Workshop	Jan - Oct	15 Governorates	3	75	NGOs, Ministries, etc	50	3750
Task 3	District CPC Update	Workshop	Nov-Dec	Cairo	1	1	NGOs, Ministries, etc	145	145
Task 4	Police HR Training	TOT	Jan-July	Cairo	3	5	Police Trainers	5	25
Activity 3	NGO Services for Children								
Task 2	Legal Services Coordination	Team Planning Workshop	Nov	Cairo	1	1	NGOs, NCCM	35	35
Task 3	Media Grants Coordination	Team Planning Workshop	Jan	Cairo	3	1	NGOs, NCCM	40	40
Activity 4	Improve Facilities for Children in Conflict with the Law								
Task 3	Social Worker Training	Workshop	Oct	Cairo	1	150	Social Workers at Dur El Tarbeya/Street Children	1	150

