

PD-ABR-196²
'00706

Women's Law & Public Policy Fellowship Program

Leadership & Advocacy for Women In Africa
(LAWA)

G/HCD/FSTA, Gary Bittner

Project No 698-0475

Cooperative Agreement No AOT-A-00-93-00044-00, Mod 4

FINAL REPORT

Contract End Date, December 31, 1998

Report Due Date, March 31, 1999

TABLE OF CONTENTS

Summary	3
I Program Goals	6
II Workplans and Timetables	6
A 1997 Workplan	6
B 1998 Workplan	8
III Planned Activities	8
A Academic Training	8
B Practical Work Experience on Women's Issues	8
C Creating Networks	9
IV Annual Budgets	10
CONCLUSION	10
ATTACHMENTS	11
1 Reports Previously submitted to USAID	
2 LAWA Alumnae Receiving Internet & Conference Funds	
3 1997 Spring Seminar Schedule	
4 LAWA Fellows Research Papers	
5 LAWA Lecture Series	
6 Required and Recommended Courses 1996-1997	
7 The LAWA Alumnae Background and Accomplishments	
8 Budgets for 1997 and 1998 Annual Workplans	
9 LAWA Alumnae Contact List	

Women's Law & Public Policy Fellowship Program

Leadership & Advocacy for Women In Africa
(LAWA)

G/HCD/FSTA, Gary Bittner

Project No 698-0475

Cooperative Agreement No AOT-A-00-93-00044-00, Mod 4

FINAL REPORT

Contract End Date, December 31, 1998

Report Due Date, March 31, 1999

Summary

By Cooperative Agreement effective March 25, 1993, USAID undertook financial support for the Pilot Project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program (the Fellowship Program)

The LAWA project recruited, selected and trained nineteen women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants came to Washington, DC for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participated in a Masters of Law degree program at Georgetown University Law Center and completed a major graduate paper on an African women's rights issue.

Throughout their time in Washington, D C , the LAWA advocates also attended bi-weekly seminars with their American counterparts in the Program, where they discussed key women's rights issues with prominent leaders. They also attended related events, such as Supreme Court and Congressional hearings on pressing women's rights issues. The relationships the LAWA attorneys built with their American contacts and government leaders, together with their training in computer research and technology skills, provide a valuable advocacy network and the ability to draw upon expanded legal resources upon their return to Africa.

Following their studies and receipt of their LL M degrees, the Fellowship Program placed each participant with a legal or public interest organization in the Washington, DC area where she worked, as a staff attorney, for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants returned home to their countries.

So far, the results of the LAWA program are gratifying. All of the LAWA advocates have returned home to their countries and have assumed prominent leadership positions enabling them

to focus on women's rights issues in NGOs, governments, law schools, courts, legislatures, and private firms, with one sad exception One of our participants died of AIDs, which is having a devastating impact on African women The advocates have also retained and built upon the relationships built during their time in Washington, D C , and have formed their own NGOs to promote women's rights in Africa, including continuing to liaise with the LAWA Program and legal scholars in Washington, D C to bring test cases under their own laws and constitutions And the LAWA alumnae keep contact with the Program, helping to interview and select new participants and serve as their mentors

Esther Mayambala, an alum from the first LAWA class of 1993-94, is a shining example of what the LAWA alums can and do accomplish when they return home During her tenure with LAWA she focused on the issue of polygamy, upon her return to Uganda the Uganda Network of Law, Ethics, and HIV relied on her work to recommend reforming the country's polygamy laws During her internship at the National Women's Law Center Esther drafted comments to improve the treatment of women in the Uganda Constitution, upon her return to Uganda these comments were circulated to the Uganda Constituent Assembly Since returning home Esther has continued to work tirelessly to advance the cause of women's rights issues, first through several leadership positions with FIDA-Uganda (the Ugandan Association of Women Lawyers), then through her own law practice not only bringing test women's rights cases but also directly serving victims of domestic violence, next as legal advisor to the Vice President of Uganda, and now as co-founder with four other LAWA alums of an NGO called "LAW-Uganda" formed to improve the lives of women in Uganda by focussing on domestic violence, equal employment opportunity, reproductive rights and property rights And, in Esther's own words, by "mortgaging her sleep time", she also manages to lecture at the Makerere University Faculty of Law's Human Rights Peace Center on family law, human rights law, and women and the law

This Pilot Program's success is also demonstrated by the decision of the USAID Missions in Ghana and Uganda to use their own funds to continue the Program The two African attorneys currently participating in the LAWA Program are being funded by the Ghana USAID Mission, which decided to use its own funds to support the Program after seeing the tangible initial results in Ghana However, because of its own funding constraints (we have been informed that the grant will be suspended because the entire Ghana Democracy & Governance budget has been cut to \$900,000 per year) the Ghana Mission can only fund these two participants Similarly, we have just been informed by the Uganda AID Mission that funding is in place to support two participants from Uganda beginning this Summer

The completion date of the Cooperative Agreement, as amended in Modification 4, effective December 31, 1997, was December 31, 1998 The Agreement provided for reimbursement of allowable program expenditures beginning January 1, 1993 Due to modifications in September 1994 and August 1995, the estimated AID amount was \$1,617,592, fully funded until the estimated date of completion Total program expenditures are listed in the final financial report

The first four participants arrived in July 1993 and returned home in November 1994. The second group of six arrived in July 1994 and left for their respective countries in November 1995. The third group of six arrived in July 1995 and left in November 1996, and the final group of four arrived in July 1996. Of the four participants in the final group, three left from the United States in November 1997 and one flew home at the completion of her training in Geneva, Switzerland in November 1997.

This final report incorporates and updates all previous reports filed with USAID. See **Attachment 1** for copies of previous reports submitted to USAID.

I Program Goals

1) To provide lawyers seeking to be women's rights advocates in the countries of Ghana, Tanzania and Uganda the opportunity to receive advanced training, both academic and practical, on the issues and problems affecting women and to be exposed to American advocacy organizations working on women's issues and to various methods of advocacy,

2) To forge new links between those working on women's issues around the world,

3) To develop a network of attorneys throughout the world who are concerned with public policy decision making and the effects of that decision making on women,

4) To broaden the perspective of organizations both in Washington and in Africa working on improving the status of women by adding different experiences and voices to their staffs,

5) To initiate this project in the Africa region and to consider its applicability for other regions

II Workplans and Timetables

Copies of Annual Workplans submitted for the years 1993-1996 are included in **Attachment 1**

A 1997 Workplan

The LAWA project provided advanced training for Lawyers from Ghana, Tanzania and Uganda, both legal and practical, with a focus on women's issues, created a network of attorneys throughout the world, and broadened the perspective of organizations working to improve the status of women. Previous workplans submitted for the years 1993 - 1996 described the activities planned

to meet those goals, the individuals involved, and the places and times they were scheduled to be conducted

The final class of LAWA fellows were in the second semester of their LL M program at the start of 1997. Because neither recruitment nor activities for new arrivals were needed, the 1997 workplan was more streamlined than the previous ones. The LAWA participants completed their course work in May and received their LL M degrees. In June, each participant began a six-month internship, working as a staff attorney at a legal or public interest organization in Washington, DC, on legal and policy issues affecting women.

Throughout this period, participants attended Fellowship Program seminars and lectures on women's issues which provided opportunities to meet important women leaders and learn about various advocacy strategies used in U S organizations. At the end of November, the LAWA fellows received certificates of achievement and returned home to Uganda and Tanzania.

TIME TABLE

April	Practical Training Placements Assigned to 1996-97 Fellows
May	Receipt of LL M degree by 1996-97 Fellows
June	Work Placements begin for 1996-97 Fellows
August	Electronic Network Training begins for 1996-97 Fellows
October	Preparations for Departure of 1996-97 Fellows
November	1995-96 Fellows complete work assignments and return to Tanzania and Uganda

B 1998 Workplan

The workplan for 1998 concerned supporting professional enhancement and networking activities for the LAWA alumnae. Because we rely on the participants to inform us about their needs for e-mail and for attending conferences in Africa, we did not draft a timetable for this year. The activities for this year involved providing funds for the alumnae to begin or continue e-mail service and to provide funds for them to attend conferences in Africa. Attached is a list of the alumnae who received funds from us. This list also describes the conferences they attended. (See Attachment 2)

III Planned Activities

Planned Activities for 1993-1996 are included in the Annual Workplans in Attachment 1

A Academic Training

Academic training activities for the participants already in the U.S. at the beginning of 1997 were the same as those of the previous years. Attached is a copy of the seminar schedule for the spring of 1997. (See Attachment 3) Also attached is a list of all of the publications written by the nineteen LAWA alumnae. (See Attachment 4) Attachment 5 shows the schedule of lectures given by participants. Finally, the attached course selection list shows the courses available to the participants for the 1997 spring semester. (Attachment 6)

B Practical Work Experience on Women's Issues

As shown in the above timetable, organization selection and placement assignment were the same as in previous years. Grace Bitariho of Uganda worked at the Legal Aid Society of DC on legal and policy issues affecting poor women. Monica Mhoja of Tanzania was assigned to the International Human Rights Law Group to receive training in international women's human rights

issues Margaret Oguli-Oumo worked on women's property rights at the World Bank Maria Tungaraza received training in women's health issues during her internship at UNAIDS in Geneva, Switzerland

C Creating Networks

Sponsors and mentors remained important aspects of the Fellowship Programs strategy for creating networks between LAWA fellows and women's rights activists Two participants, Grace Bitariho and Monica Mhoja were assigned placements that also had U S Women's Law Fellows For a detailed explanation of the sponsor and mentor aspect of the LAWA program, see previous workplans (Copies included in **Attachment 1**)

Another way to meet this goal is through funding e-mail and conferences in Africa By the end of the contract, thirteen out of the nineteen alumnae took advantage of the funds to set up e-mail and attend conferences (**See Attachment 2**)

The participants were also able to network with U S Women's Law Fellows at seminars and with Women's Law alumnae at special gatherings held quarterly for that purpose Many alumnae remain in contact with Women's Law Fellows they met during their training Also, as the numbers of alumnae grew, returnees receive much support and encouragement from others who had completed the LAWA program earlier

Finally, as in past years, the placement organizations themselves have greatly benefitted from their contact with LAWA fellows The interaction broadened their perspective on women's issues, and they have expressed interest in having more LAWA fellows on their staff should the opportunity present itself

IV. Annual Budgets

Annual Budgets for 1993-1996 are contained in **Attachment 1** Annual Budgets for 1997-1998 are in **Attachment 8**

CONCLUSION

The returning advocates contribution to women's rights is the best indicator of the success of the LAWA program The **attached** list of accomplishments (**Attachment 7**) shows the skills advocates garnered and refined during their advanced training with the LAWA program, as well as the innovative ways they used them in their respective countries Many LAWA alumnae hold leadership positions and all remain dedicated to the advancement of women's rights **Attachment 9** gives current contact information for the LAWA alumnae

The Fellowship Program is grateful to USAID for providing the opportunity to these nineteen women to improve the status of women in Ghana, Uganda, and Tanzania We hope to work with USAID on similar projects in the future, both within Africa and in other parts of the world

ATTACHMENTS

Women's Law and Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

AFR/ONI/TPPI, Paul Knepp
Project No.: 698-0475
Cooperative Agreement No. AOT-0475-A-00-3044-00

ANNUAL WORK PLAN - 1993
Due May 25, 1993
Sent June 6, 1993

Summary

By Cooperative Agreement effective March 25, 1993, A.I.D. has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program.

The LAWA project will recruit, select and train twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants will come to Washington, D.C. for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They will participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL.M. degrees, each participant will be assigned to work as a staff attorney with a legal or public interest organization in the Washington, D.C. area where she will work for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants will return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. The estimated A.I.D. amount is \$1,299,392, with \$500,000 obligated by A.I.D. for program expenditures through June 30, 1995.

The first four participants will arrive in Washington, D.C. from Ghana and Uganda on July 11, 1993. The work plan that follows covers the period January 1993 - December 1993.

TABLE OF CONTENTS

	PAGE
Summary.	1
I. Annual Workplan by Calendar Quarter	3
II. 1993 Workplan Goals and Objectives	5
A. Advanced Training	6
1. Recruitment.	6
2. Selection.	7
3. Academic Training.	8
4. Seminars and Special Opportunities.	10
B. Practical Work Experience on Women's Issues	11
1. Work Assignments	11
2. Organization Selection	12
C. Creating Networks	13
1. Sponsor.	13
2. Mentors	13
3. Participation in the Women's Law and Public Policy Fellowship Program	14
4. Conference in Africa	14
5. Alumni Support	14
D. Organizations' Perspective Broadened	15
III. Annual Workplan & Budget for 1993	15
Conclusion	16

I. Annual Workplan by Calendar Quarter

The Leadership and Advocacy for Women in Africa project began in the spring 1993. It will conclude four years later with a conference in the region in February 1997 and a final report in March 1997. Fellows will come to Washington for their sixteen months of study and training in July 1993, July 1994 and July 1995.

For each of three years in this pilot project, the Women's Law and Public Policy Fellowship Program will select a group of exceptionally qualified law graduates from Africa to study and work in Washington, D.C. on issues affecting women. The participants will arrive in Washington, D.C. in July to begin their program, participating in a three week orientation program offered by Georgetown University Law Center to several hundred lawyers arriving in the United States for advanced study.

The LAWA participants will begin their course work for their Masters of Law degrees in the last week of August. After an academic year of two semesters earning 20 credits, they will complete the required course work and examinations the following May and receive their LL.M. degrees. In June, each participant will be assigned to work as a staff attorney with a legal or public interest organization in the Washington, D.C. area, where she will work for six months on legal and policy issues affecting women.

Throughout this period, the participants will also attend Women's Law and Public Policy Fellowship Program seminars and lectures on women's issues. The Program insures that all Women's Law Fellows, including the LAWA participants, meet important women leaders and learn about the various advocacy strategies used in Washington, D.C. At the end of November, participants will receive certificates of achievement and return home to the three countries.

A timetable follows that provides a chronological description of the project for calendar 1993.

TIME TABLE

January	Develop Recruitment Materials for 1993-94 Year
February	Distribute Recruitment Materials
March	Applications Due for 1993-94 Year
April	Interviews in Region for 1993-94 Year
May	Offers Extended to 1993-94 Fellows Acceptances Received from 1993-94 Fellows
June	Preparations for Arrival of 1993-94 Fellows
July	1993-94 Fellows Arrive in Washington Orientation to U.S. Legal System Project Leader Hired
August	Master of Laws Program Begins for 1993-94 Fellows
September	Develop and Distribute Recruitment Materials for 1994-95 Year
October	
November	Applications Due for 1994-95 Year
December	Evaluate Applications for 1994-95 Year Exams for 1993-94 Fellows

This timetable serves as a task list defining the implementation of the LAWA Project.

15

II. 1993 Workplan Goals and Objectives

The goals of the Leadership and Advocacy for Women in Africa project are as follows:

1) To provide lawyers seeking to be women's rights advocates in the countries of Ghana, Tanzania and Uganda the opportunity to get advanced training, both academic and practical, on the issues and problems affecting women and to be exposed to American advocacy organizations working on women's issues and to various methods of advocacy;

2) To forge new links between those working on women's issues around the world,

3) To develop a network of attorneys throughout the world who are concerned with public policy decisionmaking and the effects of that decisionmaking on women;

4) To broaden the perspective of organizations both in Washington and in Africa working on improving the status of women by adding different experiences and voices to their staffs,

5) To initiate this project in the Africa region and to consider its applicability for other regions.

In summary, the goals of the LAWA project involve advanced training for Lawyers from Ghana, Tanzania and Uganda, both legal and practical, with a focus on women's issues, to create a network of attorneys throughout the world and to broaden the organizations working to improve the status of women. The first goal regarding advanced training will be the major focus during 1993. The second and third goals regarding linkages on women's

issues and developing networks will begin implementation in 1993. The fourth goal about broadening organizational perspectives will see little implementation in 1993. The fifth goal involving implementation in Africa will be initiated in 1993 with the signing of the Cooperative Agreement.

A. Advanced Training

1. Recruitment

In January and February 1993, the Women's Law and Public Policy Fellowship Program sent recruitment materials to women's organizations throughout the region, international human rights' groups, and women's organizations affiliated with the United Nations. In addition, universities and law schools in the region, prominent women attorneys, Agency for International Development missions, Women in Development officials, United States embassy officials, usually either legal advisors or economic officers, received the materials advertising the Program and soliciting applications. The Program developed a contact list of organizations and prominent leaders in the region. In addition, discussions and meetings have been held with AID missions in Ghana, Tanzania and Uganda whose support will be critical to successful recruitment and selection.

The recruitment process for the LAWA participants should commence one year before their arrival time in Washington. Recruitment material and application forms are distributed as described above. However in 1993, this process will be limited to six months. In 1993, completed applications are due at the

end of March or April, and will be submitted to the appropriate in-country AFWID advisor and/or AID training officer. Throughout this process of recruitment and selection, the involvement of the AID mission, appropriate host government agencies and women's organizations' representatives will be utilized. Depending on the country, a review and selection committee composed of various of these officials will be developed for screening and recommendations for final selection.

2. Selection

A detailed application, including an essay, is the heart of the selection process. Academic performance, as evidenced by a transcript, is very important. A sponsor and two additional references will be required. After the applications are received, the committee will review and rank them, based on grades and academic distinction, scores on the Test of English as a Foreign Language (TOEFL), demonstrated commitment to issues affecting women, the quality of the essay and references. Georgetown's Assistant Dean (Graduate Studies) and/or the Foreign Student Coordinator will also review the academic credentials of the applicants. Applicants are expected to have a wide variety of ages, experience, and interests, and the semifinalists and finalists will be committed feminist lawyers of extremely high caliber. There will be interviews of semi-finalist candidates conducted by Program officials in Ghana and Uganda in 1993, with Tanzania postponed until 1994. Because one of the objectives of the Program is to develop a network of women leaders, consider-

ation will be given to the selection of more than one participants from one country each year.

3. Academic Training

The fellows' training has several components. The first major component will be the Masters of Law program, leading to an LL.M. degree. Because the Program will be expecting the fellow to perform as a staff attorney for an American advocacy organization, familiarity with the American legal system, as evidenced by a completion of the LL.M. degree is essential. This is crucial in order that the legal training of all the Women's Law Fellows be comparable. In the United States, successful completion of a three year graduate degree program of legal studies and of national and state examinations are required to practice law.

Georgetown's international Master of Laws program is both extensive and highly regarded. During the academic year just concluding, 94 foreign LL.M. students have been enrolled. International students came from 46 different countries. A significant number -- 29 -- are women, and 10 of this year's students are from sub-Saharan Africa, including 3 women.

In addition, Georgetown University Law Center is itself a very hospitable environment for women. The Dean is a woman; one of her three Associate Deans is a prominent feminist attorney; and of three Assistant Deans, two are women. There are many women faculty members and half the student body is female. There are several course offerings in the area of women and the law. These include classes in "Gender and the Law", "The History of

the Family in a Legal and Economic Perspective", "Feminist Legal Theory", and "Women's Rights in International and Comparative Law".

During their LL.M. studies, the Program participants are free to develop an emphasis and course concentration, selecting courses offered in both the LL.M and J.D. programs. The Women's Law participants would be expected to include several of the gender-related courses offered during the year. In addition, some participants may want to add courses in regulatory or business law to assist women entrepreneurs overcome legal obstacles to participation in economic development; participants from a country developing a new Constitution might be interested in constitutional law courses. Some participants may be interested in Georgetown's programs in clinical education; for instance, a LAWA Fellow with a strong interest in violence issues might seek to participate in the Sex Discrimination Clinic. Both Fellowship Program staff and the Law Center's Foreign Student Coordinator will assist the LAWA participants in course selection and enrollment.

In addition to course work, other opportunities exist at the Law Center that may be of interest to some LAWA participants. A Fellow very interested in litigation may seek to participate in the American Inn of Court Program or take a Continuing Legal Education program with distinguished litigators. The Fellowship staff would offer various and numerous opportunities to develop participants' expressed interests.

It is this combination of Georgetown's strength in international Masters of Law programs, combined with its reputation and commitment to equality for women, that makes it an ideal location for the academic component of the LAWA program for Leadership and Advocacy for Women in Africa.

Upon successful completion of their academic year of the two semesters and 20 credit hours of course work, program participants will be awarded their Masters of Law (LL.M.) degrees at Georgetown's graduation exercises and will be ready to begin the second phase of the program.

During 1993, the selected participants will arrive in July to begin their orientation to the U.S. legal system. Their LL.M Program will begin at the end of August. Examinations will conclude their first semester and calendar 1993.

4. Seminars and Special Opportunities

One of the essential elements of the Women's Law and Public Policy Fellowship Program is the biweekly seminar program. This training is, of course, part of the LAWA program. It begins the week after Labor Day when the Women's Law Fellows arrive in Washington to begin their year of fellowship. The seminars continue at least twice monthly until the following July, addressing various topics of public policy affecting women and introducing the fellows in a small seminar setting to outstanding women leaders. The schedule for Fall of 1993 will be developed during the summer.

B. Practical Work Experience on Women's Issues

1. Work Assignments

Following receipt of their degrees at the end of May, the program participants will begin to work as staff attorneys for various legal and public interest organizations. Some thirty-five different organizations in Washington have received the services of Women's Law Fellows during the nine years of the program. These range from organizations advocating legislative change in Congress to organizations directly representing clients in the courts.

One important consideration in the work assignment is the expressed interests of the participants regarding subject matter and type of legal work. One participant might want policy work centering around Congressional initiatives on family law or employment law, so that she could learn lessons for dealing with her own legislature upon her return home. Another might be looking ahead to practicing law and representing clients in her country and would prefer to work with an organization that represents clients in a local court system on issues like domestic violence. These varying kinds of placements will be made available after interviews and consultation with each fellow during the academic portion of the program.

For six months, June-November, the fellow will work at the selected program and gain valuable perspective on how different organizations operate to achieve a goal. They will receive

careful supervision and will work on important issues affecting women.

2. Organization Selection

The Women's Law and Public Policy Fellowship Program uses several criteria to select the work placements. As noted above, the preference of the participants for kind of work is very important.

In addition to subject matter, the Women's Law and Public Policy Fellowship Program chooses the organizations where the fellows work in considerable part because of the quality of supervision by an experienced attorney that they have pledged to provide. For the international project, the Program will also offer a peer training component: the first choice of placement for an international fellow, assuming there is an appropriate subject matter match, would be placement at an organization with an American Women's Law Fellow. That fellow will serve as an additional resource for the African fellow, providing assistance, support, and training, when needed. The fellows already at the organizations will be three-fourths of the way through their fellowship year and will have gained much relevant and transferable experience that will ease the transition from the academic to the practical.

During 1993, very little implementation of this program goal will occur since the program is in its first year and the practical work experience follows ten months of academic training.

C. Creating Networks

Central to this proposal is the goal of building networks -- of program participants and their American peers, of program participants and relevant organizations in their countries, program participants and American organizations and leaders, and program participants across the years of the pilot program.

1. Sponsor

The application materials ask the applicant to provide a sponsor who agrees to support and encourage the applicant and facilitate her return to her country from her sixteen months in the United States. The Women's Law and Public Policy Fellowship Program will select more than one participant from Ghana and Uganda in 1993, so that those participants will have each other's support during their time away from their country. Even more, upon their return home, the two participants will already have the nucleus of a network and an organization.

2. Mentors

Upon her arrival in Washington in July 1993, each LAWA participant will be provided with a mentor who will ease the transition to American life and be able to welcome her into her home. This mentor may herself be a former Program participant. After completion of the LL.M. program, each participant will be assigned to a work placement that has been carefully selected in large measure because of the quality of supervision it can provide. At that placement, a Women's Law Fellow will most likely be working who can serve as a peer providing assistance,

support, and training when needed. As noted before, this work placement will not occur in 1993.

3. Participation in the Women's Law and Public Policy Fellowship Program

In addition, the LAWA participants will be involved in the seminars and other opportunities of the Women's Law and Public Policy Fellowship Program where they will become part of a group that builds lasting connections with each other. These seminars and other opportunities will begin in September 1993 and continue throughout the year.

4. Conference in Africa

For the Leadership and Advocacy for Women in Africa program, a conference will be held in the region toward the end of the pilot program to more formally create a network and working connections aimed at building organizations dedicated to advancing women's issues both in country and the region. All the participants in the Leadership and Advocacy for Women in Africa program during this pilot program will gather for a three-day conference at a centrally-located retreat site in the region. They will be joined by certain other women leaders and together would envision and create a formal network to advance women's issues. No progress toward this aspect of creating networks will be realized in 1993.

5. Alumni Support

Lastly, the Women's Law and Public Policy Fellowship Program maintains connections with program participants after they have

completed the Program and fully intends to continue this tradition for the LAWA participants. The Program's newsletters keeping everyone current on program, legal, career and personal developments are shared among all Program alumni. Through the newsletter, the LAWA participants will continue to network with their American counterparts. No progress toward this aspect of creating networks will be realized in 1993.

D. Organizations' Perspective Broadened

The several dozen organizations who have worked with the Women's Law and Public Policy Fellowship Program have expressed their enthusiasm for the LAWA program both informally and formally. They repeatedly emphasize their interest in having their staff include a LAWA participant with her own unique and valuable perspective. In the planning process the other aspects of the proposal were more conceptualized and developed. Now that the program is a reality, it is this "bonus" that is greatly anticipated. However, again little progress toward this goal will be realized in 1993.

III. Annual Workplan and Budget for 1993

Stipend		35,000
	2,500/mo; 1 mo; 4 fellows	10,000
	1,040/mo/6 mo; 4 fellows	24,960
Tuition	13,850 for 4 fellows	55,400
Allowances	950 for 4	3,800
Health Insurance	1,110 for 4	4,440
Travel	2,500 for 4;	
	8,500 for 2	27,000
Administration		84,375
	.5 Director	30,000
	.5 Project Leader; 6 mo	7,500
	.5 Program Assistant	14,000
	Fringe Benefits @ 25%	12,875

Direct Costs 20,000

GULC Administrative Costs 102,900

Total 1993-94 Project Cost \$312,900
AID Cost 210,000

We were initially advised by A.I.D. Africa ONI/TPPI that the tax consultant to A.I.D.'s Office of International Training has advised their office that, although the participants in the LAWA program will file U.S. tax returns, they will not incur tax liability. In Spring 1993 we were advised that this was no longer the case. We have been diligently trying to acquire the Tax Tool Kit that will enable us to calculate and budget any applicable taxes. To date, we have not been successful in obtaining the necessary materials. Therefore the above budget does not include any calculation of tax liability and the budgets do not include any provision for payment of tax.

CONCLUSION

The Annual Workplan for 1993 spells out in detail the calendar and budget for implementing the goals and objectives of the LAWA project described in the proposal for Project No. 698-0475, supported in accordance with Cooperative Agreement No. AOT-0475-00-3044-00. We look forward to reporting on the implementation of the Workplan for 1993.

Women's Law and Public Policy Fellowship Program

Leadership & Advocacy for Women In Africa
(LAWA)

AFR/ONI/TPPI, Paul Knepp

Project No.: 698-0475

Cooperative Agreement No. AOT-0475-A-00-3044-00

ANNUAL WORK PLAN - 1994

January 25, 1994

Summary

By Cooperative Agreement effective March 25, 1993, A.I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program.

The LAWA project will recruit, select and train twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants will come to Washington, D C. for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They will participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL.M. degrees, each participant will be assigned to work as a staff attorney with a legal or public interest organization in the Washington, D.C area where she will work for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants will return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. The estimated A.I.D amount is \$1,299,392, with \$500,000 obligated by A I D. for program expenditures through June 30, 1995

The first four participants arrived in Washington, D C. from Ghana and Uganda on July 11, 1993 and began their law studies. Two participants from Ghana have been selected for the 1994-95 program year beginning in July 1994. Applications have been received from Tanzania and Uganda and are being reviewed for participation in the second year of the Program. The work plan that follows covers the period January 1994 - December 1994

TABLE OF CONTENTS

	PAGE
Summary.	1
I. Annual Workplan by Calendar Quarter	3
II 1994 Workplan Goals and Objectives	5
A. Advanced Training	6
1. Recruitment.	6
2. Selection.	7
3. Academic Training	8
4. Seminars and Special Opportunities.	10
B Practical Work Experience on Women's Issues	11
1. Work Assignments	11
2. Organization Selection	12
C Creating Networks	13
1. Sponsor.	13
2 Mentors	13
3 Participation in the Women's Law and Public Policy Fellowship Program	14
4. Conference in Africa	14
5. Alumni Support	15
D. Organizations' Perspective Broadened	15
III. Annual Workplan & Budget for 1994	16
Conclusion	16

I. Annual Workplan by Calendar Quarter

The Leadership and Advocacy for Women in Africa project began in the spring 1993. It will conclude four years later with a conference in the region in February 1997 and a final report in March 1997. Fellows will come to Washington for their sixteen months of study and training in July 1993, July 1994 and July 1995.

For each of three years in this pilot project, the Women's Law and Public Policy Fellowship Program will select a group of exceptionally qualified law graduates from Africa to study and work in Washington, D C. on issues affecting women. The participants will arrive in Washington, D.C. in July to begin their program, participating in a three week orientation program offered by Georgetown University Law Center to several hundred lawyers arriving in the United States for advanced study.

The LAWA participants will begin their course work for their Masters of Law degrees in the last week of August. After an academic year of two semesters earning 20 credits, they will complete the required course work and examinations the following May and receive their LL M degrees. In June, each participant will be assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C. area, where she will work for six months on legal and policy issues affecting women.

Throughout this period, the participants will also attend Women's Law and Public Policy Fellowship Program seminars and lectures on women's issues. The Program insures that all Women's Law Fellows, including the LAWA participants, meet important women leaders and learn about the various advocacy strategies used in Washington, D.C. At the end of November, participants will receive certificates of achievement and return home to the three countries.

A timetable follows that provides a chronological description of the project for calendar 1994.

TIME TABLE

January	ALIGU/EPT Test of English Proficiency Administered to 1994-95 applicants in Tanzania
February	Applications Due for 1994-95 Year
March	Assessment & Review Process
April	Interviews in Region for 1994-95 Year
May	Offers Extended to 1994-95 Fellows Acceptances Received from 1994-95 Fellows Receipt of LL M. degree by 1993-94 Fellows
June	Preparations for Arrival of 1994-95 Fellows Work Placements begin for 1993-94 Fellows
July	1994-95 Fellows Arrive in Washington Orientation to U.S. Legal System
August	Masters of Law Program Begins for 1994-95 Fellows
October	Develop and Distribute Recruitment Materials for 1995-96 Year
November	1993-94 Fellows complete work assignment and return to Ghana and Uganda
December	Applications Due for 1995-96 Year Exams for 1994-95 Fellows

This timetable serves as a task list defining the implementation of the LAWA Project.

II. 1994 Workplan Goals and Objectives

The goals of the Leadership and Advocacy for Women in Africa project are as follows

1) To provide lawyers seeking to be women's rights advocates in the countries of Ghana, Tanzania and Uganda the opportunity to get advanced training, both academic and practical, on the issues and problems affecting women and to be exposed to American advocacy organizations working on women's issues and to various methods of advocacy,

2) To forge new links between those working on women's issues around the world,

3) To develop a network of attorneys throughout the world who are concerned with public policy decisionmaking and the effects of that decisionmaking on women,

4) To broaden the perspective of organizations both in Washington and in Africa working on improving the status of women by adding different experiences and voices to their staffs,

5) To initiate this project in the Africa region and to consider its applicability for other regions.

In summary, the goals of the LAWA project involve advanced training for Lawyers from Ghana, Tanzania and Uganda, both legal and practical, with a focus on women's issues, to create a network of attorneys throughout the world and to broaden the organizations working to improve the status of women. The first goal regarding advanced training will continue to be the major focus during 1994. The second and third goals regarding linkages

on women's issues and developing networks will continue implementation in 1994. The fourth goal about broadening organizational perspectives will begin implementation in 1994. The fifth goal involving implementation in Africa will advance in 1994 with the second round of recruitment and interviews and the return home to their countries of the first four participants in November 1994

A. Advanced Training

1. Recruitment

In October 1993, the Women's Law and Public Policy Fellowship Program sent recruitment materials for the 1994-95 fellowship year to women's organizations in Tanzania and Uganda, international human rights' groups, and women's organizations affiliated with the United Nations. In addition, universities and law schools in the region, prominent women attorneys, Agency for International Development missions, Women in Development officials, United States embassy officials, usually either legal advisors or economic officers, received the materials advertising the Program and soliciting applications

Completed applications are due at the end of December 1993, or at some other time established by the USAID Mission, and will be submitted to the appropriate in-country AFWID advisor and/or AID training officer. Throughout this process of recruitment and selection, the involvement of the AID mission, appropriate host government agencies and women's organizations' representatives will be utilized. Depending on the country, a review and selec-

tion committee composed of various of these officials will be developed for screening and recommendations for final selection

The applications or copies will then be sent to the Women's Law and Public Policy Fellowship Program offices in Washington, D C for review by Program officials and Georgetown University Law Center Admissions officials.

2. Selection

A detailed application, including an essay, is the heart of the selection process. Academic performance, as evidenced by a transcript, is very important. A sponsor and two additional references will be required. After the applications are received, the committee will review and rank them, based on grades and academic distinction, scores on the Test of English as a Foreign Language (TOEFL) or the ALI/GU English Proficiency Test (ALI/GU EPT), demonstrated commitment to issues affecting women, the quality of the essay and references. Georgetown's Assistant Dean (Graduate Studies) and/or the Foreign Student Coordinator will also review the academic credentials of the applicants. Applicants are expected to have a wide variety of ages, experience, and interests, and the semifinalists and finalists will be committed feminist lawyers of extremely high caliber. Following these reviews and rankings, there will be interviews of semifinalist candidates conducted by Program officials in Tanzania and Uganda in May, 1994. Participants from Ghana for the 1994-95 year have been selected from among those interviewed in April 1993.

Because one of the objectives of the Program is to develop a network of women leaders, consideration will be given to the selection of more than one participant from one country each year. In 1994 the goal is to select two participants from each of the three countries.

3. Academic Training

The fellows' training has several components. The first major component will be the Masters of Law program, leading to an LL M degree. Because the Program will be expecting the fellow to perform as a staff attorney for an American advocacy organization, familiarity with the American legal system, as evidenced by a completion of the LL M degree is essential. This is crucial in order that the legal training of all the Women's Law Fellows be comparable. In the United States, successful completion of a three year graduate degree program of legal studies and of national and state examinations are required to practice law.

Georgetown's international Master of Laws program is extensive. There are several course offerings in the area of women and the law. These include classes in "Gender and the Law", "The History of the Family in a Legal and Economic Perspective", "Feminist Legal Theory", and "Women's Rights in International and Comparative Law". A syllabus for the LAWA participants with certain required and recommended classes was developed during summer 1993. It will be evaluated in June 1994.

During their LL.M. studies, the Program participants are free to develop an emphasis and course concentration, selecting

courses offered in both the LL.M and J.D. programs. The Women's Law participants are expected to include several of the gender-related courses offered during the year in accordance with the requirements and recommendations of the LAWA Program. In addition, some participants may want to add courses in regulatory or business law to assist women entrepreneurs overcome legal obstacles to participation in economic development; participants from a country developing a new Constitution might be interested in additional constitutional law courses. Some participants may be interested in Georgetown's programs in clinical education, for instance, a LAWA Fellow with a strong interest in violence issues might seek to participate in the Sex Discrimination Clinic. Both Fellowship Program staff and the Law Center's Foreign Student Coordinator will assist the LAWA participants in course selection and enrollment.

In addition to course work, other opportunities exist at the Law Center that may be of interest to some LAWA participants. A Fellow very interested in litigation may seek to participate in the American Inn of Court Program or take a Continuing Legal Education program with distinguished litigators. The Fellowship staff would offer various and numerous opportunities to develop participants' expressed interests.

It is this combination of Georgetown's strength in international Masters of Law programs, combined with its reputation and commitment to equality for women, that makes it an ideal location

for the academic component of the LAWA program for Leadership and Advocacy for Women in Africa

The 1993-94 participants, the four women from Ghana and Uganda, are beginning the second half of their studies for their LL.M. in January 1994. Upon successful completion of their academic year of the two semesters and 20 credit hours of course work, these four program participants will be awarded their Masters of Law (LL M) degrees at Georgetown's graduation exercises on Monday, May 30, 1994 and will be ready to begin the second phase of the program.

During 1994, the participants selected for the 1994-95 year will arrive in July to begin their orientation to the U.S. legal system Their LL M Program will begin at the end of August Examinations in December will conclude their first semester and calendar 1994

4. Seminars and Special Opportunities

One of the essential elements of the Women's Law and Public Policy Fellowship Program is the biweekly seminar program This training is, of course, part of the LAWA program. It begins the week after Labor Day when the Women's Law Fellows arrive in Washington to begin their year of fellowship. The seminars continue at least twice monthly until the following July, addressing various topics of public policy affecting women and introducing the fellows in a small seminar setting to outstanding women leaders The schedule for Spring 1994 is underway and the schedule for Fall of 1994 will be developed during the summer

B Practical Work Experience on Women's Issues

1 Work Assignments

Following receipt of their degrees on May 30, 1994, the 1993-94 program participants will begin to work as staff attorneys for various legal and public interest organizations. Some thirty-five different organizations in Washington have received the services of Women's Law Fellows during the eleven years of the program. These range from organizations advocating legislative change in Congress to organizations directly representing clients in the courts.

One important consideration in the work assignment is the expressed interests of the participants regarding subject matter and type of legal work. One participant might want policy work centering around Congressional initiatives on family law or employment law, so that she could learn lessons for dealing with her own legislature upon her return home. Another might be looking ahead to practicing law and representing clients in her country and would prefer to work with an organization that represents clients in a local court system on issues like domestic violence. These varying kinds of placements will be made available after interviews and consultation with each fellow during March - May, 1994.

For six months, June-November 1994, the four LAWA participants who have received their LL.M. degrees, will work at the selected program and gain valuable perspective on how different organizations operate to achieve a goal. They will receive

careful supervision and will work on important issues affecting women.

2. Organization Selection

The Women's Law and Public Policy Fellowship Program uses several criteria to select the work placements. As noted above, the preference of the participants for kind of work is very important

In addition to subject matter, the Women's Law and Public Policy Fellowship Program chooses the organizations where the fellows work in considerable part because of the quality of supervision by an experienced attorney that they have pledged to provide. For the international project, the Program will also offer a peer training component. The first choice of placement for an international fellow, assuming there is an appropriate subject matter match, would be placement at an organization with an American Women's Law Fellow. That fellow will serve as an additional resource for the African fellow, providing assistance, support, and training, when needed. The fellows already at the organizations will be three-fourths of the way through their fellowship year and will have gained much relevant and transferable experience that will ease the transition from the academic to the practical.

1994 will mark the first implementation of this program goal.

C. Creating Networks

Central to this proposal is the goal of building networks -- of program participants and their American peers, of program participants and relevant organizations in their countries, program participants and American organizations and leaders, and program participants across the years of the pilot program.

1 Sponsor

The application materials ask the applicant to provide a sponsor who agrees to support and encourage the applicant and facilitate her return to her country from her sixteen months in the United States. The Women's Law and Public Policy Fellowship Program has selected two participants from Ghana for 1994-95 and will interview in Tanzania and Uganda in 1994 for the additional participants for this year. When the 1994-94 participants arrive in July 1994 for join the 1993-94 participants, there will be 10 participants in Washington, D.C. These participants will have each other's support during their time away from their country. Upon their return home, the participants will already have the nucleus of a network and an organization.

2. Mentors

Upon her arrival in Washington in July 1994, each LAWA participant will be provided with a mentor who will ease the transition to American life and be able to welcome her into her home. This mentor may herself be a former Program participant. After completion of the LL.M program, each participant will be assigned to a work placement that has been carefully selected in

large measure because of the quality of supervision it can provide. At that placement, a Women's Law Fellow will most likely be working there who can serve as a peer providing assistance, support, and training when needed.

3. Participation in the Women's Law and Public Policy Fellowship Program

In addition, the LAWA participants will be involved in the seminars and other opportunities of the Women's Law and Public Policy Fellowship Program where they will become part of a group that builds lasting connections with each other. The 1993-94 participants have been participating in these programs since September 1993 and will continue through November 1994 when they complete the Program and return home. The 1994-95 participants will begin participation in these seminars and other opportunities in September 1994. Like the first year LAWA participants, they too will continue throughout the year.

4. Conference in Africa

For the Leadership and Advocacy for Women in Africa program, a conference will be held in the region toward the end of the pilot program to more formally create a network and working connections aimed at building organizations dedicated to advancing women's issues both in country and the region. All the participants in the Leadership and Advocacy for Women in Africa program during this pilot program will gather for a three-day conference at a centrally-located retreat site in the region. They will be joined by certain other women leaders and together

would envision and create a formal network to advance women's issues. No progress toward this aspect of creating networks will be realized in 1994.

5 Alumni Support

Lastly, the Women's Law and Public Policy Fellowship Program maintains connections with program participants after they have completed the Program and fully intends to continue this tradition for the LAWA participants. The Program's newsletters keeping everyone current on program, legal, career and personal developments are shared among all Program alumni. Through the newsletter, the LAWA participants will continue to network with their American counterparts. No progress toward this aspect of creating networks will be realized in 1994.

D Organizations' Perspective Broadened

The several dozen organizations who have worked with the Women's Law and Public Policy Fellowship Program over the last decade have expressed their enthusiasm for the LAWA program both informally and formally. They repeatedly emphasize their interest in having their staff include a LAWA participant with her own unique and valuable perspective. In the planning process for this grant agreement, the other aspects of the proposal were more conceptualized and developed. Now that the program is a reality, it is this "bonus" that is greatly anticipated. This goal will begin implementation in June 1994.

III. Annual Workplan and Budget for 1994

Stipend	\$1,040/mo;11 mo;4 fellows	45,760
	3,495;1040/mo,5 mo;6 fellows	52,170
Tuition	14,525 for 6 fellows	87,150
Allowances	950 for 6 fellows	5,700
Health		
Insurance	120/mo; 4/11 mo; 6/6mo	9,600
Travel	5,500 for 6	
	8,500 for 2	50,000
Administration		
.5 Director		32,000
.5 Project Leader		15,000
.5 Program Assistant		14,000
Fringe Benefits @ 25%		15,250
Direct Costs		20,000
Program Administrative Costs		76,250
GULC Administrative Costs		160,049
Total 1994 Project Cost		\$486,679
1994 AID Cost		\$326,630

The above budget does not include any calculation of tax liability and the budgets do not include any provision for payment of tax

CONCLUSION

The Annual Workplan for 1994 spells out in detail the calendar and budget for implementing the goals and objectives of the LAWA project described in the proposal for Project No 698-0475, supported in accordance with Cooperative Agreement No. AOT-0475-00-3044-00 We look forward to reporting on the implementation of the Workplan for 1994.

Women's Law and Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

G/HCD/FSTA, Melvin Chatman
Project No 698-0475
Cooperative Agreement No AOT-0475-A-00-3044-00

ANNUAL WORK PLAN - 1995
January 25, 1995

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project will recruit, select and train twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants will come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They will participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant will be assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she will work for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants will return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September 1994, the estimated A I D amount is \$1,537,592, fully funded until the expected date of completion.

The first four participants arrived in Washington, D C from Ghana and Uganda on July 11, 1993, completed their program November 30, 1994, and returned home. Six participants arrived in July 1994 and five are in the midst of their academic studies. Applications are being reviewed for participation in the third year of the Program. The work plan that follows covers the period January 1995 - December 1995.

TABLE OF CONTENTS

	PAGE
Summary	1
I Annual Workplan by Calendar Quarter	3
II 1994 Workplan Goals and Objectives	5
A Advanced Training	6
1 Recruitment	6
2 Selection	7
3 Academic Training	8
4 Seminars and Special Opportunities	10
B Practical Work Experience on Women's Issues	11
1 Work Assignments	11
2 Organization Selection	12
C Creating Networks	13
1 Sponsor	13
2 Mentors	13
3 Participation in the Women's Law and Public Policy Fellowship Program	14
4 Conference in Africa	14
5 Alumni Support	15
D Organizations' Perspective Broadened	15
III Annual Workplan & Budget for 1994	16
Conclusion	16



I. Annual Workplan by Calendar Quarter

The Leadership and Advocacy for Women in Africa project began in the spring 1993. It will conclude four years later with a conference in the region in February 1997 and a final report in March 1997. Fellows will come to Washington for their sixteen months of study and training in July 1993, July 1994 and July 1995. With amendment of the Agreement, the final five participants will arrive in July 1996.

For each of the years in this pilot project, the Women's Law and Public Policy Fellowship Program will select a group of exceptionally qualified law graduates from Africa to study and work in Washington, D C on issues affecting women. The participants will arrive in Washington, D C in July to begin their program, participating in an orientation program offered by Georgetown University Law Center to several hundred lawyers arriving in the United States for advanced study.

The LAWA participants will begin their course work for their Masters of Law degrees in the last week of August. After an academic year of two semesters earning 20 credits, they will complete the required course work and examinations the following May and receive their LL M degrees. In June, each participant will be assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area, where she will work for six months on legal and policy issues affecting women.

Throughout this period, the participants will also attend Women's Law and Public Policy Fellowship Program seminars and lectures on women's issues. The Program insures that all Women's Law Fellows, including the LAWA participants, meet important women leaders and learn about the various advocacy strategies used in Washington, D C. At the end of November, participants will receive certificates of achievement and return home to the three countries.

A timetable follows that provides a chronological description of the project for calendar 1995.

TIME TABLE

January	ALIGU/EPT Test of English Proficiency Administered
	to 1995-96 applicants in Tanzania
February	Applications Due for 1995-96 Year
March	Assessment & Review Process & Interviews
April	Completion of Interviews in Region for 1995-96 Year
April	Offers Extended to 1995-96 Fellows
May	Acceptances Received from 1995-96 Fellows Receipt of LL M degree by 1994-95 Fellows
June	Preparations for Arrival of 1995-96 Fellows Work Placements begin for 1994-95 Fellows
July	1995-96 Fellows Arrive in Washington Orientation to U S Legal System
August	Masters of Law Program Begins for 1995-96 Fellows 1993-94 & 1994-95 participants travel to Beijing, China for UN Conference on Women
September	Develop and Distribute Recruitment Materials for 1996-97 Year
November	Applications Due for 1996-97 ALIGU/EPT Test for English Proficiency Administered to 1996-97 applicants in Tanzania Assessment & Review Process 1994-95 Fellows complete work assignment and return to Ghana, Tanzania and Uganda
December	Exams for 1995-96 Fellows

Interviews in the Region for 1996-97 Year

This timetable serves as a task list defining the implementation of the LAWA Project

II 1995 Workplan Goals and Objectives

The goals of the Leadership and Advocacy for Women in Africa project are as follows

1) To provide lawyers seeking to be women's rights advocates in the countries of Ghana, Tanzania and Uganda the opportunity to get **advanced training, both academic and practical, on the issues and problems affecting women** and to be exposed to American advocacy organizations working on women's issues and to various methods of advocacy,

2) To forge new links between those **working on women's issues** around the world,

3) To develop a **network** of attorneys throughout the world who are concerned with public policy decisionmaking and the effects of that decisionmaking on women,

4) To **broaden the perspective of organizations** both in Washington and in Africa **working on improving the status of women** by adding different experiences and voices to their staffs,

5) To initiate this project in the **Africa** region and to consider its applicability for other regions

In summary, the goals of the LAWA project involve advanced training for Lawyers from Ghana, Tanzania and Uganda, both legal and practical, with a focus on women's issues, to create a network of attorneys throughout the world and to broaden the organizations working to improve the status of women. The first goal regarding advanced training will continue to be the major focus during 1995. The second and third goals regarding linkages on women's issues and developing networks will continue implementation in 1995. The fourth goal about broadening organizational perspectives will continue implementation in 1995. The fifth goal involving implementation in Africa will advance in 1995 with the third and fourth rounds of recruitment and interviews and the return home to their countries of the second group of participants in November 1995.

A Advanced Training

1 Recruitment

In October 1993 and again in November 1994, the Women's Law and Public Policy Fellowship Program sent recruitment materials for the forthcoming fellowship year to women's organizations in Tanzania and Uganda, international human rights' groups, and women's organizations affiliated with the United Nations. In addition, universities and law schools in the region, prominent women attorneys, Agency for International Development missions, Women in Development officials, United States embassy officials, usually either legal advisors or economic officers, received the materials advertising the Program and soliciting applications.

In 1995 the timetable will be advanced to provide more planning time for participants to prepare for their sixteen month absence from their work and families. Completed applications will be due at the end of October 1995, or at some other time established by the USAID Mission, and will be submitted to the appropriate in-country AFWID advisor and/or AID training officer. Throughout this process of recruitment and selection, the involvement of the AID mission, appropriate host government agencies and women's organizations' representatives will be utilized. Depending on the country, a review and selection committee composed of various of these officials will be developed for screening and recommendations for final selection.

The applications or copies will then be sent to the Women's Law and Public Policy Fellowship Program offices in Washington, D C for review by Program officials and Georgetown University Law Center Admissions officials.

2 Selection

A detailed application, including an essay, is the heart of the selection process. Academic performance, as evidenced by a transcript, is very important. A sponsor and two additional references will be required. After the applications are received, the committee will review and rank them, based on grades and academic distinction, scores on the Test of English as a Foreign Language (TOEFL) or the ALI/GU English Proficiency Test (ALI/GU EPT), demonstrated commitment to issues affecting women, the quality of the essay and references. Georgetown's Assistant

Dean (Graduate Studies) and/or the Foreign Student Coordinator will also review the academic credentials of the applicants. Applicants are expected to have a wide variety of ages, experience, and interests, and the semifinalists and finalists will be committed feminist lawyers of extremely high caliber. Following these reviews and rankings, there will be interviews of semifinalist candidates conducted by Program officials in the three participating countries in December 1995.

Because one of the objectives of the Program is to develop a network of women leaders, consideration will be given to the selection of more than one participant from one country each year. In 1995 the goal is to select the final five participants in the program.

3 Academic Training

The fellows' training has several components. The first major component will be the Masters of Law program, leading to an LL.M. degree. Because the Program will be expecting the fellow to perform as a staff attorney for an American advocacy organization, familiarity with the American legal system, as evidenced by a completion of the LL.M. degree is essential. This is crucial in order that the legal training of all the Women's Law Fellows be comparable. In the United States, successful completion of a three year graduate degree program of legal studies and of national and state examinations are required to practice law.

Georgetown's international Master of Laws program is extensive. There are several course offerings in the area of women

and the law. These include classes in "Gender and the Law", "The History of the Family in a Legal and Economic Perspective", "Feminist Legal Theory", and "Women's Rights in International and Comparative Law". A syllabus for the LAWA participants with certain required and recommended classes was developed during summer 1993 and revised in June 1994. It will again be adapted in June 1995 for the 1995-96 participants.

During their LL.M. studies, the Program participants are free to develop an emphasis and course concentration, selecting courses offered in both the LL.M. and J.D. programs. The Women's Law participants are expected to include several of the gender-related courses offered during the year in accordance with the requirements and recommendations of the LAWA Program. In addition, some participants may want to add courses in regulatory or business law to assist women entrepreneurs overcome legal obstacles to participation in economic development, participants from a country developing a new Constitution might be interested in additional constitutional law courses. Some participants may be interested in Georgetown's programs in clinical education, for instance, a LAWA Fellow with a strong interest in violence issues might seek to participate in the Sex Discrimination Clinic. Both Fellowship Program staff and the Law Center's Foreign Student Coordinator will assist the LAWA participants in course selection and enrollment.

In addition to course work, other opportunities exist at the Law Center that may be of interest to some LAWA participants. A

Fellow very interested in litigation may seek to participate in the American Inn of Court Program or take a Continuing Legal Education program with distinguished litigators. The Fellowship staff would offer various and numerous opportunities to develop participants' expressed interests.

It is this combination of Georgetown's strength in international Masters of Law programs, combined with its reputation and commitment to equality for women, that makes it an ideal location for the academic component of the LAWA program for Leadership and Advocacy for Women in Africa.

During 1995, the 1994-95 participants from Ghana, Tanzania and Uganda will complete the academic portion of the program and receive an LL.M. degree on Monday, May 29, 1995. They will then work at five non-profit organizations until their return home in early December 1995.

During 1995, the participants selected for the 1995-96 year will arrive in July to begin their orientation to the U.S. legal system. Their LL.M. Program will begin at the end of August. Examinations in December will conclude their first semester and calendar 1995.

4 Seminars and Special Opportunities

One of the essential elements of the Women's Law and Public Policy Fellowship Program is the biweekly seminar program. This training is, of course, part of the LAWA program. It begins the week after Labor Day when the Women's Law Fellows arrive in Washington to begin their year of fellowship. The seminars

continue at least twice monthly until the following July, addressing various topics of public policy affecting women and introducing the fellows in a small seminar setting to outstanding women leaders. The schedule for Spring 1995 is underway and the schedule for Fall of 1995 will be developed during the summer.

B Practical Work Experience on Women's Issues

1 Work Assignments

Following receipt of their degrees on May 29, 1995, the 1994-95 program participants will begin to work as staff attorneys for various legal and public interest organizations. Some forty different organizations in Washington have received the services of Women's Law Fellows during the twelve years of the program. These range from organizations advocating legislative change in Congress to organizations directly representing clients in the courts.

One important consideration in the work assignment is the expressed interests of the participants regarding subject matter and type of legal work. One participant might want policy work centering around Congressional initiatives on family law or employment law, so that she could learn lessons for dealing with her own legislature upon her return home. Another might be looking ahead to practicing law and representing clients in her country and would prefer to work with an organization that represents clients in a local court system on issues like domestic violence. The four 1993-94 participants selected work at two international human rights organizations, one national women's



legal organization, and one prominent national legal organization working on issues affecting African Americans. These varying kinds of placements will be made available after interviews and consultation with each of the 1994-95 fellows during March - May, 1995.

For six months, June-November 1995, the five LAWA participants who have received their LL.M. degrees, will work at the selected programs and gain valuable perspective on how different organizations operate to achieve a goal. They will receive careful supervision and will work on important issues affecting women.

2 Organization Selection

The Women's Law and Public Policy Fellowship Program uses several criteria to select the work placements. As noted above, the preference of the participants for kind of work is very important.

In addition to subject matter, the Women's Law and Public Policy Fellowship Program chooses the organizations where the fellows work in considerable part because of the quality of supervision by an experienced attorney that they have pledged to provide. For the international project, the Program will also offer a peer training component. The first choice of placement for an international fellow, assuming there is an appropriate subject matter match, would be placement at an organization with an American Women's Law Fellow. That fellow will serve as an additional resource for the African fellow, providing assistance,

support, and training, when needed. The fellows already at the organizations will be three-fourths of the way through their fellowship year and will have gained much relevant and transferable experience that will ease the transition from the academic to the practical.

1995 will mark the second implementation of this program goal.

C Creating Networks

Central to this proposal is the goal of building networks -- of program participants and their American peers, of program participants and relevant organizations in their countries, program participants and American organizations and leaders, and program participants across the years of the pilot program.

1 Sponsor

The application materials ask the applicant to provide a sponsor who agrees to support and encourage the applicant and facilitate her return to her country from her sixteen months in the United States. The Women's Law and Public Policy Fellowship Program will select six participants from Ghana, Tanzania and Uganda for 1995-96 and will interview in the region in December 1995 for the additional participants for this year. When the 1995-96 participants arrive in July 1995 they will join the 1994-95 participants, making a total of 11 participants in Washington, D C. These participants will have each other's support during their time away from their country. Upon their return home, 1994-95 participants will join the four who returned home in

1994 and will already have the nucleus of a network and an organization

2 Mentors

Upon her arrival in Washington in July 1995, each LAWA participant will be provided with a mentor who will ease the transition to American life and be able to welcome her into her home. This mentor may herself be a former Program participant. After completion of the LL M program, each participant will be assigned to a work placement that has been carefully selected in large measure because of the quality of supervision it can provide. At that placement, a Women's Law Fellow will most likely be working there who can serve as a peer providing assistance, support, and training when needed.

3 Participation in the Women's Law and Public Policy Fellowship Program

In addition, the LAWA participants will be involved in the seminars and other opportunities of the Women's Law and Public Policy Fellowship Program where they will become part of a group that builds lasting connections with each other. The 1994-95 participants have been participating in these programs since September 1994 and will continue through November 1995 when they complete the Program and return home. The 1995-96 participants will begin participation in these seminars and other opportunities in September 1995. Like the previous LAWA participants, they too will continue throughout the year.

4 Conference in Africa

For the Leadership and Advocacy for Women in Africa program, a conference will be held in the region toward the end of the pilot program to more formally create a network and working connections aimed at building organizations dedicated to advancing women's issues both in country and the region. All the participants in the Leadership and Advocacy for Women in Africa program during this pilot program will gather for a three-day conference at a centrally-located retreat site in the region. They will be joined by certain other women leaders and together would envision and create a formal network to advance women's issues. Planning for this aspect of creating networks will begin in October 1995.

5 Alumni Support

The Women's Law and Public Policy Fellowship Program maintains connections with program participants after they have completed the Program and fully intends to continue this tradition for the LAWA participants. The Program's newsletters keeping everyone current on program, legal, career and personal developments are shared among all Program alumni. Through the newsletter, the LAWA participants will continue to network with their American counterparts. In addition the Program has already been a source of materials and information for the four participants who returned home in December 1994. This aspect of networking will continue in 1995.

6 Beijing

The United National Fourth World Conference on Women will be held in Beijing, China in August - September 1995. Because networks and connections are so very important to this leadership training program, the Women's Law and Public Policy Fellowship Program intends to raise the necessary funds to ensure the participation in the Beijing conference of the nine program participants who will have completed the academic portion of their training by the time of the conference.

D Organizations' Perspective Broadened

The several dozen organizations who have worked with the Women's Law and Public Policy Fellowship Program over the last decade have expressed their enthusiasm for the LAWA program both informally and formally. They repeatedly emphasize their interest in having their staff include a LAWA participant with her own unique and valuable perspective. During July - November 1994, four of these organizations provided a stimulating and valuable training opportunity for the first four participants. In 1995, five additional organizations will do this for the second year participants.

III Annual Workplan and Budget for 1995

Stipend	\$1,080/mo, 11 mo, 5 fellows	59,400
	1,080/mo, 6 mo, 6 fellows	38,880
Travel	6 to Washington	18,000
	5 to Africa	15,000

2 roundtrip interview trips	17,000	
Beijing - AID share/9 fellow	23,000	73,000
Allowances \$950 for 6 fellows		5,700
Health Insurance \$200/mo, 11 mo, 5 fellows		11,000
\$200/mo 6 mo, 6 fellows		7,200
Administration		
5 Director	35,000	
5 Project Leader	15,000	
5 Program Assistant	15,000	
Fringe Benefits @ 25%	16,250	
Audit & other Costs	25,000	
Program Administrative Costs		106,350
GULC Administrative Costs		147,700
Total 1995-96 Project Cost		\$449,130
1995 AID Cost		\$301,430

The above budget does not include any calculation of tax liability and the budgets do not include any provision for payment of tax

CONCLUSION

The Annual Workplan for 1995 spells out in detail the calendar and budget for implementing the goals and objectives of the LAWA project described in the proposal for Project No 698-0475, supported in accordance with Cooperative Agreement No AOT-0475-00-3044-00 We look forward to reporting on the implementation of the Workplan for 1995

Women's Law & Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

AFR/ONI/TPPI, Melvin Chatman
Project No 698-0475
Cooperative Agreement No AOT-0475-A-00-3044-00

ANNUAL WORK PLAN - 1996
March 1996

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September 1994 and August 1995, the estimated A I D amount is \$1,617,592, fully funded until the estimated date of completion.

The first four participants arrived in Washington, D C from Ghana and Uganda in July 1993, completed their program November 30, 1994, and returned home. Six participants arrived in July 1994, one returned home in October 1994 and five completed their program in November 1995 and returned home. Six participants arrived in Washington in July 1995 and are in the middle of their Masters of Law program. Selection is in process for participation in the fourth year of the Program. The work plan that follows covers the period January 1996 - December 1996.

TABLE OF CONTENTS

	PAGE
Summary	1
I Annual Workplan by Calendar Quarter	3
II 1996 Workplan Goals and Objectives	5
A Advanced Training	6
1 Recruitment	6
2 Selection	6
3 Academic Training	7
4. Seminars and Special Opportunities	9
B Practical Work Experience on Women's Issues	9
1 Work Assignments	9
2 Organization Selection	11
C Creating Networks	12
1. Sponsor	12
2. Mentors	12
3 Participation in the Women's Law and Public Policy Fellowship Program	13
4 Conference in Africa	13
5 Alumni Support	14
D Organizations' Perspective Broadened	14
III Annual Workplan & Budget for 1996	15
Conclusion	16

I. Annual Workplan by Calendar Quarter

The Leadership and Advocacy for Women in Africa project began in the spring 1993. It will conclude five years later with a conference in the region in February 1998 and a final report in shortly thereafter. Fellows will come to Washington for their sixteen months of study and training in July 1993, July 1994 and July 1995 and July 1996. The final five participants will arrive in July 1996.

For each of the years in this pilot project, the Women's Law and Public Policy Fellowship Program will select a group of exceptionally qualified law graduates from Africa to study and work in Washington, D C on issues affecting women. The participants will arrive in Washington, D C in July to begin their program, participating in an orientation program offered by Georgetown University Law Center to more than a hundred lawyers arriving in the United States for advanced study.

The LAWA participants will begin their course work for their Masters of Law degrees in the last week of August. After an academic year of two semesters earning 20 or more credits, they will complete the required course work and examinations the following May and receive their LL M degrees. In June, each participant will be assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area, where she will work for six months on legal and policy issues affecting women.

Throughout this period, the participants will also attend Women's Law and Public Policy Fellowship Program seminars and lectures on women's issues. The Program insures that all Women's Law Fellows, including the LAWA participants, meet important women leaders and learn about the various advocacy strategies used in Washington, D C. At the end of November, participants will receive certificates of achievement and return home to the three countries.

A timetable follows that provides a chronological description of the project for calendar 1996.

TIME TABLE

January	Completion of Application and Interview Review and Notification of Results to Applicants Offers Extended to 1996-97 Fellows
March	Acceptances Received from 1996-97 Fellows
April	Practical Training Placements Assigned to 1995-96 Fellows
May	Receipt of LL M degree by 1996-97 Fellows
June	Preparations for Arrival of 1996-97 Fellows Work Placements begin for 1995-96 Fellows Electronic Network Training begins for 1995-96 Fellows
July	1996-97 Fellows Arrive in Washington Orientation to U S Legal System
August	Masters of Law Program Begins for 1996-97 Fellows
October	Preparations for Departure of 1995-96 Fellows
November	1995-96 Fellows complete work assignments and return to Ghana, Tanzania and Uganda
December	Exams for 1996-97 Fellows

This timetable serves as a task list defining the implementation of the LAWA Project

II. 1996 Workplan Goals and Objectives

The goals of the Leadership and Advocacy for Women in Africa project are as follows.

1) To provide lawyers seeking to be women's rights advocates in the countries of Ghana, Tanzania and Uganda the opportunity to get advanced training, both academic and practical, on the issues and problems affecting women and to be exposed to American advocacy organizations working on women's issues and to various methods of advocacy,

2) To forge new links between those working on women's issues around the world,

3) To develop a network of attorneys throughout the world who are concerned with public policy decisionmaking and the effects of that decisionmaking on women,

4) To broaden the perspective of organizations both in Washington and in Africa working on improving the status of women by adding different experiences and voices to their staffs,

5) To initiate this project in the Africa region and to consider its applicability for other regions.

In summary, the goals of the LAWA project involve advanced training for Lawyers from Ghana, Tanzania and Uganda, both legal and practical, with a focus on women's issues, to create a network of attorneys throughout the world and to broaden the organizations working to improve the status of women The first

goal regarding advanced training will continue to be the major focus during 1996. The second and third goals regarding linkages on women's issues and developing networks will continue implementation in 1996. The fourth goal about broadening organizational perspectives will continue implementation in 1996. The fifth goal involving implementation in Africa will advance in 1996 with the return home to their countries of the third group of participants in November 1996.

A Advanced Training

1 Recruitment

In late summer 1995, the Women's Law and Public Policy Fellowship Program sent recruitment materials for the forthcoming and final fellowship year to women's organizations in Tanzania and Uganda, international human rights' groups, and women's organizations affiliated with the United Nations soliciting applications for the 1996-97 fellowship year.

2 Selection

In 1996 the selection process will be concluded and the final group of participants under this pilot program will be selected and will prepare to arrive in Washington in July 1996. Because the recruitment/interview portion of the process occurred three and a half months earlier than in the preceding years, the selected participants were provided more planning time to prepare for their sixteen month absence from their work and families. Because final selection of participants occurs in early 1996,

there will be no additional need for recruitment during the 1996 year

In early 1996 the goal is to complete selection of the final five participants in the program

3 Academic Training

The fellows' training has several components. The first major component will be the Masters of Law program, leading to an LL M degree. Because the Program will be expecting the fellow to perform as a staff attorney for an American advocacy organization, familiarity with the American legal system, as evidenced by a completion of the LL M degree is essential. This is crucial in order that the legal training of all the Women's Law Fellows be comparable. In the United States, successful completion of a three year graduate degree program of legal studies and of national and state examinations are required to practice law.

Georgetown's international Master of Laws program is extensive. There are several course offerings in the area of women and the law. These include classes in "Gender and the Law", "The History of the Family in a Legal and Economic Perspective", "Feminist Legal Theory", and "Women's Rights in International and Comparative Law". A syllabus for the LAWAW participants with certain required and recommended classes was developed during summer 1993 and revised in June 1994 and 1995. It will again be adapted in Spring 1996 for the 1996-97 participants.

During their LL.M studies, the Program participants are free to develop an emphasis and course concentration, selecting

courses offered in both the LL M and J D programs The Women's Law participants are expected to include several of the gender-related courses offered during the year in accordance with the requirements and recommendations of the LAWA Program In addition, some participants may want to add courses in regulatory or business law to assist women entrepreneurs overcome legal obstacles to participation in economic development, participants from a country developing a new Constitution might be interested in additional constitutional law courses Some participants may be interested in Georgetown's programs in clinical education, for instance, a LAWA Fellow with a strong interest in violence issues might seek to participate in the Sex Discrimination Clinic Both Fellowship Program staff and the Law Center's Foreign Student Coordinator will assist the LAWA participants in course selection and enrollment

In addition to course work, other opportunities exist at the Law Center that may be of interest to some LAWA participants A Fellow very interested in litigation may seek to participate in the American Inn of Court Program or take a Continuing Legal Education program with distinguished litigators The Fellowship staff would offer various and numerous opportunities to develop participants' expressed interests

It is this combination of Georgetown's strength in international Masters of Law programs, combined with its reputation and commitment to equality for women, that makes it an ideal location

for the academic component of the LAWA program for Leadership and Advocacy for Women in Africa.

During 1996, the 1995-96 participants from Ghana, Tanzania and Uganda will complete the academic portion of the program and receive an LL M degree on Monday, May 27, 1996 They will then work at six non-profit organizations until their return home in early December 1996

During 1996, the participants selected for the 1996-97 year will arrive in July to begin their orientation to the U S legal system Their LL M Program will begin at the end of August Examinations in December will conclude their first semester and calendar 1996

4 Seminars and Special Opportunities

One of the essential elements of the Women's Law and Public Policy Fellowship Program is the biweekly seminar program. This training is, of course, part of the LAWA program It begins the week after Labor Day when the American Women's Law Fellows arrive in Washington to begin their year of fellowship The seminars continue at least twice monthly until the following July, addressing various topics of public policy affecting women and introducing the fellows in a small seminar setting to outstanding women leaders The schedule for Spring 1996 is underway and the schedule for Fall of 1996 will be developed during the summer

B Practical Work Experience on Women's Issues

1. Work Assignments

Following receipt of their degrees on May 27, 1996, the 1995-96 program participants will begin to work as staff attorneys for various legal and public interest organizations. Forty different organizations in Washington have received the services of Women's Law Fellows during the twelve years of the program. These range from organizations advocating legislative change in Congress to organizations directly representing clients in the courts. It is this group of organizations from which the selection of organizations for the LAWAW participants's six months of practical training is made.

One important consideration in the work assignment is the expressed interests of the LAWAW participants regarding subject matter and type of legal work. One participant might want policy work centering around Congressional initiatives on family law or employment law, so that she could learn lessons for dealing with her own legislature upon her return home. Another might be looking ahead to practicing law and representing clients in her country and would prefer to work with an organization that represents clients in a local court system on issues like domestic violence. The five 1994-95 participants selected work at two international human rights organizations, one international women's development organization, and one national women's legal organization and one prominent national legal services organization working on issues affecting education. These varying kinds of placements will be made available after interviews and consultation with each of the 1995-96 fellows during March, 1996.

For six months, June-November 1996, the six LAWA participants who have received their LL M degrees, will work at the selected programs and gain valuable perspective on how different organizations operate to achieve a goal. They will receive careful supervision and will work on important issues affecting women.

2 Organization Selection

The Women's Law and Public Policy Fellowship Program uses several criteria to select the work placements. As noted above, the preference of the participants for kind of work is very important.

In addition to subject matter, the Women's Law and Public Policy Fellowship Program chooses the organizations where the fellows work in considerable part because of the quality of supervision by an experienced attorney that they have pledged to provide. The Program will continue to try to offer a peer training component. The first choice of placement for an international fellow, assuming there is an appropriate subject matter match, would be placement at an organization with an American Women's Law Fellow. That fellow will serve as an additional resource for the African fellow, providing assistance, support, and training, when needed. The fellows already at the organizations will be three-fourths of the way through their fellowship year and will have gained much relevant and transferable experience that will ease the transition from the academic to the practical.

1996 will mark the third implementation of this program goal

C Creating Networks

Central to this proposal is the goal of building networks -- of program participants and their American peers, of program participants and relevant organizations in their countries, program participants and American organizations and leaders, and program participants across the years of the pilot program

1 Sponsor

The application materials ask the applicant to provide a sponsor who agrees to support and encourage the applicant and facilitate her return to her country from her sixteen months in the United States. The Women's Law and Public Policy Fellowship Program will select five participants from Ghana, Tanzania and Uganda for 1996-97. When the 1996-97 participants arrive in July 1996 they will join the 1995-96 participants, making a total of 11 participants in Washington, D C. These participants will have each other's support during their time away from their country. Upon their return home, 1995-96 participants will join the five who returned home in 1994 and will already have the nucleus of a network and an organization.

2. Mentors

Upon her arrival in Washington in July 1996, each LAWAW participant will be provided with a mentor who will ease the transition to American life and be able to welcome her into her home. This mentor may herself be a former Program participant.

After completion of the LL M program, each participant will be assigned to a work placement that has been carefully selected in large measure because of the quality of supervision it can provide. At that placement, a Women's Law Fellow will most likely be working there who can serve as a peer providing assistance, support, and training when needed.

3 Participation in the Women's Law and Public Policy Fellowship Program

In addition, the LAWA participants will be involved in the seminars and other opportunities of the Women's Law and Public Policy Fellowship Program where they will become part of a group that builds lasting connections with each other. The 1995-96 participants have been participating in these programs since September 1995 and will continue through November 1996 when they complete the Program and return home. The 1996-97 participants will begin participation in these seminars and other opportunities in September 1996. Like the previous LAWA participants, they too will continue throughout the year.

4 Conference in Africa

For the Leadership and Advocacy for Women in Africa program, a conference will be held in the region toward the end of the pilot program to more formally create a network and working connections aimed at building organizations dedicated to advancing women's issues both in country and the region. All the participants in the Leadership and Advocacy for Women in Africa program during this pilot program will gather for a three-day

conference at a centrally-located retreat site in the region. They will be joined by certain other women leaders and together would envision and create a formal network to advance women's issues. Planning for this aspect of creating networks will begin in October 1996.

5 Alumni Support

The Women's Law and Public Policy Fellowship Program maintains connections with program participants after they have completed the Program and fully intends to continue this tradition for the LAWA participants. The Program's newsletters keeping everyone current on program, legal, career and personal developments are shared among all Program alumni. Through the newsletter, the LAWA participants will continue to network with their American counterparts. In addition the Program has already been a source of materials and information for the four participants who returned home in December 1994.

An exciting development occurred in the fall of 1995 when the participants from year 2 took a three session course on the Internet and how they will be able to use it. This aspect of networking will continue in 1996.

D Organizations' Perspective Broadened

The several dozen organizations who have worked with the Women's Law and Public Policy Fellowship Program over the last decade have expressed their enthusiasm for the LAWA program both informally and formally. They repeatedly emphasize their interest in having their staff include a LAWA participant with her own

unique and valuable perspective During July - November 1995, five of these organizations provided a stimulating and valuable training opportunity for the first four participants In 1996, six additional organizations will do this for the third year participants

III. Annual Workplan and Budget for 1996

Stipend	\$1,080/mo, 11 mo, 6 fellows	71,280
	1,080/mo, 6 mo, 5 fellows	32,400
Travel	5 to Washington	15,000
	6 to Africa	18,000
		33,000
Allowances	\$950 for 5 fellows	4,750
Health Insurance	\$200/mo, 11 mo, 6 fellows	13,200
	\$200/mo 6 mo, 5 fellows	6,000
	Income Taxes, 12 fellows	24,000
Administration		
	5 Director	35,000
	5 Project Leader	15,000
	5 Program Assistant	15,000
	Fringe Benefits @ 25%	16,250
	Audit & other Costs	25,000
	Program Administrative Costs	106,350
	GULC Administrative Costs	142,580
Total 1996 Project Cost		\$540,510
1996 AID Cost		\$397,930

25

CONCLUSION

The Annual Workplan for 1996 spells out in detail the calendar and budget for implementing the goals and objectives of the LAWA project described in the proposal for Project No 698-0475, supported in accordance with Cooperative Agreement No AOT-0475-00-3044-00 We look forward to reporting on the implementation of the Workplan for 1996

Women's Law and Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

AFR/ONI/TPPI, Paul Knepp
Project No.: 698-0475
Cooperative Agreement No. AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
OCTOBER, 1993

Summary

By Cooperative Agreement effective March 25, 1993, A.I.D. has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program.

The LAWA project will recruit, select and train twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants will come to Washington, D.C. for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They will participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL.M. degrees, each participant will be assigned to work as a staff attorney with a legal or public interest organization in the Washington, D.C. area where she will work for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants will return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. The estimated A.I.D. amount is \$1,299,392, with \$500,000 obligated by A.I.D. for program expenditures through June 30, 1995.

The first four participants were scheduled to arrive in Washington, D.C. from Ghana and Uganda on July 11, 1993. Three arrived on that date and one arrived one week later on July 17, 1993.

This report is the first quarterly program performance report describing the accomplishments of the LAWA Program during this first quarter of actual operation, July - September, 1993.

I. Project Accomplishments

A. Goals of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's First Quarter: July - September, 1993 were as follows:

1. Complete recruitment and selection for the first year of the program.

2. Complete arrangements for the arrival and participation of the first four program participants.

3. Complete academic program design and course selection by participants.

4. Ensure the smooth operation of the program in its first quarter.

5. Facilitate the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life.

B. Accomplishments during the Program's First Quarter, July - September, 1993, regarding these goals:

1. Complete recruitment and selection for the first year of the program. Recruitment and selection were completed before this first quarter of training, having been concluded in May, 1993. See Trip Report submitted in late June, 1993.

2. Complete arrangements for the arrival and participation of the first four program participants. On July 2, 1993, four airplane tickets were sent by courier to the participants. Arrangements were made for travel advances of \$100. for each participant. During June, the AID missions to Ghana and Uganda had completed their portion of the travel forms, visas and medical clearances required for the participants. Volunteers met the participants as they arrived at their Washington D.C. airports and delivered them to their housing at the training site at the Georgetown University campus.

3. Complete academic program design and course selection by participants. During July, the final meetings were held with the appropriate Georgetown Law School officials to complete the design of the 20 credit Masters of Law program concentrating on women's issues. Three courses were required and nine others were recommended for their 20 credit degree program. In mid-July, the two Program Directors met with the four participants for a half day of counselling and advising. The Directors then arranged the participants' enrollment in courses which no longer had open enrollment. By the end of the month, all four had an academic schedule for the 1993-94 academic year in place.

4. Ensure the smooth operation of the program in its first quarter. From July 13 - August 6, 1993, the four participants joined some 200 other international lawyers to participate in a program entitled "Orientation to the U.S. Legal System", sponsored by the International Law Institute and Georgetown Univer-

sity Law Center and coordinated by the Foreign Student Coordinator at the Law Center. During this time, the four LAWA participants were housed on the Georgetown University campus in Northwest Washington with the other participants in the orientation program. During this month, the LAWA staff assisted them in locating affordable housing for their remaining fifteen months in the program. Several informal social gatherings were also held to facilitate their adaptation to their life in Washington. These activities are more fully described in the Training Report submitted at this same time.

5. Facilitate the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life. Following completion of the orientation course, the LAWA participants had a two week period before their Masters program began in earnest. During this two week period, they completed their moves into their chosen housing in Maryland and participated in typing and computer courses arranged specifically for them and conducted at the Law Center. On August 20, 1993, they began orientation into their Law School program and their classes commenced on August 23, 1993.

On September 9, 1993, the Women's Law and Public Policy Fellowship Program officially began its year with a full day orientation attended by the LAWA participants. Since that time, the four LAWA participants have joined the eight Women's Law Fellows for all of their planned seminars and activities. This

is in addition to their obligations as Masters degree candidates to attend classes and lectures and perform the required class assignments and course requirements.

In August, a monthly non-academic seminar were inaugurated solely for the LAWA participants. The purpose of this seminar was to ensure the smooth transition of the participants in the life of their new community. The August session covered the requirements and expectations of AID participants involving such issues as allowances, ability to work, travel. It also dealt with shopping, food purchasing and health. The September session involved weather and clothing. More description of these seminars are provided in the previously mentioned Training Report.

II. Finances and Expenditures

A. Accounting Systems

Because this is a first award to the Women's Law and Public Policy Fellowship Program, A.I.D. had a pre-award survey done. Following the initial visit by the auditor in December 1992, the Women's Law and Public Policy Fellowship Program Directors and accountant created some additional accounting systems to comply with his recommendations. Evidence of these efforts was delivered to the accountant before December 31, 1992.

At the time of the signing of the Cooperative Agreement at the end of March 1993, arrangements were made for a cost reimbursement system of performance. Following clearance of our accounting systems by the auditor, a letter of credit system would be established.

On July 12, 1993, a second auditor visited the program. Throughout the meeting, the usual reponse to her questions was that the information she was requesting had been provided to the auditor in December, 1992. She returned to her office and discovered the documentation that the Fellowship Program had submitted. She then forwarded her recommendation through her supervisors that our accounting systems were in compliance with federal grant requirements. To date, no system for operating with a letter of credit has been established.

Expenditures. As of September 30, 1993, no request for reimbursement of expenses had been submitted.

Conclusion

This brief description of the goals and accomplishments of the first quarter of the actual operation of the program cannot describe the intense work effort involved in getting the program in place and operating so soon after the signing of the agreement on March 27, 1993. Program staff only hope that with the second quarter, the pace of operation becomes more orderly.

Women's Law and Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

AFR/ONI/TPPI, Paul Knepp
Project No.: 698-0475
Cooperative Agreement No. AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
for the Quarter October - December, 1993
January, 1994

Summary

By Cooperative Agreement effective March 25, 1993, A I D. has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program.

The LAWA project will recruit, select and train twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants will come to Washington, D.C. for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They will participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL.M. degrees, each participant will be assigned to work as a staff attorney with a legal or public interest organization in the Washington, D.C. area where she will work for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants will return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. The estimated A.I.D. amount is \$1,299,392, with \$500,000 obligated by A.I.D. for program expenditures through June 30, 1995.

The first four participants arrived in July, 1993.

This report is the second quarterly program performance report describing the accomplishments of the LAWA Program during its second quarter of actual operation, October - December, 1993.

I. Project Accomplishments

A Goals of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's Second Quarter: October - December, 1993 were as follows:

1. Develop and distribute recruitment materials for the second year of the program
2. Complete arrangements for tests of English language proficiency
3. Ensure the smooth operation of the program in its second quarter, including completion of necessary reports
4. Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life

B. Accomplishments during the Program's Second Quarter, October - December, 1993, regarding these goals:

1. Develop and distribute recruitment materials for the second year of the program. Recruitment materials for the 1994-95 program year were developed during October, 1993. After they were printed, packets were shipped via DHL to Tanzania and Uganda. In addition, in consultation with AID in Washington, the decision was made to not recruit and interview in Ghana this year. Instead, offers for the 1994-95 fellowship year would be

made to two persons interviewed in April 1993, one of whom was an alternate and the other of whom had to withdraw from consideration due to her May 1993 marriage. If either of these two could not accept the offer of participation, the availability of several other people interviewed would then be ascertained.

Offers were made in October to Angela Dwamena-Aboagye and Sheila Yaa Nyantekyiwah Gyimah to participate in the second year of the program beginning in July 1994. In November, both women accepted the offers. Further recruitment in Ghana was therefore no longer necessary for the 1994-95 program year.

2. Complete arrangements for tests of English language proficiency. During October, arrangements for use of the ALI/GU EPT tests as an alternative to the TOEFL exam were completed. Because the ALI/GU EPT has no cost to its takers and because it can be scored at the test site, it has attractive features. However the Law Center prefers the TOEFL examination. After several meetings, the Law Center agreed to use the ALI/GU EPT for those LAWA participants whose AID mission chose to use it. The exam will be given to applicants in Tanzania in December, 1993 and January, 1994.

3. Ensure the smooth operation of the program in its second quarter, including completion of necessary reports. Following the end of the first quarter of program operation on September 30, 1993, several quarterly reports became due. A Training Report, a Performance Report and a Financial Report were prepared during October

85

4. Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life. The academic program was fully underway during the quarter. Three of the four participants were participating in an intensive 6-credit clinic program which gave them concrete experience representing clients in court. In addition all four LAWA participants took a course in Equal Employment Opportunity Law and a course on Legal Research and Writing for Foreign Lawyers. During October a tutoring course for the EEO course was developed which met weekly before the regularly scheduled EEO class meeting.

From October through December, the LAWA participants attended seminars and other programs with the rest of the Women's Law and Public Policy Fellows. This included attendance at two Supreme Court arguments. These are more fully described in the Training Report for the same period.

In August, a monthly non-academic seminar was inaugurated solely for the LAWA participants. The purpose of this seminar was to ensure the smooth transition of the participants in the life of their new community. These seminars continued each month from October through December, 1993. Their content is described more fully in the Training Report.

In early December, the first semester classes concluded and examinations were held. All four LAWA participants had an very difficult exam in Equal Employment Opportunity Law. The Fellow not participating in the clinic course representing clients had

two additional exams. Results of the exams were not available at the time of the completion of this report.

II. Finances and Expenditures

A. Expenditures. During the quarter October - December, 1993, two requests for reimbursement of expenses were been submitted. The first in November covered the period January - June 30, 1993, and totalled \$31,489. The second, submitted in December and covering the first quarter of actual operations from July 1 - September 30, 1993, totalled \$82,654. By the end of the quarter, no reimbursement had been received.

B. Finances In December, 1993, the Program Director tried unsuccessfully to reach the Agreement Officer for this agreement to arrange a letter of credit system.

Conclusion

This brief description of the goals and accomplishments of the second quarter of the actual operation of the program reveals a smoothly functioning program. The intense work effort involved in getting the program in place and operating so soon after the signing of the agreement on March 27, 1993 has been reduced to a manageable level. Program staff expect this orderly operation to continue into 1994.

Women's Law and Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

AFR/ONI/TPPI, Paul Knepp
Project No.: 698-0475
Cooperative Agreement No. AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
for the Quarter January - March, 1994
May, 1994

Summary

By Cooperative Agreement effective March 25, 1993, A I.D. has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program.

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants will come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They will participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL.M. degrees, each participant will be assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C. area where she will work for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants will return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. The estimated A I D amount is \$1,299,392, with \$500,000 obligated by A I D for program expenditures through June 30, 1995.

The first four participants arrived in July, 1993.

This report is the third quarterly program performance report describing the accomplishments of the LAWA Program during its third quarter of operation, January - March, 1994.

1

I. Project Accomplishments

A. Goals of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's Third Quarter: January - March, 1994 were as follows:

1. Evaluate applications from Tanzania and Uganda for the second year of the program
2. Complete arrangements for tests of English language proficiency in Tanzania.
3. Ensure the smooth operation of the program in its third quarter, including completion of necessary reports.
4. Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life

B. Accomplishments during the Program's Third Quarter, January - March, 1994, regarding these goals:

1. Evaluate applications from Tanzania and Uganda for the second year of the program Applications were received from USAID Tanzania in two packages, one arriving in January 1994 and the other in March 1994. The total number of applications received was sixteen. In addition, the first batch of five applications were the originals. Copies had to be made and returned to the USAID office in Dar es Salaam.

2. Complete arrangements for tests of English language proficiency During October, arrangements for use of the ALI/GU EPT tests as an alternative to the TOEFL exam were completed. Because the ALI/GU EPT has no cost to its takers and because it can be scored at the test site, it has attractive features. However the Law Center prefers the TOEFL examination. After several meetings, the Law Center agreed to use the ALI/GU EPT for those LAWA participants whose AID mission chose to use it.

The exam was given to applicants in Tanzania much later than planned, in April, 1994 (The Mission's WID officer had to leave for London so that her daughter could receive medical treatment) The exam was not administered in Uganda for the second year of the program This decision will be reevaluated for the third year.

3 Ensure the smooth operation of the program in its third quarter, including completion of necessary reports. Following the end of the second quarter of program operation on December 31, 1993, several quarterly reports became due. A Training Report and a Performance Report were prepared during January, 1994. Ensuring the program's smooth operation became somewhat more difficult due to the medical leave of the program's chief operating officer, Judy Lyons Wolf, who underwent surgery at the end of January However, the participants enrolled in their second and final semester of their academic program and the regular Fellowship seminars continued in Ms. Wolf's absence.

4. Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and

Public Policy Fellowship Program, into the law school community and into their new life. The second semester of the academic program began during the quarter. All four participants took courses required by the LAWA program in Family Law and Constitutional Law. All four elected to take International and Comparative Rights of Women taught by program co-Director Professor Susan Deller Ross. In addition one took a Law & Development Seminar, one, an International Organizations course; two (the women from Uganda), an AIDS Law and Policy Seminar. The challenge of the semester was going to be the requirement of a forty page graduate thesis. In addition, some of the courses required a paper instead of an examination. For two of the participants, two papers would be required during the semester.

From January through March, the LAWA participants attended seminars and other programs with the rest of the Women's Law and Public Policy Fellows. These are more fully described in the Training Report for the same period.

In August, a monthly non-academic seminar was inaugurated solely for the LAWA participants. The purpose of this seminar was to ensure the smooth transition of the participants in the life of their new community. These seminars continued in the quarter January - March, 1994. Their content is described more fully in the Training Report.

II. Finances and Expenditures

A Expenditures During the quarter January - March, 1994, no requests for reimbursement of expenses were submitted, in part due to the leave of Ms. Wolf. In January, the first reimburse-

ment of expenses was received for the period January - June, 1993. During the quarter, when the second reimbursement was not received, it was discovered that the Request for Reimbursement originally sent of December 9, 1993, had never been received Accordingly it was resubmitted on March 23, 1994.

B. Finances. During this quarter, the Women's Law and Public Policy Fellowship Program received notice that it had been approved for a letter of credit system, rather than reimbursement and the necessary paperwork to complete the set-up was completed

Conclusion

This brief description of the goals and accomplishments of the third quarter of the actual operation of the program reveals a smoothly functioning program. The intense work effort involved in getting the program in place and operating so soon after the signing of the agreement on March 27, 1993 has been reduced to a manageable level Program staff expect this orderly operation to continue throughout 1994.

Women's Law and Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

AFR/ONI/TPPI, Paul Knepp
Project No 698-0475
Cooperative Agreement No AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
for the Quarter April - June, 1994
July, 1994

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants will come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They will participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant will be assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she will work for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants will return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. The estimated A I D amount is \$1,299,392, with \$500,000 obligated by A I D for program expenditures through June 30, 1995.

The first four participants arrived in July, 1993.

This report is the fourth quarterly program performance report describing the accomplishments of the LAWA Program during its fourth quarter of operation, April - June, 1994.

I. Project Accomplishments

A Goals of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's Fourth Quarter April - June, 1994 were as follows:

- 1 Complete evaluation of applications from Tanzania and Uganda for the second year of the program and select candidates to interview

- 2 Complete interviews and selection of participants from Tanzania and Uganda for the second year of the program

- 3 Ensure the smooth operation of the program in its fourth quarter, including completion of necessary reports

- 4 Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life. Most particularly during this fourth quarter, this meant overseeing the participants' completion of their academic program, including the necessary examinations and research papers.

B Accomplishments during the Program's Fourth Quarter, April - June, 1994, regarding these goals

- 1 Complete evaluation of applications from Tanzania and Uganda for the second year of the program and select candidates

Offers were extended in mid-May to two persons in each of the two countries and acceptances were received in early June. Arrangements were made for all six participants for the second year of the program to arrive in Washington on July 10 to begin their academic program.

3 Ensure the smooth operation of the program in its fourth quarter, including completion of necessary reports. Following the end of the third quarter of program operation on March 31, 1994, several quarterly reports became due. A Training Report and a Performance Report were prepared in May, 1994. Likewise a trip report became due during the quarter as did an annual activity report. The trip report on the May 1994 interview trip was completed in June. The Annual Activity Report for 1994, due at the end of April, was submitted in June. In addition, a Request for Reimbursement (Form 270) was submitted during the quarter.

4 Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life. Most particularly during this fourth quarter, this meant overseeing their completion of their academic program, including the necessary examinations and research papers. The challenge of the semester was going to be the requirement of a forty page graduate thesis. In addition, some of the courses required a paper instead of an examination. For two of the participants, two papers would be required during the semester. The important and exciting development for the quarter

was that all four LAWAW participants received their Masters of Law degree on May 25, 1994. In June they began their six months of practical training. Details of their academic work and their practical training are elaborated upon in the Training Report.

From April through June, the LAWAW participants attended seminars and other programs with the rest of the Women's Law and Public Policy Fellows. These are more fully described in the Training Report for the same period.

II Finances and Expenditures

A Expenditures. During the quarter April - June, 1994, one request for reimbursement of expenses was submitted for the quarter October - December 1993 and payment of one request for reimbursement was received for the quarter July - September 1993.

B Finances. During this quarter, the Women's Law and Public Policy Fellowship Program attempted to complete the necessary financial reports required under this contract. The next quarter will show the results of this effort. In addition, at the request of our Program Officer, we completed a request for budget amendment.

Conclusion

This brief description of the goals and accomplishments of the fourth quarter of the actual operation of the program reveals a smoothly functioning program. The intense work effort involved in getting the program in place and operating so soon after the signing of the agreement on March 27, 1993 has been reduced to a manageable level. Program staff expect this orderly operation to continue throughout 1994.

Women's Law and Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

AFR/ONI/TPPI, Paul Knepp
Project No. - 698-0475
Cooperative Agreement No AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
for the Quarter July - September, 1994
October, 1994

Summary

By Cooperative Agreement effective March 25, 1993, A I D. has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL.M. degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September 1994, the estimated A I D amount is \$1,537,592, fully funded until the expected date of completion

The first four participants arrived in July 1993. The second group arrived in July 1994

This report is the fifth quarterly program performance report describing the accomplishments of the LAWA Program during its fifth quarter of operation, July - September, 1994

I. Project Accomplishments

A. Goals of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's Fifth Quarter, July - September, 1994 were as follows:

1. Complete preparations for the arrival of the second year participants.

2. Monitor the first participants' advocacy internships to ensure their success.

3. Ensure the smooth operation of the program in its fifth quarter, including completion of necessary reports

4. Begin the integration and participation of the new group of program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life. Most particularly during this fifth quarter, this meant overseeing the new participants' orientation and selection of their academic program

B. Accomplishments during the Program's Fifth Quarter, July - September, 1994, regarding these goals

1. Complete preparations for the arrival of the second year participants. The six program participants for the second year of the LAWA Program arrived in Washington, D.C. to begin their sixteen months on July 10, 1994. During the first part of the quarter, the final details concerning their arrival were put in

place plane tickets were mailed, travel advances authorized, medical clearances filed, drivers to meet flights selected, and a series of orientation meetings established.

2. Monitor the first participants' advocacy internships to ensure their success. Following receipt of their Masters of Law degrees at graduation in late May, the first four participants began their six months of practical training by internships as staff attorneys at organizations dedicated to advocacy on behalf of women. The two Ghanians preferred international human rights work and were placed at Human Rights Watch Women's Rights Project and at the International Human Rights Law Group. The two Ugandans were placed at the National Women's Law Center and the NAACP Legal Defense and Education Fund. The task of Program staff during the quarter and particularly during July was to determine that the internships were progressing successfully, both for the participant and the organization providing the experience and supervision. All four placements proceeded well during the quarter.

3. Ensure the smooth operation of the program in its fifth quarter, including completion of necessary reports. Following the end of the fourth quarter of program operation on June 30, 1994, two quarterly reports became due. A Training Report and a Performance Report were prepared in July, 1994. See Section II below for a report on financial reports submitted.

4. Begin the integration and participation of the new group of program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school

community and into their new life. Most particularly during this fifth quarter, this meant overseeing the new participants' orientation and selection of their academic program. The six participants began their four week Orientation to the US Legal System course on July 12. Prior to that on July 11, they had their initial orientation meeting with the two Directors of the Women's Law and Public Policy Fellowship Program to learn the details of their Masters Program. One week later, there was a second meeting of the participants and the Directors to make course selections for the nine month Masters program which would begin the last week of August. In addition the Women's Law and Public Policy Fellowship Program arranged a dinner in mid-July for the new arrivals to meet the four LAWA participants from the first year and other Women's Law and Public Policy Fellowship Program participants. The Program also arranged that drivers would take the six on a car tour of various neighborhoods where they might locate housing. This occurred on Saturday, July 23. After completion of the Orientation course on August 5, the participants moved into their housing and began computer and word processing instruction in specially arranged classes at the Law School. On August 18, their orientation to their Law Center courses began, with classes beginning in earnest on August 22. On September 8, the LAWA Fellows joined with the other Women's Law Fellows for orientation to that Program. As the quarter came to a close, they were fully oriented and well under way in their two programs, their Masters program and the Women's Law and Public Policy Fellowship Program.

The last month of the quarter was marked by the continuing illness and hospitalization of one of the participants. By the end of the quarter, LAWA Program officials, the participant herself and AID Program officials had all agreed that the participant had to return home to Uganda. Preparations for her return and her return were made in the next quarter, in early October, 1994.

These activities are more fully described in the Training Report for the same period.

II. Finances and Expenditures

A Expenditures. During the quarter July - September, 1994, three requests for reimbursement of expenses was submitted covering expenses through May 1994. One payment covering the three requests was received in September 1994. Two Requests for Reimbursement (Form 270) were submitted and resubmitted during the quarter. The third Request under the Agreement was dated June 30 and the fourth was dated July 11, 1994. On August 1, both of these Forms were resubmitted. On July 25, the fifth Request for Reimbursement under the Agreement was submitted. In September, the Program received a check in payment for the three 270's submitted during the quarter. In addition, there was correspondence between USAID/M/FM/CMP and the Program concerning a \$200 advance made in July 1993 in Ghana during the quarter. Issuance of the September check was indication that the issue was successfully resolved.

B. Finances and Agreement Modification. In the third week of September, LAWA Program officials and AID Office of Procure-

ment completed the Modifications to the Agreement submitted in March 1994.

Conclusion

This brief description of the goals and accomplishments of the fifth quarter of the actual operation of the program reveals a smoothly functioning program beginning its second year of program implementation, although marked for the second time by a major personal event in the life of a participant.

Women's Law and Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

G/HCD/FSTA, Melvin Chatman
Project No.. 698-0475
Cooperative Agreement No. AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
for the Quarter October - December, 1994
January, 1995

Summary

By Cooperative Agreement effective March 25, 1993, A.I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program.

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D.C. for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL.M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C. area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September 1994, the estimated A I D. amount is \$1,537,592, fully funded until the expected date of completion.

The first four participants arrived in July 1993. The second group arrived in July 1994.

This report is the sixth quarterly program performance report describing the accomplishments of the LAWA Program during its sixth quarter of operation, October - December, 1994.

I. Project Accomplishments

A. Goals of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's Sixth Quarter October - December, 1994 were as follows:

1. Develop and distribute recruitment materials for the third year of the program
2. Complete arrangements for tests of English language proficiency.
3. Ensure the smooth operation of the program in its sixth quarter, including completion of necessary reports.
4. Continue the integration and participation of the second group of program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life
5. Ensure program completion and return to country by the first group of participants.

B. Accomplishments during the Program's Sixth Quarter, October - December, 1994, regarding these goals

1. Develop and distribute recruitment materials for the third year of the program Recruitment materials for the 1995-96 program year were developed during October, 1994. After they

were printed, packets were shipped via DHL to Ghana, Tanzania and Uganda.

2. Complete arrangements for tests of English language proficiency. The decision was made in late October to use the same language exam system as last year. ALI/GU EPT and TOEFL wherever possible. Because the ALI/GU EPT has no cost to its takers and because it can be scored at the test site, it has attractive features. However the Law Center prefers the TOEFL examination. The Law Center agreed in 1993 and again in 1994 to use to ALI/GU EPT for those LAWA participants whose AID mission chose to use it. Language exams will be given to applicants in Tanzania and Uganda in early 1995

3. Ensure the smooth operation of the program in its sixth quarter, including completion of necessary reports. Following the end of the fifth quarter of program operation on September 30, 1994, several quarterly reports became due. A Training Report, a Performance Report and Financial Reports were prepared during the quarter.

4. Continue the integration and participation of the second group of program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life. The academic program was fully underway during the quarter. All five took Constitutional Law II and a Seminar in Gender and the Law. In addition all five LAWA participants took a course on Legal Research and Writing for Foreign Lawyers. During October a tutoring course for the Constitutional Law course was developed which met weekly

before the regularly scheduled class meeting. Four took Family Law. Two participated in a seminar on International Human Rights Law and one took a course in Public Health Law: Communicable Diseases.

From October through December, the LAWA participants attended seminars and other programs with the rest of the Women's Law and Public Policy Fellows. This included attendance at six seminars and a Supreme Court argument. These are more fully described in the Training Report for the same period.

A monthly non-academic seminar was conducted solely for the new group of LAWA participants. The purpose of this seminar was to ensure the smooth transition of the participants in the life of their new community. These seminars continued each month through the quarter except for December, 1994 when the participants requested cancellation so they could focus on their academic studies and examinations. Their content is described more fully in the Training Report.

For one of the participants, integration was not to occur due to her illness and hospitalization. By the end of September 1994, LAWA Program officials, the participant herself and AID Program officials had all agreed that the participant had to return home to Uganda. Preparations for her return were made in early October, 1994. Accompanied by medical escort, she left Washington D.C. on Sunday, October 9, reaching Kampala on Tuesday, October 11 where she was met by AID officials and her family and taken to a hospital. On Saturday, October 15, 1994, she died.

This participant's illness, hospitalization, and return home required an extraordinary amount of time and involvement during the preceding quarter and in October. Her two roommates from Uganda and Tanzania had their studies interrupted; participants and staff were emotionally stressed throughout the period. Due to the cooperation of AID and MEDEVAC, the rapid arrangements for her return to Uganda went reasonably smoothly, but the entire experience was very stressful. The participants and program staff, with the assistance of the campus ministry, designed a memorial service, which service was held in the Law Center Chapel on November 10, 1994, bringing some closure to a very difficult period.

In early December, the fall semester classes concluded and examinations were held. All five LAWA participants had at least two examinations. Partial results of the exams have become available and all five participants have succeeded in their studies. The reported grades are a part of the Training Report for this same quarter.

5 Ensure program completion and return to country by the first group of participants. November marked the end of the sixteen month program for the first group of four participants. All completed their practical training work as staff attorneys at four different organizations. At a seminar for the Women's Law Fellows on November 17, the four first year participants described their year, lessons learned, and their plans to implement the training upon their return to their countries. That evening at a reception they received a Certificate of Program Completion

During the first week of December, three left for home; the fourth followed in the third week of December. This aspect of the program has been very rewarding to Program staff during this quarter.

II. Finances and Expenditures

A. Expenditures. During the quarter October - December, 1994, three requests for reimbursement of expenses were submitted. The first on November 1 covered the month of June, 1994, and totalled \$19,813. The second, submitted November 11 and covering the month of July, 1994, totalled \$21,661. The third, also submitted November 11, covered the month of August 1994 and totalled \$34,114. At the end of the quarter, the first wire transfer under this contract was made with \$55,775 for the two November 11 Requests for Remimbursement being tranferred into the Program's account. At the end of the quarter, payment had not been received for the November 1, 1994 submission

B. Finances. With modification of the Agreement completed in late September, 1994, the finances of the LAWA program are at an acceptable level. With wire fund transfers beginning to occur at the end of the quarter, these finances may go more smoothly With only one request for reimbursement lost this quarter, there is hope for the future.

Conclusion

This brief description of the goals and accomplishments of the sixth quarter of the actual operation of the program reveals a smoothly functioning program with its second year of program implementation well under way. The return home of the gravely

ill program participant and her subsequent death are certainly the outstanding program event of the quarter, although the completion of the sixteen month program by the first four participants was also outstanding. The wire transfer at the end of the quarter signifies a smoother future for the administrative aspect of the program

Women's Law and Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

G/HCD/FSTA, Melvin Chatman
Project No 698-0475
Cooperative Agreement No AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
for the Quarter January - March, 1995
April, 1995

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September 1994, the estimated A I D amount is \$1,537,592, fully funded until the expected date of completion.

The first four participants arrived in July 1993. The second group arrived in July 1994.

This report is the seventh quarterly program performance report describing the accomplishments of the LAWA Program during its seventh quarter of operation, January - March, 1995.

I Project Accomplishments

A Goals of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's seventh quarter, January - March, 1995 were as follows:

- 1 Evaluate applications from Ghana, Tanzania and Uganda for the third year of the program and notify missions of candidates to schedule for interview.

- 2 Complete arrangements for tests of English language proficiency in Tanzania.

- 3 Complete arrangements for interview trip in March.

- 4 Ensure the smooth operation of the program in its third quarter, including completion of necessary reports.

- 5 Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life.

B Accomplishments during the Program's Third Quarter, January - March, 1995, regarding these goals

- 1 Evaluate applications from Ghana, Tanzania and Uganda for the third year of the program. Applications were received from USAID missions in February. The total number of applications received from Ghana was fourteen. The total number from Tanzania was sixteen. There was nine from Uganda. Memoranda concerning

any missing portions and the candidates names to schedule for interview were sent to the three Training Officers in early March

2 Complete arrangements for tests of English language proficiency Arrangments for use of the ALI/GU EPT tests as an alternative to the TOEFL exam were completed Because the ALI/GU EPT has no cost to its takers and because it can be scored at the test site, it has attractive features However the Law Center prefers the TOEFL examinationbut again agreed to use the ALI/GU EPT for the LAWA applicants in Tanzania

The exam was given to applicants in Tanzania on March 11, 1995 The exam was not administered in Uganda or Ghana This decision was based on average TOEFL performance from the three countries Ghana and Uganda's is similar, Tanzania's is considerably lower This decsion will be reevaluated each year

3 Complete arrangements for interview trip in March Throughout the quarter dates for the trip were evaluated It was hoped that the trip could occur during Georgetown's Spring break in early March, but due to a conference of Training Officers in Zimbabwe in the first half of March, this was not possible The resulting problem was that only one representative of the LAWA program could be free later With the cooperative of the three missions, the trip was scheduled from March 20 - April 5 On March 20, LAWA Director Judy Lyons Wolf and USAID Project Manager Yvonne Andualem left their offices for Accra, Ghana Interviews in Ghana were conducted on March 23 - 24 Interviews in Uganda were conducted March 28 -29, and the final interviews occurred in

the next quarter on April 3-4, 1995 Further details of the interview trip are contained in the Trip Report

4 Ensure the smooth operation of the program in its third quarter, including completion of necessary reports Following the end of the second quarter of program operation on December 31, 1993, two quarterly reports became due A Training Report and a Performance Report were prepared during January, 1995 An Annual Activity Plan was also due during the quarter, but due to the travel preparation, it was not completed during the quarter

5 Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life The five participants in the second year's program enrolled in their second and final semester of their academic program and the regular Fellowship seminars continued Winter break ended in early January and the second semester of the academic program began during the quarter All five participants took courses required by the LAWA program in Equal Employment Law One took a required course in Family Law which she had not had during the fall semester when the other four took it All five elected to take International and Comparative Rights of Women taught by program co-Director Professor Susan Deller Ross In addition, two took International Protection of Human Rights, one took International Environmental Law, one, Law and Social Sciences, one elected to participate in the Sex Discrimination Clinic, representing victims of domestic violence in court The challenge of the semester was going to be

the requirement of a forty page graduate thesis In addition, some of the courses required a paper instead of an examination For two of the participants, two papers would be required during the semester

From January through March, the LAWA participants attended seminars and other programs with the rest of the Women's Law and Public Policy Fellows These are more fully described in the Training Report for the same period

In August, a monthly non-academic seminar was inaugurated solely for the LAWA participants The purpose of this seminar was to ensure the smooth transition of the participants in the life of their new community These seminars continued in the quarter January - March, 1995 Their content is described more fully in the Training Report

II Finances and Expenditures

A Expenditures During the quarter January - March, 1995, requests for reimbursement of expenses # 9 & 10 were submitted In addition, Request # 6 was resubmitted B Finances During this quarter, the system of electronic funds transfer to the Women's Law and Public Policy Fellowship Program was inaugurated The first reimbursement by electronic funds transfer under this Cooperative Agreement occurred in January, with the second following in February

Conclusion

This brief description of the goals and accomplishments of the first quarter of 1995, the seventh quarter of actual operation of the program, reveals a smoothly functioning program

There was no major crisis as there had been during the last two quarters of 1994 (participant's illness) Program staff expect this orderly operation to continue throughout 1995

Women's Law and Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

G/HCD/FSTA, Melvin Chatman
Project No 698-0475
Cooperative Agreement No AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
for the Quarter April - June, 1995
August, 1995

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September 1994, the estimated A I D amount is \$1,537,592, fully funded until the expected date of completion.

The first four participants arrived in July 1993. The second group arrived in July 1994.

This report is the eighth quarterly program performance report describing the accomplishments of the LAWA Program during its eighth quarter of operation, April - June, 1995.

I. Project Accomplishments

A **Goals** of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's Eighth Quarter April - June, 1995 were as follows:

1 Complete interviews and selection of participants from Ghana, Tanzania and Uganda for the third year of the program.

2 Ensure the smooth operation of the program in its eighth quarter, including completion of necessary reports.

3 Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life. Most particularly during this eighth quarter, this meant overseeing the participants' completion of their academic program, including the necessary examinations and research papers.

B **Accomplishments** during the Program's Eighth Quarter, April - June, 1995, regarding these goals:

1 Complete interviews and selection of participants from Ghana, Tanzania and Uganda for the third year of the program. In Ghana at the end of March, the interview panel consisting of five persons conducted twelve interviews March 23 - 24, 1995. Following each interview, the panel discussed the candidate and evaluated her academic achievements, English language proficien-

cy, experience with women's issues, leadership potential, maturity and motivation, recording consensus on the Selection Committee Advice Form Following the second day's interviews, the five member panel then discussed all twelve candidates, recommending two top candidates, Gloria Ofori-Boadu and Hilary Amesika Gbedemah, and two alternates, Josepha Adedevoh and Joan Attu

In Tanzania, a total of sixteen interviews were conducted April 3 - 4, 1995 The interview panel consisted of five people on Monday and four on Tuesday until the group was joined at the end of the interviews by two AID/Washington officials including LAWA Project Officer, Melvin Chatman Following each interview, the panel discussed the candidate and evaluated her academic achievements, English language proficiency and test scores, experience with women's issues, leadership potential, maturity and motivation, recording consensus on the Selection Committee Advice Form At the conclusion of the two days of interviews, the panel reviewed those candidates not eliminated After ranking the top three to five candidates in the major categories -- academic superiority, English language proficiency (both oral and written), experience with women's issues and affiliation with women's organizations, leadership potential and maturity, the panel developed a list of two top candidates and two alternates The panel recommended Regina Rweyemamu and Hadija Ally for offers and Fortunate Temu and Monica Mhojo as alternates The panel felt very strongly that Monica Mhojo was an extremely attractive candidate who needed to improve her English language scores She was advised of the need for some English tutoring

In Uganda March 28 - 29 were the dates set for interviews. The interview panel numbered three - two from Washington and Jean Kyazze, a Ugandan lawyer working for the Law Reform Commission, who had participated in the interviews in 1994 also. Ten interviews were scheduled for the day, but several applicants did not show up for a variety of reasons (two were out of the country, (one for medical reasons), one withdrew due to another offer, and one received no notice of the interview). One applicant returning late March 28 from abroad asked to be scheduled early on March 29. Of the six interviewed, three were new applicants and three had been interviewed in 1994. After an assessment and ranking session and a discussion of the need for broader publicity, the selection panel concluded its work. The group recommended two of the three new applicants for an offer, Ms Kanabahita and Ms Wakabi. As alternates they recommended Ms Matovu Winyi and Ms Nakachwa, both of whom had been alternates in the past.

Offers were extended in late April to two persons in each of the two countries and acceptances were received in mid May. Arrangements were made for all six participants for the third year of the program to arrive in Washington on July 17 to begin their academic program.

3. Ensure the smooth operation of the program in its eighth quarter, including completion of necessary reports. Following the end of the seventh quarter of program operation on March 31, 1994, several quarterly reports became due. A Performance Report was prepared in April, 1995. Likewise a Trip Report became due during the quarter as did an Annual Activity Report. The Trip

Report on the March-April 1995 interview trip was completed at the end of May and submitted in June. The Annual Activity Report for 1995, was submitted when due at the end of April. The Training Report for the January - March Quarter was completed at the end of May. In addition, a Request for Reimbursement (Form 270) was submitted in May covering expenditures during the January - March 1995 quarter.

During the quarter, arrangements were completed for the first audit of the LAWA program. Requests for Proposals were solicited, proposals received and evaluated, interviews conducted and a firm selected to begin the audit in May and complete it in June, 1995.

4. Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life. Most particularly during this eighth quarter, this meant overseeing their completion of their academic program, including the necessary examinations and research papers. The challenge of the semester was the requirement of a forty page graduate thesis. In addition, some of the courses required a paper instead of an examination. The important and exciting development for the quarter was that all five LAWA participants received their Masters of Law degree on May 29, 1995. In June they began their six months of practical training. Details of their academic work and their practical training are elaborated upon in the Training Report.

From April through June, the LAWA participants attended seminars and other programs with the rest of the Women's Law and Public Policy Fellows. These are more fully described in the Training Report for the same period.

II Finances and Expenditures

A Expenditures During the quarter April - June, 1995, one request for reimbursement of expenses was submitted for the quarter January - March 1995 and payment of one request for reimbursement was received for the month of December 1994. In addition, program staff answered several requests from USAID/Washington for expenditure data and received a memorandum addressed to all contractors discussing possible USAID budget reductions and the need for approval by USAID of all major expenditures.

B Finances During this quarter, the Women's Law and Public Policy Fellowship Program completed the necessary financial reports required under this contract.

Conclusion

This brief description of the goals and accomplishments of the eighth quarter of the actual operation of the program reveals a smoothly functioning program. Program staff expect this orderly operation to continue throughout 1995.

Women's Law and Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

G/HCD/FSTA, Melvin Chatman
Project No 698-0475
Cooperative Agreement No AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
for the Quarter July - September, 1995
October, 1995

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in this quarter, the estimated A I D amount is \$1,617,592, fully funded until the expected date of completion.

The first four participants arrived in July 1993. The second group arrived in July 1994. The third group arrived during this quarter in July 1995.

This report is the ninth quarterly program performance report describing the accomplishments of the LAWA Program during its ninth quarter of operation, July - September, 1995.

I Project Accomplishments

A Goals of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's Ninth Quarter July - September, 1995 were as follows:

1 Complete preparations for the arrival of the third year participants

2 Monitor the second group's advocacy internships to ensure their success

3 Begin the integration and participation of the new group of program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life. Most particularly during this ninth quarter, this meant overseeing the new participants' orientation and selection of their academic program.

4 Complete preparations for the attendance from the first and second year groups at the Fourth World Conference on Women to be held during the quarter in Beijing, China.

5 Ensure the smooth operation of the program in its ninth quarter, including completion of necessary reports.

B Accomplishments during the Program's Ninth Quarter, July - September, 1995, regarding these goals

1 Complete preparations for the arrival of the third year participants, now known as LAWA III. The six program participants

for the third year of the LAWA Program arrived in Washington, D C to begin their sixteen months training on July 16, 1995 During the first part of the quarter, the final details concerning their arrival were put in place plane tickets were mailed, travel advances authorized, medical clearances filed, drivers to meet flights selected, and a series of orientation meetings established

2 Monitor the second group's advocacy internships to ensure their success Following receipt of their Masters of Law degrees at graduation in late May, the second group now known as LAWA II began their six months of practical training by internships as staff attorneys at organizations dedicated to advocacy on behalf of women The two Ghanians preferred international human rights work and were placed at Human Rights Watch Women's Rights Project and at the Women, Law and Development International The two Tanzanians were placed at the Center for Law and Education and at the NOW Legal Defense and Education Fund The Ugandan participant was placed at the Center for Development and Population Activities The task of Program staff during the quarter and particularly during July was to determine that the internships were progressing successfully, both for the participant and the organization providing the experience and supervision All the placements proceeded well during the quarter

3 Begin the integration and participation of the new group of program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life Most particularly during this

102

ninth quarter, this meant overseeing the new participants' orientation and selection of their academic program. The six participants began their four week Foundations in the US Legal System course on July 18. Prior to that on July 17, they had their initial orientation meeting with the staff of the Women's Law and Public Policy Fellowship Program to learn the details of their Masters Program. Three weeks later, there was a second meeting of the participants and the Directors to make course selections for the nine month Masters program which would begin the last week of August. In addition the Women's Law and Public Policy Fellowship Program arranged a dinner on July 28 for the new arrivals to meet the LAWA II participants and other Women's Law and Public Policy Fellowship Program participants. The Program also arranged a group house for interested members of the LAWA III group, four of them chose to live together at this house. After completion of the Orientation course on August 11, the participants moved into their housing and began computer and word processing instruction in specially arranged classes at the Law School. On August 25, their orientation to their Law Center courses began, with classes beginning in earnest on August 28. On September 13, the LAWA Fellows joined with the other Women's Law Fellows for orientation to that Program. As the quarter came to a close, they were fully oriented and well under way in their two programs, their Masters program and the Women's Law and Public Policy Fellowship Program.

4 Complete preparations for the attendance from the first and second year groups at the Fourth World Conference on Women to

beheld during the quarter in Beijing, China. Having secured authorization from Dennis Diamond, Director G/HCD/FSTA for approval for the LAWA I & II groups to attend the Fourth World Conference on Women in Beijing, staff worked feverishly to complete registration and lodging accommodations, to get the necessary (and difficult to get) visas from the Chinese embassies, to keep the LAWA I women in Africa apprised of the status of preparations, to arrange transportation from the various countries involved to Beijing, and to arrange briefings for the attendees. On Wednesday, August 30 the group departed for Beijing. Ten days later on September 9, they returned. Details of the trip are described more fully in the relevant Trip Report.

5. Ensure the smooth operation of the program in its ninth quarter, including completion of necessary reports. Following the end of the eighth quarter of program operation on June 30, 1995, two quarterly reports became due. A Training Report and a Performance Report were completed in August, 1995. See Section II below for a report on financial reports submitted during the quarter.

All these activities are more fully described in the Training Report for the same period. It was a very busy quarter.

II Finances and Expenditures

A. Expenditures. During the quarter July - September, 1995, one request for reimbursement of expenses was submitted covering expenses through June 1995. Notice of electronic funds transfer of the request was received in mid-September 1995.

B Finances and Agreement Modification During the quarter in August, LAWA Program officials and AID Office of Procurement completed the Modifications to the Agreement to add on \$80,000 in funds to cover certain follow-on activities for the professional enhancement of LAWA program participants who have returned to their countries

Conclusion

This brief description of the goals and accomplishments of the ninth quarter of the actual operation of the program reveals a smoothly functioning (and increasingly administratively demanding) program beginning its third year of program implementation

Women's Law & Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

AFR/ONI/TPPI, Melvin Chatman
Project No 698-0475
Cooperative Agreement No AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
for the Quarter October - December, 1995
February 1996

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September 1994 and August 1995, the estimated A I D amount is \$1,617,592, fully funded until the estimated date of completion.

The first four participants arrived in July, 1993. The second group arrived in July 1994. The third group arrived in July 1995.

This report is the tenth quarterly program performance report describing the accomplishments of the LAWA Program during its tenth quarter of operation, October - December, 1995.

I. Project Accomplishments

A **Goals** of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's Tenth Quarter, October - December, 1995 were as follows:

- 1 Complete recruitment for the final year of the program
- 2 Evaluate applications from Tanzania and Uganda for the final year of the program and notify missions of candidates to schedule for interview
- 3 Complete arrangements for tests of English language proficiency in Tanzania
- 4 Complete arrangements for interview trip between academic semesters in December 1995
- 5 Ensure the smooth operation of the program in its tenth quarter, including completion of necessary reports
- 6 Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life
- 7 Monitor the work internships of the participants who completed their LL.M.'s in May 1995 and prepare for their return home

B **Accomplishments** during the Program's Second Quarter, October - December, 1995, regarding these goals

1 Complete recruitment for the final year of the program Recruitment materials for the 1996-97 program year were developed and distributed in Tanzania and Uganda in the preceding quarter The decision was made to not recruit and interview in Ghana this round Instead, offers for the 1996-97 fellowship year would be made to two persons interviewed in April 1995 and listed as alternates at that time Accordingly, offers were made in September to Josepha Adadevoh and Joan Attu to participate in the second year of the program beginning in July 1996 In October, Ms Adadevoh accepted the offer The difficulty in locating Ms Attu, who was studying in Britain, and recognition of the difficulty in amending the Cooperative Agreement to provide for an additional twenty-first participant forced program officials to limit Ghana's participation to one participant for the 1996-97 year This would make the participation of the three countries more or less equal ¹ Further recruitment in Ghana was therefore no longer necessary for the 1996-97 program year

2 Evaluate applications from Tanzania and Uganda for the final year of the program and notify missions of candidates to schedule for interview Applications were received from USAID missions in October (Uganda) and November (Tanzania) Thirty six applications were received from Uganda The total number from Tanzania was seventeen Memoranda concerning any missing portions and the candidates names to schedule for interview were sent to the Training Officers in November

¹The Cooperative Agreement provides for the training of twenty women lawyers By the end of the 1996-97 cycle, Ghana will have had seven participants, Tanzania six and Uganda seven

3 Complete arrangements for tests of English language proficiency Arrangements for administration of the ALI/GU EPT tests, an alternative to the TOEFL exam, in Tanzania were completed The exam was given to applicants in Tanzania on December 15, 1995 The exam was not administered in Uganda or Ghana This decision was based on average TOEFL performance from the three countries Ghana and Uganda's is similar, Tanzania's is considerably lower This decision is reevaluated each year

4 Complete arrangements for interview trip in between academic semesters in December 1995 Throughout the quarter, dates for the trip were evaluated With the cooperation of the two missions, the trip was scheduled from December 9 - 21 On December 9, LAWA Director Judy Lyons Wolf and Georgetown Professor Deborah Epstein left Washington for Dar es Salaam, Tanzania Thirteen interviews in Tanzania were conducted on December 12 - 13 Sixteen interviews in Uganda were conducted December 18 - 19, with one additional Tanzanian woman interviewed in Uganda on December 20 Further details of the interview trip are contained in the Trip Report

5 Ensure the smooth operation of the program in its tenth quarter, including completion of necessary reports During the quarter, several quarterly reports became due A Performance Report was prepared in October, a Training Report in November and Request for Reimbursement were submitted in October and December

6 Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community

and into their new life. The academic program was fully underway during the quarter. All six LAWA participants took a course in International and Comparative Rights of Women and a course on Legal Research and Writing for Foreign Lawyers. Four were enrolled in Constitutional Law II, and during October a tutoring course for the Con Law course was developed which met weekly.

From October through December, the LAWA participants attended seminars and other programs with the rest of the Women's Law and Public Policy Fellows. This included attendance at six seminars and a Supreme Court argument. These are more fully described in the Training Report for the same period.

In August, a monthly non-academic seminar was inaugurated solely for the LAWA participants. The purpose of this seminar was to ensure the smooth transition of the participants in the life of their new community. These seminars continued each month from October through December, 1995. Their content is described more fully in the Training Report.

In early December, the first semester classes concluded and examinations were held. All six LAWA participants had several difficult exams. Partial results of the exams have become available and all the LAWA participants have succeeded in their studies. The reported grades are a part of the Training Report for this same quarter.

7. Ensure program completion and return to country by the second year's participants. November marked the end of the sixteen month program for the second group of five participants. All completed their practical training work as staff attorneys at

five different organizations At a seminar for the Women's Law Fellows on November 17, the participants described their year, lessons learned, and their plans to implement the training upon their return to their countries That evening at a reception they received a Certificate of Program Completion On Thanksgiving Day, the two Ghanaians left for home and their families, followed the next week by the first Tanzanian to return home During the first week of December, the other Tanzanian left for extended travel enroute home, the one Ugandan followed in the third week of December This aspect of the program has been very rewarding to Program staff during this quarter

II Finances and Expenditures

A Expenditures During the quarter October - December, 1995, two requests for reimbursement were submitted The first was submitted in October, covering the month of July 1995 and totalling \$34,606 The second request for reimbursement of expenses covered the period August - September 30, 1995, and totalled \$171,346

B Finances Payment of \$34,606 was received in November, 1995

Conclusion

This brief description of the goals and accomplishments of the tenth quarter of the actual operation of the program reveals a smoothly functioning program Program staff expect this orderly operation to continue throughout 1996

Women's Law & Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

AFR/ONI/TPPI, Melvin Chatman
Project No 698-0475
Cooperative Agreement No AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
for the Quarter January - March, 1996
April 1996

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September 1994 and August 1995, the estimated A I D amount is \$1,617,592, fully funded until the estimated date of completion.

The first four participants arrived in July, 1993. The second group arrived in July 1994. The third group arrived in July 1995.

This report is the eleventh quarterly program performance report describing the accomplishments of the LAWA Program during its eleventh quarter of operation, January - March, 1996.

I Project Accomplishments

A Goals of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's eleventh quarter, January - March, 1995 were as follows:

1. Complete assessment of interviews conducted in Tanzania and Uganda in December 1996 and extend offers.
2. Ensure the smooth operation of the program in its eleventh quarter, including completion of necessary reports.
3. Continue the integration and participation of the program participants, the LAWA III group, into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life.

B Accomplishments during the Program's Eleventh Quarter, January - March, 1996, regarding these goals

1. Complete assessment of interviews conducted in Tanzania and Uganda in December 1996 and extend offers. The results of the interview committees' work in Tanzania and in Uganda were reported to the Fellowship Board, who approved the recommended candidates. Their applications were then forwarded to the Georgetown University Law Center's Admissions Office and the Office of the Foreign Student Coordinator. After their review and comments, offers were extended to two women in Tanzania and two in Uganda to participate in the fourth year of the Program.

beginning in July 1996. The offers were sent at the end of January. By February 29 the women in Uganda had notified us through the USAID Training Officer of their acceptance and in early March, the two Tanzanian women had also accepted.

2. Ensure the smooth operation of the program in its eleventh quarter, including completion of necessary reports.

Following the end of the tenth quarter of program operation on December 31, 1995, two quarterly reports became due. Due to the bad January weather and the completion of the interview and selection process, the Training Report and Performance Report were prepared during February 1996. An Annual Activity Plan was also due and prepared during the quarter.

3. Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life. The six participants in the third year of the LAWA program, LAWA III, enrolled in their second and final semester of their academic program and the regular Fellowship seminars continued. Winter break ended in early January and the second semester of the academic program began during the quarter. All six participants took courses required by the LAWA program in Equal Employment Law. Three took a required course in Family Law which they had not had during the fall semester when the others took it. Two are taking their required course in Constitutional Law, which four had taken in the fall semester. One elected to participate in the Sex Discrimination Clinic, representing victims of domestic violence in court. The challenge of the

semester was going to be the requirement of a forty page graduate thesis. In addition, some of the courses required a paper instead of an examination. For one of the participants, two papers would be required during the semester.

From January through March, the LAWA participants attended seminars and other programs with the rest of the Women's Law and Public Policy Fellows. These are more fully described in the Training Report for the same period.

In August, a monthly non-academic seminar was inaugurated solely for the LAWA participants. The purpose of this seminar was to ensure the smooth transition of the participants in the life of their new community. These seminars continued in the quarter January - March, 1995. Their content is described more fully in the Training Report.

II Finances and Expenditures

A Expenditures. During the quarter January - March, 1996, one Request for Reimbursement was submitted in March covering expenses in October - November 1995 and one reimbursement was received in January for a Request submitted in December 1995.

B Finances. During this quarter, the reimbursement system caught up with the backlog that developed during the government shutdown in December 1995. The one request submitted was handled expeditiously.

Conclusion

This brief description of the goals and accomplishments of the first quarter of 1996, the eleventh quarter of actual operation of the program, reveals a smoothly functioning program.

There was no major crisis Program staff expect this orderly operation to continue throughout 1996

Women's Law & Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

G/HCD/FSTA, Gary Bittner
Project No 698-0475
Cooperative Agreement No AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
for the Quarter April - June, 1996
March 1997

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997*. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September 1994 and August 1995, the estimated A I D amount is \$1,617,592, fully funded until the estimated date of completion.

The first four participants arrived in July, 1993. The second group of six arrived in July 1994. The third group of six arrived in July 1995 and the final group of four arrived in July 1996.

This report is the twelfth quarterly program performance report describing the accomplishments of the LAWA Program during its twelfth quarter of operation, April - June, 1996.

* WLPPFP has requested a completion date of June 30, 1998

I. Project Accomplishments

A **Goals** of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's Twelfth Quarter April - June, 1996 were as follows:

1. Ensure the smooth operation of the program in its twelfth quarter, including completion of necessary reports.

2. Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their US life. Most particularly during this twelfth quarter, this meant overseeing the participants' completion of their academic program, including the necessary examinations and research papers.

3. Develop the work placements for the participants to begin following the completion of their academic program May 25, 1996.

4. Complete preparations for the arrival of the fourth and final group of participants under this Cooperative Agreement.

B **Accomplishments** during the Program's Twelfth Quarter, April - June, 1996, regarding these goals:

1. Ensure the smooth operation of the program in its twelfth quarter, including completion of necessary reports. Following the end of the eleventh quarter of program operation on March 31,

1996, several quarterly reports became due. A Performance Report was prepared in April, 1996. Likewise a Trip Report became due during the quarter as did an Annual Activity Report. The Trip Report on the December 1995 interview trip was completed in February 1996. The Annual Activity Report for 1995, was submitted when due at the end of April. The Training Report for the January - March Quarter was completed at the end of May. In addition, a Request for Reimbursement (Form 270) was submitted in March covering expenditures October through November 1995 and one in April covering December 1995 expenditures. The 270 Requests for Reimbursement for expenses incurred during the April through June quarter were submitted in June (April) and October 1996 (May & June 1996).

2. Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their US life. Most particularly during this twelfth quarter, this meant overseeing their completion of their academic program, including the necessary examinations and research papers. The challenge of the semester was the requirement of a forty page graduate thesis. In addition, some of the courses required a paper instead of an examination. The important and exciting development for the quarter was that all six LAWA participants received their Masters of Law degrees on May 27, 1996. In June they began their six months of practical training. Details of their academic work and their practical training are elaborated upon in the Training Report.

From April through June, the LAWA participants attended seminars and other programs with the rest of the Women's Law and Public Policy Fellows. These are more fully described in the Training Report for the same period.

3. Develop the work placements for the participants to begin following the completion of their academic program May 25, 1996. Because there was no recruitment travel trip during this quarter as there has been the previous years of the LAWA program, Program Director Ms. Wolf was able to devote adequate time into development of the work placements. The result of countless phone calls, letters and meetings, was the most successful field work component to date under the contract. The six LAWA participants began work in June at six organizations suited to their interests and talents, including the Federal Judicial Center and the International Association of Women Judges, the Women's Commission for Refugee Women and Children, the World Bank Human Resources and Poverty Division, Africa Region, the ACLU National Prison Program, Human Rights Watch Women's Rights Project, and the offices of Congresswoman Eva Clayton.

4. Complete preparations for the arrival of the fourth and final group of participants under this Cooperative Agreement. Program decisions about the academic program and about housing for the incoming group were made during the quarter. Repeated communication was held with the training officers in Uganda and Tanzania to arrange the July arrival flights and times. One participant from Uganda had her medical certification delayed due

142

to high blood pressure which required decisions about her ability to participate and to delay her participation

II Finances and Expenditures

A Expenditures During the quarter April - June, 1996, one request for reimbursement of expenses was submitted in April covering December 1995 expenditures and one in June covering April expenditures The remaining expenditures for the quarter were not submitted for reimbursement until October 1996 (May & June) During the quarter payment of 3 requests for reimbursement were received one in April (for the months of October & November 1995) and two in May (for December 1995 & January 1996)

B Finances During this quarter, the Women's Law and Public Policy Fellowship Program completed the necessary financial reporting required under this contract See discussion immediately above

Conclusion

This brief description of the goals and accomplishments of the twelfth quarter of the actual operation of the program reveals a smoothly functioning program Program staff expect this orderly operation to continue throughout 1996

Women's Law & Public Policy Fellowship Program

Leadership & Advocacy for Women In Africa
(LAWA)

AFR/ONI/TPPI, Gary Bittner

Project No 698-0475

Cooperative Agreement No AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
for the Quarter July - September, 1996
March 1997

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997*. The Agreement provides for reimbursement of allowable program expenditures beginning January 1 1993. Due to modification in September 1994 and August 1995, the estimated A I D amount is \$1,617,592, fully funded until the estimated date of completion.

The first four participants arrived in July, 1993. The second group of six arrived in July 1994. The third group of six arrived in July 1995 and the final group of four arrived during this quarter in July 1996.

This report is the thirteenth quarterly program performance report describing the accomplishments of the LAWA Program during its thirteenth quarter of operation, July - September, 1996.

- WLPPFP has requested a completion date of June 30, 1998

I Project Accomplishments

A Goals of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's Thirteenth Quarter July - September, 1996 were as follows:

- 1 Complete preparations for the arrival of the fourth year participants
- 2 Monitor the third group's, the LAWA III's, advocacy internships to ensure their success
- 3 Begin the integration and participation of the new group of program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life. Most particularly during this thirteenth quarter this meant overseeing the new participants' orientation and selection of their academic program.
- 4 Ensure the smooth operation of the program in its thirteenth quarter, including completion of necessary reports.

B Accomplishments during the Program's Thirteenth Quarter, July - September, 1996, regarding these goals:

1 Complete preparations for the arrival of the fourth year participants, known as LAWA IV. Three of the four final program participants for the last year of the LAWA Program under this Cooperative Agreement arrived in Washington, D.C. to begin their sixteen months training on July 15, 1996. (The fourth arrived one week later.) During the first part of the quarter, the final details concerning their arrival were put in place: plane tickets were mailed, travel advances authorized, medical clearances filed, drivers to meet flights selected, and a series of orientation meetings established.

2 Monitor the LAWA III's group's advocacy internships to ensure their success. Following receipt of their Masters of Law degrees at graduation in late May, the third group now known as

LAWA III began their six months of practical training with internships as staff attorneys at organizations dedicated to advocacy on behalf of women. The two Ghanians were placed at the National Prison Program of the American Civil Liberties Union and at the Congressional Office of Congresswoman Eva Clayton. The two Tanzanians were placed at the Federal Judicial Center to work in conjunction with the International Association of Women Judges and at the Women's Commission for Refugee Women and Children. The two Ugandans worked at Human Rights Watch Women's Rights Project and the World Bank's Human Resources and Poverty Division Africa region.

The task of Program staff during the quarter and particularly during July was to determine that the internships were progressing successfully, both for the participant and the organization providing the experience and supervision. All the placements proceeded well during the quarter.

3. Begin the integration and participation of the new group of program participants into the LAW A program, into the Women's Law and Public Policy Fellowship Program and into the law school community. Most particularly during this thirteenth quarter, this meant overseeing the new participants' orientation and selection of their academic program. The four participants began their four week Foundations in the US Legal System course on July 17. Prior to that on July 16, they had their initial orientation meeting with the staff of the Women's Law and Public Policy Fellowship Program to learn the details of their Masters Program. Later that week there was a second meeting of the participants and the Directors to make course selections for the nine month Masters program which would begin the last week of August. In addition the Women's Law and Public Policy Fellowship Program arranged an evening reception on July 19 for the new arrivals to meet the LAW A III participants and other Women's Law and Public Policy Fellowship Program participants.

The Program also arranged that the LAW A IV live at the group house three LAW A III lived in. The two Ugandans chose to live at this house. The Tanzanians arranged separate housing, each taking a small apartment close to the Law Center. After completion of the orientation course on August 9, the participants moved into their housing and began computer and word processing instruction in specially arranged classes at the Law School. On August 23, their orientation to their Law Center courses began, with classes beginning in earnest on August 26. On September 11, the

LAWA Fellows joined with the other Women's Law Fellows for orientation to that Program. As the quarter came to a close, they were fully oriented and well under way in their two programs, their Masters program and the Women's Law and Public Policy Fellowship Program.

4. Ensure the smooth operation of the program in its thirteenth quarter, including completion of necessary reports. Following the end of the twelfth quarter of program operation on June 30, 1996, two quarterly reports became due. The large size of the LAWA program and the intense program operations during the summer and fall quarter with ten participants prevented these reports from being completed in a timely manner. The Performance Report for the Twelfth Quarter was not completed until March 1997. The Training Report has not yet been completed. Section II below discusses the financial reports submitted during the quarter.

II Finances and Expenditures

A. Expenditures. During the quarter July - September, 1996, no requests for reimbursement of expenses were submitted. Notice of electronic funds transfer for two requests were received in early July 1996, covering February (July 1) and March & April (July 8).

B. Finances. During this quarter, the Women's Law and Public Policy Fellowship Program completed the necessary financial reporting required under this contract. See discussion immediately above.

Conclusion

This brief description of the goals and accomplishments of the thirteenth quarter of the actual operation of the program reveals a smoothly functioning (and increasingly administratively demanding) program beginning its fourth year of program implementation.

Women's Law & Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

G/HCD/FSTA, Gary Bittner
Project No 698-0475
Cooperative Agreement No AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
for the Quarter October - December, 1996
March 1997

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997*. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September 1994 and August 1995, the estimated A I D amount is \$1,617,592, fully funded until the estimated date of completion.

The first four participants arrived in July, 1993. The second group of six arrived in July 1994. The third group of six arrived in July 1995 and the final group of four arrived in July 1996.

This report is the fourteenth quarterly program performance report describing the accomplishments of the LAWA Program during its fourteenth quarter of operation, October - December, 1996.

* WLPPFP has requested a completion date of June 30, 1998

146

I Project Accomplishments

A Goals of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's Fourteenth Quarter, October - December, 1996 were as follows:

1. Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their US life.

2. Monitor the work internships of the participants who completed their LL.M.'s in May 1996 and prepare for their return home.

3. Ensure the smooth operation of the program in its fourteenth quarter, including completion of necessary reports.

B Accomplishments during the Program's Fourteenth Quarter, October - December, 1996, regarding these goals

1. Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life. The academic program was fully underway during the quarter. All four LAWA participants took a course in Gender and the Law in American History, a course in Family Law and a course on Legal Research and Writing for Foreign Lawyers.

The two Ugandans were enrolled in Constitutional Law II, and during October a tutoring course for the Con Law course was developed which was supposed to meet weekly. One Tanzanian participant took an elective course in HIV Law and the other took an elective in Public Health Law.

In addition to their heavy academic load, throughout the quarter from October through December, the LAWA participants attended seminars and other programs with the seven American Women's Law and Public Policy Fellows. This included attendance at seven seminars and a Supreme Court argument. These are more fully described in the Training Report for the same period.

In August, a monthly non-academic seminar was inaugurated solely for the LAWA participants. The purpose of this seminar was to ensure the smooth transition of the participants in the life of their new community. These seminars continued each month from October through December, 1996. Their content is described more fully in the Training Report.

In early December, the first semester classes concluded and examinations were held. The four LAWA participants had several difficult exams. The results of the exams have become available and all the LAWA participants have succeeded in their studies. The reported grades are a part of the Training Report for this same quarter.

2. Ensure program completion and return to country by the LAWA III participants. November marked the end of the sixteen month program for the third group of six participants. All completed their practical training work as staff attorneys at six

different organizations. In addition, they had a three session training program on use of the Internet conducted by the Network for East-West Women. They also had a two day weekend seminar on leadership and advocacy skills.

At a seminar for all the Women's Law Fellows (seven Americans and ten Africans) on November 20, the LAWA III participants described their year, lessons learned, and their plans to implement the training upon their return to their countries. That evening at a reception they received a Certificate of Program Completion. This aspect of the program has been extremely rewarding to Program staff during this quarter.

The next day, the two Ugandans left for home and their families, followed the next week by the two Tanzanians. During the first week of December, the two women from Ghana each left for home.

3. Ensure the smooth operation of the program in its fourteenth quarter, including completion of necessary reports. During the quarter, several quarterly reports and the Annual Work Plan for 1997 became due. No reports were prepared. Three Requests for Reimbursement were submitted in November and December.

II Finances and Expenditures

A. Expenditures. During the quarter October - December, 1996, three requests for reimbursement were submitted. The first was submitted in October, covering the months of May and June 1996 and totalling \$45,678. The second request for reimbursement of expenses covered the month of July, 1996, totalled \$36,782,

and was submitted in November The third 270 covered the month of August 1996, totalled \$24,745 and was submitted in early December 1996

B Finances No reimbursement was received during the quarter

Conclusion

This brief description of the goals and accomplishments of the fourteenth quarter of the actual operation of the program reveals a very busy but relatively smoothly functioning program The 1996 year was the smoothest and most productive of the LAWA program to date

Women's Law & Public Policy Fellowship Program

Leadership & Advocacy for Women In Africa
(LAWA)

G/HCD/FSTA, Gary Bittner
Project No 698-0475
Cooperative Agreement No AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
for the Quarter January - March, 1997

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31 1997*. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September 1994 and August 1995, the estimated A I D amount is \$1,617,592 fully funded until the estimated date of completion.

The first four participants arrived in July, 1993. The second group of six arrived in July 1994. The third group of six arrived in July 1995 and the final group of four arrived in July 1996.

This report is the fifteenth quarterly program performance report describing the accomplishments of the LAWA Program during its fifteenth quarter of operation, January - March 1997.

I Project Accomplishments

A Goals of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's fifteenth quarter: January - March, 1997 were as follows:

1. Ensure the smooth operation of the program in its fifteenth quarter, including completion of necessary reports.
2. Continue the integration and participation of the program participants, the LAWA IV group into the LAWA program, into the Women's Law and Public Policy Fellowship Program into the law school community and into their new life.

B Accomplishments during the Program's Fifteenth Quarter: January - March 1997 regarding these goals:

1. Ensure the smooth operation of the program in its fifteenth quarter including completion of necessary reports.
2. Following the end of the fourteenth quarter of program operation on December 31, 1996, two quarterly reports became due. Four quarterly program performance reports were prepared during this quarter and also one training report.
3. Continue the integration and participation of the LAWA IV program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life. The four final participants in the fourth and last year of the LAWA program enrolled in their second and final semester of their academic program and the regular Fellowship seminars continued. Winter break ended in early January and the second semester of the academic program began during the quarter. The four women took courses required by the LAWA program in Equal Employment Law and a required course in Family Law. One elected. The challenge of the semester was going to be the requirement of a forty page graduate thesis. In addition, some of the courses required a paper instead of an examination. For one of the participants, two papers would be required during the

semester

From January through March, the LAWA participants attended seminars and other programs with the rest of the Women's Law and Public Policy Fellows. These are more fully described in the Training Report for the same period.

In August, a monthly non-academic seminar was inaugurated solely for the LAWA participants. The purpose of this seminar was to ensure the smooth transition of the participants in the life of their new community. These seminars continued in the quarter January - March, 1995. Their content is described more fully in the Training Report.

II Finances and Expenditures

A Expenditures. During the quarter January - March, 1997, one Request for Reimbursement was submitted in March covering expenses in October - November 1997 and one reimbursement was received in January for a Request submitted in December 1995.

B Finances. The one request submitted was handled expeditiously.

Conclusion

This brief description of the goals and accomplishments of the first quarter of 1997, the fifteenth quarter of actual operation of the program, reveals a smoothly functioning program. There was no major crisis. Program staff expect this orderly operation to continue throughout 1997.

Women's Law & Public Policy Fellowship Program

Leadership & Advocacy for Women In Africa
(LAWA)

G/HCD/FSTA, Gary Bittner

Project No 698-0475

Cooperative Agreement No AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
for the Quarter April - June, 1997

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997*. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September 1994 and August 1995, the estimated A I D amount is \$1,617,592, fully funded until the estimated date of completion.

The first four participants arrived in July, 1993. The second group of six arrived in July 1994. The third group of six arrived in July 1995 and the final group of four arrived in July 1996.

This report is the sixteenth quarterly program performance report describing the accomplishments of the LAWA Program during its sixteenth quarter of operation, April - June, 1997.

I Project Accomplishments

A Goals of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's Sixteenth Quarter, April - June, 1997 were as follows:

1. Ensure the smooth operation of the program in its sixteenth quarter, including completion of necessary reports.
2. Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life. Most particularly during this sixteenth quarter, this meant overseeing the participants' completion of their academic program, including the necessary examinations and research papers and preparation for their work placements.

B Accomplishments during the Program's Sixteenth Quarter, April - June, 1997, regarding these goals:

1. Ensure the smooth operation of the program in its sixteenth quarter, including completion of necessary reports. Following the end of the fifteenth quarter of program operation on March 31, 1997, several quarterly reports became due. A Request for Reimbursement (Form 270) was submitted in May covering expenditures during the January - March 1997 quarter.

During the quarter, arrangements were completed for the audit of the LAWA program. Requests for Proposals were solicited, proposals received and evaluated, interviews conducted and a firm selected to begin the audit in May and complete it in June, 1997.

2 Continue the integration and participation of the program participants into the LAWA program, into the Women's Law and Public Policy Fellowship Program, into the law school community and into their new life. Most particularly during this sixteenth quarter, this meant overseeing their completion of their academic program, including the necessary examinations and research papers. The challenge of the semester was the requirement of a forty page graduate thesis. In addition, some of the courses required a paper instead of an examination. The important and exciting development for the quarter was that the final four LAWA participants received their Masters of Law degree on May 2, 1997. In June they began their six months of practical training, placed at the World Bank(2), the International Human Rights Law Group, and the DC Legal Aid Society. Details of their academic work and their practical training are elaborated upon in the Training Report.

From April through June, the LAWA participants attended seminars and other programs with the rest of the Women's Law and Public Policy Fellows. These are more fully described in the Training Report for the same period.

II Finances and Expenditures

A Expenditures. During the quarter April - June, 1997, one request for reimbursement of expenses was submitted for the quarter January - March 1997 and payment of one request for reimbursement was received for the month of December 1996.

B Finances. During this quarter, the Women's Law and Public Policy Fellowship Program completed the necessary financial reports required under this contract.

Conclusion

This brief description of the goals and accomplishments of the sixteenth quarter of the actual operation of the program reveals a smoothly functioning program. Program staff expect

this orderly operation to continue throughout 1997

Women's Law & Public Policy Fellowship Program

Leadership & Advocacy for Women In Africa
(LAWA)

G/HCD/FSTA, Gary Bittner

Project No 698-0475

Cooperative Agreement No AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
for the Quarter July - September, 1997

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997*. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September 1994 and August 1995, the estimated A I D amount is \$1,617,592 fully funded until the estimated date of completion.

The first four participants arrived in July, 1993. The second group of six arrived in July 1994. The third group of six arrived in July 1995 and the final group of four arrived one year ago in July 1996.

This report is the seventeenth quarterly program performance report describing the accomplishments of the LAWA Program during its seventeenth quarter of operation, July - September, 1997.

* WLPPFP has requested a completion date of June 30, 1998

I Project Accomplishments

A Goals of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's Seventeenth Quarter: July - September, 1997 were as follows:

- 1 Monitor the fourth group's, the LAWA IV's, advocacy internships to ensure their success.
- 2 Ensure the smooth operation of the program in its seventeenth quarter, including completion of necessary reports.

B Accomplishments during the Program's Seventeenth Quarter: July - September 1997, regarding these goals:

1 Monitor the LAWA IV group's advocacy internships to ensure their success. Following their participation at graduation in late May, the fourth group now known as LAWA IV began their six months of practical training with internships as staff attorneys at organizations dedicated to advocacy on behalf of women. The two Tanzanians were placed at the International Human Rights Law Group to work on legal rights education and at the World Bank working on AIDS research. The two Ugandans worked at DC Legal Aid Society, observing how the Poor in the US get legal representation, and at the World Bank's Human Resources and Poverty Division Africa region.

The task of Program staff during the quarter and particularly during July was to determine that the internships were progressing successfully, both for the participant and the organization providing the experience and supervision. All the placements proceeded well during the quarter.

A new issue arose during the quarter concerning the placement of one of the Tanzanians, Maria Tungaraza. Through the efforts of a professor at Georgetown Law Center who is prominent in the field of HIV law and AIDS research, she received an offer from UNAIDS in Geneva for a 90 day period. Consulting with her supervisor at the World Bank and with our program officer at USAID Global, it was

determined that she could accept the offer, and she spent September - November 1997 doing her work placement in Geneva, Switzerland

2 Ensure the smooth operation of the program in its seventeenth quarter, including completion of necessary reports With only four participants program operation was very smooth Following the end of the sixteenth quarter of program operation on June 30, 1997, two quarterly reports became due

II Finances and Expenditures

A Expenditures During the quarter July - September, 1997, no requests for reimbursement of expenses were submitted Notice of electronic funds transfer for one request was received in the August 1997 Citibank statement (wire dated 7/30), covering January 1 - April 30, 1997

B Finances During this quarter, the Women's Law and Public Policy Fellowship Program completed the necessary financial reporting required under this contract See discussion immediately above

Conclusion

This brief description of the goals and accomplishments of the seventeenth quarter of the actual operation of the program reveals a smoothly functioning program

Women's Law & Public Policy Fellowship Program

Leadership & Advocacy for Women In Africa
(LAWA)

G/HCD/FSTA, Gary Bittner

Project No 698-0475

Cooperative Agreement No AOT-0475-A-00-3044-00

QUARTERLY PROGRAM PERFORMANCE REPORT
for the Quarter October - December, 1997

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997*. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September 1994 and August 1995, the estimated A I D amount is \$1,617,592, fully funded until the estimated date of completion.

The first four participants arrived in July, 1993. The second group of six arrived in July 1994. The third group of six arrived in July 1995 and the final group of four arrived in July 1996. During this quarter, this final group will return to their countries.

This report is the eighteenth quarterly program performance report describing the accomplishments of the LAWA Program during its eighteenth quarter of operation, October - December, 1997.

* WLPPFP has requested a completion date of June 30, 1998, during this quarter the request changed to December 31, 1998.

I Project Accomplishments

A Goals of the Women's Law and Public Policy Fellowship Program

The broad goals of the Women's Law and Public Policy Fellowship Program are described in the Program Implementation Plan and will not be detailed here. The same is true of the overall goals of the Leadership and Advocacy for Women in Africa Program.

The goals for the Program's Eighteenth Quarter, October - December, 1997 were as follows:

1. Monitor the work internships of the participants who completed their LL.M.'s in May 1997 and prepare for their return home during this quarter.
2. Ensure the smooth operation of the program in its eighteenth quarter, including completion of necessary reports.

B Accomplishments during the Program's Eighteenth Quarter, October - December, 1997, regarding these goals:

1. Ensure program completion and return to country by the LAWA IV participants. November marked the end of the sixteen-month program for the fourth and final group of four participants. All completed their practical training work as staff attorneys at four different organizations. In addition, they had a three-session training program on use of the Internet conducted by the Network for East-West Women. They also had a two-day weekend seminar on leadership and advocacy skills. In addition, each of the three working in Washington presented a lecture based on her graduate paper research during the October lecture series sponsored by the fellowship program, Women and the Law in Africa.

At a seminar for all the Women's Law Fellows (seven Americans and three of four Africans (one was based in Geneva)) on November 19, the LAWA IV participants described their year, lessons learned, and their plans to implement the training upon their return to their countries. That evening at a reception they received a Certificate of Program Completion. This aspect of the program has been rewarding to Program staff during this quarter.

Within the week, the Tanzanian and the two Ugandans had left for home and their families. The Tanzanian based in Geneva completed her work and returned home the first week of December, 1997. The training under this Agreement had been completed.

3. Ensure the smooth operation of the program in its eighteenth quarter, including completion of necessary reports. During the quarter, several quarterly reports and the Annual Work Plan for 1998 became due. No reports were prepared.

II Finances and Expenditures

A. Expenditures. During the quarter October - December, 1997, no requests for reimbursement were submitted.

B. Finances. No reimbursement was received during the quarter.

Conclusion

This brief description of the goals and accomplishments of the eighteenth quarter of the actual operation of the program reveals a smoothly functioning program, beginning to wind down most operations under the Agreement.

Women's Law and Public Policy Fellowship Program
Leadership & Advocacy for Women in Africa
(LAWA)

AFR/ONI/TPPI, Paul Knepp
Project No.: 698-0475
Cooperative Agreement No. AOT-0475-A-00-3044-00

ANNUAL ACTIVITY REPORT - 1994³
Due April 25, 1994
Sent June 20, 1994*

Summary

By Cooperative Agreement effective March 25, 1993, A.I.D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program.

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants comes to Washington, D C. for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center Following their studies and receipt of their LL.M. degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D.C. area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993 The estimated A.I.D amount is \$1,299,392, with \$500,000 obligated by A.I.D. for program expenditures through June 30, 1995

The first four participants arrived in Washington, D C from Ghana and Uganda on July 11, 1993 This Activity Report describes the past year's activities since the signing of the Cooperative Agreement on March 25, 1993

*Due to related travel in Africa, and preparations for the trip and followup activities subsequent to the trip, this report has been delayed

TABLE OF CONTENTS

	PAGE
SUMMARY	1
I. PARTICIPANT PROGRESS	3
II. REVIEW OF PROGRAM	4
A. Goals	4
B. Advanced Training	5
1. Recruitment.	5
2. Selection.	6
3. Academic Training.	7
4. Seminars and Special Opportunities	8
C. Practical Work Experience on Women's Issues	9
1 Work Assignments	9
2 Organization Selection	9
D. Creating Networks	10
1 Sponsor	10
2 Mentors	11
3 Participation in the Women's Law and Public Policy Fellowship Program	11
4 Conference in Africa	12
5 Alumni Support	12
E. Organizations' Perspective Broadened	12
III PROBLEMS	13
A. Recruitment	13
B. Selection	13
C. Administration	14
D. Program	15
IV. REGULATORY ISSUES	15
V. ANNUAL EXPENDITURE REPORT	16
CONCLUSION	16

137

I PARTICIPANT PROGRESS

The first four trainees under the Cooperative Agreement arrived in Washington in July, 1993. This included two from Ghana and two from Uganda. All four participants are female, as will be all the participants under this Agreement. All four have come to Washington, D.C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. During the year which is the subject of this report, they have been participating in a Masters of Law degree program at Georgetown University Law Center for the 1993 - 94 academic year. In addition, they participate in the seminars and activities of the Women's Law and Public Policy Fellowship Program. Following their studies and receipt of their LL.M. degrees in May, 1994, each of the four participants will be assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she will work for six months on legal and policy issues affecting women. Their program of study and advocacy will end in November, 1994

Throughout the year, their progress has been reported on a quarterly basis to the Project Office in the Quarterly Training Reports submitted under this contract. These reports go into extensive detail and should be consulted if more information about their course of study is desired. In addition, these Training Reports include as attachments the monthly reports to the Women's Law and Public Policy Fellowship Program prepared by each participant. These reports are on file at both the project

office, AFR/ONI/TPPI, and at the Women's Law and Public Policy Fellowship Program. These first four participants under the Agreement are succeeding in this rigorous graduate program and will return to their respective countries as leaders and advocates for women.

II. REVIEW OF PROGRAM

A. Goals of the LAWA Project

The goals of the Leadership and Advocacy for Women in Africa project are as follows:

1) To provide lawyers seeking to be women's rights advocates in the countries of Ghana, Tanzania and Uganda the opportunity to get advanced training, both academic and practical, on the issues and problems affecting women and to be exposed to American advocacy organizations working on women's issues and to various methods of advocacy,

2) To forge new links between those working on women's issues around the world,

3) To develop a network of attorneys throughout the world who are concerned with public policy decisionmaking and the effects of that decisionmaking on women;

4) To broaden the perspective of organizations both in Washington and in Africa working on improving the status of women by adding different experiences and voices to their staffs;

5) To initiate this project in the Africa region and to consider its applicability for other regions

In summary, the goals of the LAWA project involve advanced training for Lawyers from Ghana, Tanzania and Uganda, both legal and practical, with a focus on women's issues, to create a network of attorneys throughout the world and to broaden the organizations working to improve the status of women. The first goal regarding advanced training has been the major focus during this past year. The second and third goals regarding linkages on women's issues and developing networks began implementation during the year. The fourth goal about broadening organizational perspectives has seen little implementation in 1993. The fifth goal involving implementation in Africa has been initiated during the year with the signing of the Cooperative Agreement, the recruitment and selection.

B Advanced Training

1. Recruitment

During the past year, the Women's Law and Public Policy Fellowship Program sent recruitment materials to women's organizations throughout the region, international human rights' groups, and women's organizations affiliated with the United Nations. In addition, universities and law schools in the region, prominent women attorneys, Agency for International Development missions, Women in Development officials, United States embassy officials, usually either legal advisors or economic officers, received the materials advertising the Program and soliciting applications. The Program developed a contact list of organizations and prominent leaders in the region. In

addition, discussions and meetings have been held with AID missions in Ghana, Tanzania and Uganda whose support will be critical to successful recruitment and selection.

The recruitment process for the LAWA participants should commence one year before their arrival time in Washington. Recruitment material and application forms are distributed as described above. However during this first year, this process was limited to six months. Completed applications were received from Ghana and Uganda just more than one year ago at the end of March or April, 1993. They were submitted to the appropriate in-country AFWID advisor and/or AID training officer. Throughout this process of recruitment and selection, the involvement of the AID mission, appropriate host government agencies and women's organizations' representatives was be utilized. Depending on the country, a review and selection committee composed of various of these officials will be developed for screening and recommendations for final selection.

2. Selection

A detailed application, including an essay, is the heart of the selection process. Academic performance, as evidenced by a transcript, is very important. A sponsor and two additional references will be required. After the applications are received, the committee will review and rank them, based on grades and academic distinction, scores on the Test of English as a Foreign Language (TOEFL), demonstrated commitment to issues affecting women, the quality of the essay and references.

Georgetown's Assistant Dean (Graduate Studies) and/or the Foreign Student Coordinator will also review the academic credentials of the applicants. Applicants are expected to have a wide variety of ages, experience, and interests, and the semifinalists and finalists will be committed feminist lawyers of extremely high caliber. Interviews of semi-finalist candidates were conducted by Program officials in Ghana and Uganda in April and May, 1993, with Tanzania postponed until 1994. Because one of the objectives of the Program is to develop a network of women leaders, consideration was given to the selection of more than one participant from one country each year.

3. Academic Training

During the year, the fellows' training had several components. The first major component was the Masters of Law program, leading to an LL.M. degree. Because the Program expects the fellow to perform as a staff attorney for an American advocacy organization, familiarity with the American legal system as evidenced by a completion of the LL.M. degree is essential. This is crucial in order that the legal training of all the Women's Law Fellows be comparable. In the United States, successful completion of a three year graduate degree program of legal studies and also completion of national and state examinations are required to practice law. The three countries that are the focus of this Agreement -- Ghana, Tanzania, and Uganda -- do not have similar systems. Their law degree is a collegiate degree. One or two years of post - university training is required.

During their LL.M. studies, the Program participants were free to develop an emphasis and course concentration, selecting courses offered in both the LL.M and J.D. programs. The Women's Law participants included several of the gender-related courses offered during the year. Upon successful completion of the academic year of the two semesters and 20 credit hours of course work, program participants will be awarded their Masters of Law (LL.M.) degrees at Georgetown's graduation exercises at the end of May 1994 and will be ready to begin the second phase of the program.

During this past year in July 1993, the selected participants arrived to begin their orientation to the U S legal system. Their LL M Program began at the end of August. They were examined in most of their courses in December 1993 and will be again in May 1994. In addition they completed a forty page paper, required of all Masters degree candidates.

4 Seminars and Special Opportunities

One of the essential elements of the Women's Law and Public Policy Fellowship Program is the biweekly seminar program. This training is part of the LAWA program. It began during the past year the week after Labor Day when the Women's Law Fellows arrived in Washington to begin their year of fellowship. The seminars continued at least twice monthly throughout the year until they conclude in July, 1994. The seminars focussed throughout the year on various topics of public policy affecting women and introducing the fellows in a small seminar setting to out-

standing women leaders. The specific sessions are described in detail in the quarterly training reports submitted under this Agreement.

C. Practical Work Experience on Women's Issues

1. Work Assignments

Following receipt of their degrees at the end of May, 1994 the program participants will begin to work as staff attorneys for various legal and public interest organizations. Some thirty-five different organizations in Washington have received the services of Women's Law Fellows during the nine years of the program. These range from organizations advocating legislative change in Congress to organizations directly representing clients in the courts. No practical work was done during this past year.

2. Organization Selection

The Women's Law and Public Policy Fellowship Program uses several criteria to select the work placements. The preference of the participants for kind of work is very important. In addition to subject matter, the Women's Law and Public Policy Fellowship Program chooses the organizations where the fellows work in considerable part because of the quality of supervision by an experienced attorney that they have pledged to provide. For the international project, the Program will also offer a peer training component. The first choice of placement for an international fellow, assuming there is an appropriate subject matter match, would be placement at an organization with an American Women's Law Fellow. That fellow will serve as an additional re-

source for the African fellow, providing assistance, support, and training, when needed. The fellows already at the organizations will be three-fourths of the way through their fellowship year and will have gained much relevant and transferable experience that will ease the transition from the academic to the practical.

In mid March, 1994 each of the participants had a meeting with the Program Director to discuss her interests and goals for the practical experience portion of her training. They discussed the organizations who had expressed interest in having a LAWA fellow join their staff. Following this session, the Director then began to contact the organizations themselves. This was occurring in March - April 1994 and will be reported on in subsequent reports. Report of their practical experience will likewise occur in subsequent reports of the second year of the Agreement.

D Creating Networks

Central to this proposal is the goal of building networks -- of program participants and their American peers, of program participants and relevant organizations in their countries, program participants and American organizations and leaders, and program participants across the years of the pilot program

1 Sponsor

The application materials ask the applicant to provide a sponsor who agrees to support and encourage the applicant and facilitate her return to her country from her sixteen months in the United States. The Women's Law and Public Policy Fellowship

Program did select more than one participant from Ghana and Uganda this first year of the program, so that those participants will have each other's support during their time away from their country. Even more, upon their return home, the two participants will already have the nucleus of a network and an organization.

2. Mentors

Upon her arrival in Washington in July 1993, each LAWA participant was provided with a group of mentors who helped ease the transition to American life and welcome her into her home. This group of mentors included former Program participants. After completion of the LL.M. program, each participant will be assigned to a work placement that has been carefully selected in large measure because of the quality of supervision it can provide. At that placement, a Women's Law Fellow may be working who can serve as a peer providing assistance, support, and training when needed. As noted before, this work placement did not occur in this first year since the signing of the Agreement.

3 Participation in the Women's Law and Public Policy Fellowship Program

The LAWA participants were involved in the seminars and other opportunities of the Women's Law and Public Policy Fellowship Program where they will become part of a group that builds lasting connections with each other. These seminars and other opportunities began in September 1993 and continue throughout the year.

4. Conference in Africa

For the Leadership and Advocacy for Women in Africa program, a conference will be held in the region toward the end of the pilot program to more formally create a network and working connections aimed at building organizations dedicated to advancing women's issues both in country and the region. All the participants in the Leadership and Advocacy for Women in Africa program during this pilot program will gather for a three-day conference at a centrally-located retreat site in the region. They will be joined by certain other women leaders and together may choose to create a formal network to advance women's issues. No progress toward this aspect of creating networks was realized during the past year.

5. Alumni Support

Lastly, the Women's Law and Public Policy Fellowship Program maintains connections with program participants after they have completed the Program and fully intends to continue this tradition for the LAWA participants. The Program's newsletters keeping everyone current on program, legal, career and personal developments are shared among all Program alumni. Through the newsletter, the LAWA participants will continue to network with their American counterparts. No progress toward this aspect of creating networks was realized during this past year.

E. Organizations' Perspective Broadened

The several dozen organizations who have worked with the Women's Law and Public Policy Fellowship Program have expressed

their enthusiasm for the LAWA program both informally and formally. They repeatedly emphasize their interest in having their staff include a LAWA participant with her own unique and valuable perspective. In the planning process the other aspects of the proposal were more conceptualized and developed. Now that the program is a reality, it is this "bonus" that is greatly anticipated. However, again little progress toward this goal was realized during the year.

III. PROBLEMS

No major problems have arisen during this first year of the Agreement. Several minor problems have been pointed out in previous reports during the year. These include the impossibly short time between the signing of the Agreement in late March 1993 and the actual arrival of the participants in Washington D C. for training less than four months later

A. Recruitment In the area of recruitment, the materials sent to Tanzania in Spring 1993 were never received, so that there could be no participation from Tanzania in this first year. Also in Tanzania the relevant contact person had to be on extended leave in England from January - April, 1994 when recruitment for the second year was in progress. While this caused some problems, by the time of selection in May 1994, these problems resolved themselves and selection of the participants from Tanzania was well conducted

B. Selection. In the area of candidate selection, a potential problem was averted by request for budget amendment. On the

first selection trip in April 1993, two LAWA staff, the programs's two Directors, made the trip. Throughout the trip we evaluated whether one staff person would have been adequate, since the budget proposal for year two and three provides for only one staff member to make the trip. Our conclusions was that this initial trip scenario worked very well and that one person alone is not adequate to do the thorough evaluation that is conducted. The evaluation is being done both for the Georgetown University Law Center's Masters of Law program and for the Women's Law Fellowship Program advocacy work. Not only does the evaluation require extensive grade analysis, but also analysis of the candidate's work experience with women's issues and her commitment to future work on these issues. As a result, the recommendation in the first Trip Report was that one law professor and one LAWA staff member participate on future interview and selection panels, as was done this first year. This recommendation was implemented for the May 1994 trip and the Project Office concurred in the proposed budget revision.

C. Administration. Certain small problems occurred which made administration different from what the proposal described. The first was the doubling of HAC premiums from the time of contract negotiation and signing and the arrival of the first participants in July 1993. (In June 1994 an even greater increase \$80 per month (the first was \$60) has just been announced.) In addition provision for certain of the participants' allowances was not provided in the first Agreement; nor was

there provision for their tax liability. Finally accounting and audit costs were not included in the initial Agreement budget. These problems and the need for the second program person to travel are the subject of proposed budget revisions discussed in a letter to our Project Officer on March 24, 1994.

Another administrative matter that caused minor problems during the year was the sick leave of the program director during certain weeks January through April, 1994 for major surgery and for related family leave. These absences have resulted in some delay in reporting under the Agreement. However due to the size of the program, there were no alternatives to the delay, and the delay has not caused any problems, probably due to the frequent oral communications between the project office and the program.

D. Program The program has been rigorous, as its designers knew. The participants have worked very, very hard during this first year and are succeeding. Their success has required a more intensive effort of counselling, mentoring and support than the program designers realized.

IV. REGULATORY ISSUES

Two regulatory issues impacted on the first year of operation of the LAWA program. Both were discussed above in the budget revision section. These are 1) the understanding that these participants have U.S. income tax liability and 2) the increase in their health insurance premiums.

At the conclusion of this first year, we understand that the AID reorganization may have some effect on the Program, but to date it has not.

V. ANNUAL EXPENDITURE REPORT

During the year covered by this report there has been little expenditure by AID Two Requests for Reimbursement totalling \$114,141 were submitted to AID and payment was received.

For calendar 1994, the following budget was submitted as part of the Annual Workplan

Program Administrative Costs	76,250
GULC Administrative Costs	160,049
Total 1994 Project Cost	\$486,679
1994 AID Cost	\$326,630

The above budget does not include any calculation of tax liability and the budgets do not include any provision for payment of tax and will not until the budget has been formally amended. Since this Annual Activity Report is due close to the end of the first quarter of 1994, little expenditure under this budget can be discussed It will be reported in the following year's Activity Report

CONCLUSION

This first year of the Grant Agreement has been rigorous, has been a success and has presented only the minor problems discussed above We look forward to making a similar report at the end of the second year.

Women's Law and Public Policy Fellowship Program

Leadership & Advocacy for Women in Africa
(LAWA)

G/HCD/FSTA, Melvin Chatman

Project No 698-0475

Cooperative Agreement No AOT-0475-A-00-3044-00

ANNUAL ACTIVITY REPORT - 1994

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September, 1994, the estimated A I D amount is \$1,537,592, fully funded until the expected date of completion.

This Activity Report describes the activities under the Cooperative Agreement during 1994

TABLE OF CONTENTS

	PAGE
SUMMARY	1
I PARTICIPANT PROGRESS	3
II REVIEW OF PROGRAM	4
A Goals	4
B Advanced Training	6
1 Recruitment	6
2 Selection	7
3 Academic Training	7
4 Seminars and Special Opportunities	8
C Practical Work Experience on Women's Issues	9
1 Work Assignments	9
2 Organization Selection	10
D Creating Networks	11
1 Sponsor	11
2 Mentors	12
3 Participation in the Women's Law and Public Policy Fellowship Program	12
4 Conference in Africa	13
5 Alumni Support	13
E Organizations' Perspective Broadened	14
III PROBLEMS	14
A Recruitment	14
B Selection	15
C Administration	15
D Program	16
IV REGULATORY ISSUES	16
V ANNUAL EXPENDITURE REPORT	16
CONCLUSION	17

I PARTICIPANT PROGRESS

During 1994, the second group of trainees under the Cooperative Agreement arrived in Washington in July. This included two from Ghana, two from Tanzania and two from Uganda. All six participants are female, as will be all the participants under this Agreement. All six came to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. During the year which is the subject of this report, five¹ have been participating in a Masters of Law degree program at Georgetown University Law Center for the 1994 - 95 academic year. In addition, they participate in the seminars and activities of the Women's Law and Public Policy Fellowship Program. Following their studies and receipt of their LL M degrees in May, 1995, each of the five participants will be assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she will work for six months on legal and policy issues affecting women. Their program of study and advocacy will end in November, 1995.

During 1994, the first four participants completed their academic studies, received their Masters of law degrees, worked for six months with four legal organizations, completing their

¹ One of the six participants who arrived in July 1994, made two emergency trips to the hospital in July & August 1994, was hospitalized for most of September, returned home to Uganda with medical escort in October, where she died on October 15, 1994

program in November, 1994 All four returned home in December, 1994

Throughout 1994, the progress of the ten and then nine participants has been reported on a quarterly basis to the Project Office in the Quarterly Training Reports submitted under this contract These reports go into extensive detail and should be consulted if more information about the course of work and study is desired In addition, these Training Reports include as attachments the monthly reports to the Women's Law and Public Policy Fellowship Program prepared by each participant These reports are on file at both the project office, now Global HCD/FSTA, and at the Women's Law and Public Policy Fellowship Program These participants under the Agreement are succeeding in this rigorous graduate program and will return to their respective countries as leaders and advocates for women

II REVIEW OF PROGRAM

A Goals of the LAWA Project

The goals of the Leadership and Advocacy for Women in Africa project are as follows

- 1) To provide lawyers seeking to be women's rights advocates in the countries of Ghana, Tanzania and Uganda the opportunity to get advanced training, both academic and practical, on the issues and problems affecting women and to be exposed to American advocacy organizations working on women's issues and to various methods of advocacy,

2) To forge new links between those **working on women's issues** around the world,

3) To develop a **network** of attorneys throughout the world who are concerned with public policy decisionmaking and the effects of that decisionmaking on women,

4) To **broaden the perspective of organizations** both in Washington and in Africa **working on improving the status of women** by adding different experiences and voices to their staffs,

5) To initiate this project in the **Africa** region and to consider its applicability for other regions

In summary, the goals of the LAWA project involve advanced training for lawyers from Ghana, Tanzania and Uganda, both legal and practical, with a focus on women's issues, to create a network of attorneys throughout the world and to broaden the organizations working to improve the status of women. The first goal regarding advanced training has been the major focus during 1994. The second and third goals regarding linkages on women's issues and developing networks began implementation during the year. The fourth goal about broadening organizational perspectives began implementation in 1994. The fifth goal involving implementation in Africa continued during the year with the recruitment and selection of the six 1994-95 participants and the return home to their countries of the first four program participants in December, 1994.

B Advanced Training

1 Recruitment

The recruitment process for the LAWA participants should commence one year before their arrival time in Washington. Recruitment material and application forms are distributed as described above. During 1994, this process was limited to ten months. Completed applications were received from Ghana, Tanzania and Uganda at the end of March, 1994. They were submitted to the appropriate in-country AFWID advisor and/or AID training officer. Throughout this process of recruitment and selection, the involvement of the AID mission, appropriate host government agencies and women's organizations' representatives was be utilized. Depending on the country, a review and selection committee composed of various of these officials will be developed for screening and recommendations for final selection.

In October 1994, the Women's Law and Public Policy Fellowship Program sent recruitment materials for the third year of the LAWA program -- 1995096 -- to women's organizations throughout the region, international human rights' groups, and women's organizations affiliated with the United Nations. In addition, universities and law schools in the region, prominent women attorneys, Agency for International Development missions, Women in Development officials, United States embassy officials, usually either legal advisors or economic officers, received the materials advertising the Program and soliciting applications. In addition, discussions and meetings have been held with AID

missions in Ghana, Tanzania and Uganda whose support continues to be critical to successful recruitment and selection

2 Selection

A detailed application, including an essay, is the heart of the selection process. Academic performance, as evidenced by a transcript, is very important. A sponsor and two additional references will be required. After the applications are received, the committee will review and rank them, based on grades and academic distinction, scores on the Test of English as a Foreign Language (TOEFL), demonstrated commitment to issues affecting women, the quality of the essay and references. Georgetown's Assistant Dean (Graduate Studies) and/or the Foreign Student Coordinator will also review the academic credentials of the applicants. Applicants are expected to have a wide variety of ages, experience, and interests, and the semifinalists and finalists will be committed feminist lawyers of extremely high caliber. Interviews of semi-finalist candidates were conducted by Program officials in Tanzania and Uganda in April and May, 1994 (Participants from Ghana for 1994-95 were selected in late 1993 from the 1993 applicant pool). Because one of the objectives of the Program is to develop a network of women leaders, consideration was given to the selection of more than one participant from one country each year.

3 Academic Training

During the year, the fellows' training had several components. The first major component was the Masters of Law program,

leading to an LL M degree Because the Program expects the fellow to perform as a staff attorney for an American advocacy organization, familiarity with the American legal system as evidenced by a completion of the LL M degree is essential This is crucial in order that the legal training of all the Women's Law Fellows be comparable In the United States, successful completion of a three year graduate degree program of legal studies and also completion of national and state examinations are required to practice law The three countries that are the focus of this Agreement -- Ghana, Tanzania, and Uganda -- do not have similar systems Their law degree is a collegiate degree One or two years of post - university training is required in Ghana and Uganda No post-university training is required in Tanzania

During their LL M studies, the Program participants were free to develop an emphasis and course concentration, selecting courses offered in both the LL M and J D programs The Women's Law participants included several of the gender-related courses offered during the year Upon successful completion of the academic year of the two semesters and 20 credit hours of course work, program participants will be awarded their Masters of Law (LL M) degrees at Georgetown's graduation exercises at the end of May 1994 and will be ready to begin the second phase of the program

During 1994 in May, the first four participants received the first LL M degrees awarded under the LAWA program In June,

various legal and public interest organizations. Some forty different organizations in Washington have received the services of Women's Law Fellows during the eleven years of the program. These range from organizations advocating legislative change in Congress to organizations directly representing clients in the courts. The first four LAWA participants worked at four of these organizations during six months of 1994. The organizations included the International Human Rights Law Group, the NAACP Legal Defense and Education Fund, the National Women's Law Center, and the Women's Rights Project of Human Rights Watch. For more detail of the nature of the work experience, see quarterly Training Reports for the second half of 1994 and the attached reports from the four participants of 1993-94.

2 Organization Selection

The Women's Law and Public Policy Fellowship Program uses several criteria to select the work placements. The preference of the participants for kind of work is very important. In addition to subject matter, the Women's Law and Public Policy Fellowship Program chooses the organizations where the fellows work in considerable part because of the quality of supervision by an experienced attorney that they have pledged to provide. For the international project, the Program will also offer a peer training component. The first choice of placement for an international fellow, assuming there is an appropriate subject matter match, would be placement at an organization with an American Women's Law Fellow. That fellow will serve as an additional re-

source for the African fellow, providing assistance, support, and training, when needed. The fellows already at the organizations will be three-fourths of the way through their fellowship year and will have gained much relevant and transferable experience that will ease the transition from the academic to the practical.

In mid March, 1994 each of the participants had a meeting with the Program Director to discuss her interests and goals for the practical experience portion of her training. They discussed the organizations who had expressed interest in having a LAWA fellow join their staff. Following this session, the Director then began to contact the organizations in March - April 1994. The match up of LAWA participants' interests and organizations occurred during May 1994 and all four reported to work in June 1994. As indicated above, report of their practical experience is contained in the quarterly Training Reports. For this report, it is sufficient to report that this first component of practical training was successful.

D Creating Networks

Central to this proposal is the goal of building networks -- of program participants and their American peers, of program participants and relevant organizations in their countries, program participants and American organizations and leaders, and program participants across the years of the pilot program.

1 Sponsor

The application materials ask the applicant to provide a sponsor who agrees to support and encourage the applicant and

facilitate her return to her country from her sixteen months in the United States. The Women's Law and Public Policy Fellowship Program did select more than one participant from each participating country during 1994, so that those participants will have each other's support during their time away from their country. Even more, upon their return home, the two participants will already have the nucleus of a network and an organization. During 1994, two participants from Uganda from the 1993-94 year continued to share an apartment, three participants from East Africa took an apartment together and the two Ghanaian women arriving for the 1994-95 year leased an apartment together.

2 Mentors

Upon her arrival in Washington in July 1993, each LAWA participant was provided with a group of mentors who helped ease the transition to American life and welcome her into her home. This group of mentors included former Program participants. After completion of the LL.M. program, each participant will be assigned to a work placement that has been carefully selected in large measure because of the quality of supervision it can provide. At that placement, a Women's Law Fellow may be working who can serve as a peer providing assistance, support, and training when needed. In two of the 1994 work placements, this peer support occurred.

3 Participation in the Women's Law and Public Policy Fellowship Program

The LAWA participants were involved in the seminars and other opportunities of the Women's Law and Public Policy Fellowship Program where they become part of a group that builds lasting connections with each other. These seminars and other opportunities took place throughout 1994, with the exception of the month of August.

4 Conference in Africa

For the Leadership and Advocacy for Women in Africa program, a conference will be held in the region toward the end of the pilot program to more formally create a network and working connections aimed at building organizations dedicated to advancing women's issues both in country and the region. All the participants in the Leadership and Advocacy for Women in Africa program during this pilot program will gather for a three-day conference at a centrally-located retreat site in the region. They will be joined by certain other women leaders and together may choose to create a formal network to advance women's issues. No progress toward this aspect of creating networks was realized during the past year.

5 Alumni Support

Lastly, the Women's Law and Public Policy Fellowship Program maintains connections with program participants after they have completed the Program and fully intends to continue this tradition for the LAWA participants. The Program's newsletters keeping everyone current on program, legal, career and personal developments are shared among all Program alumni. Through the

newsletter, the LAWA participants will continue to network with their American counterparts. Since the first four alumni returned home to their countries at the end of 1994 in December, no progress toward this aspect of creating networks was realized during this past year.

E Organizations' Perspective Broadened

The several dozen organizations who have worked with the Women's Law and Public Policy Fellowship Program have expressed their enthusiasm for the LAWA program both informally and formally. They continue to emphasize their interest in having their staff include a LAWA participant with her own unique and valuable perspective. Four organizations did have an African woman attorney on their staffs for six months of 1994 and each organization has expressed appreciation of the benefits of this networking.

III PROBLEMS

The problems that arose during 1994 were discussed in previous reports during the year. The major problems were related to the ill health of the one participant from Uganda. See footnote 1.

A Recruitment In the area of recruitment, in Tanzania the relevant contact person had to be on extended leave in England from January - April, 1994 when recruitment for the second year was in progress. While this caused some problems, by the time of selection in May 1994, these problems resolved themselves and selection of the participants from Tanzania was well conducted.

B Selection In the area of candidate selection, a potential problem was averted by budget amendment. Based on experience derived from the first selection trip in April 1993 where two LAWA staff made the trip, amendment of the budget to permit two LAWA officials to participate in the interview process was approved.

C Administration Certain small problems occurred which made administration different from what the proposal described. The first was the second major increase in HAC premiums in June 1994 \$80 per month. In addition provision for certain of the participants' allowances was not provided in the first Agreement, nor was there provision for their tax liability. Finally accounting and audit costs were not included in the initial Agreement budget. These problems and the need for the second program person to travel are the subject of proposed budget revisions discussed in a letter to the Project Officer in March 1994 and adopted by Agreement Modification in September 1994.

Another administrative matter that caused minor problems during the year was the sick leave of the program director during certain weeks January through April, 1994 for major surgery and for related family leave. These absences resulted in some delay in reporting under the Agreement. However due to the size of the program, there were no alternatives to the delay, and the delay has not caused any problems, probably due to the frequent oral communications between the project office and the program.

D **Program** The program has been rigorous, as its designers knew The participants have worked very, very hard during 1994 Their success has required a more intensive effort of counseling, mentoring and support than the program designers realized But the graduation in May 1994 of the first four participants was proof that with the hard work of all involved, most especially the participants, the program could be successful

IV REGULATORY ISSUES

Regulatory issues impacted on the LAWA program somewhat during 1994 Most particularly the reorganization of the Agency for International Development and the transfer of the LAWA program out of the Africa Bureau to the Global Bureau caused minor bureaucratic confusion It also made the project officer less available to the LAWA Directors due to her increased bureaucratic workload In addition, LAWA's program officer transferred to yet a third part of the agency and some confusion surrounded the job responsibilities of the project officer and her supervisor

V ANNUAL EXPENDITURE REPORT

For calendar 1994, the following budget was submitted as part of the Annual Workplan

Program Administrative Costs	76,250
GULC Administrative Costs	160,049
Total 1994 Project Cost	\$486,679
1994 AID Cost	\$326,630

The above budget did not include any calculation of tax liability and the budgets did not include any provision for payment of tax

In early January 1994, the first reimbursement for expenditures under the Cooperative Agreement was received for expenses incurred January - June 1993 Request #2 for the third quarter of 1993 was submitted in December 1993 and resubmitted in March 1994 Payment for this was received in May 1994 Requests for Reimbursement # 3-8 were submitted in 1994 (with several getting lost and being resubmitted) for expenditures under the Agreement through August 1994 totalling \$311,674 Reimbursement for expenditures September - December 1994 was requested in 1995 By the end of 1994, reimbursement had been received for expenditures through June 1994

CONCLUSION

1994, the second year of the Cooperative Agreement, has been a success and has presented only the minor problems discussed above We look forward to making a similar report at the end of the third year

Women's Law and Public Policy Fellowship Program

Leadership & Advocacy for Women in Africa
(LAWA)

G/HCD/FSTA, Melvin Chatman

Project No 698-0475

Cooperative Agreement No AOT-0475-A-00-3044-00

ANNUAL ACTIVITY REPORT - 1995

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September, 1994 and August 1995, the estimated A I D amount is \$1,617,592, fully funded until the expected date of completion.

This Activity Report describes the activities under the Cooperative Agreement during 1995.

TABLE OF CONTENTS

		PAGE
	SUMMARY	1
I	PARTICIPANT PROGRESS	3
II	REVIEW OF PROGRAM	4
	A Goals	4
	B Advanced Training	5
	1 Recruitment	5
	2 Selection	6
	3 Academic Training	7
	4 Seminars and Special Opportunities	8
	C Practical Work Experience on Women's Issues	9
	1 Work Assignments	9
	2 Organization Selection	9
	D Creating Networks	10
	1 Sponsor	10
	2 Mentors	11
	3 Participation in the Women's Law and Public Policy Fellowship Program	11
	4 Conference in Africa	12
	5 Alumni Support	12
	E Organizations' Perspective Broadened	12
III	PROBLEMS	13
	A Recruitment	13
	B Selection	13
	C Administration	14
	D Program	15
IV	REGULATORY ISSUES	15
V	ANNUAL EXPENDITURE REPORT	16

I PARTICIPANT PROGRESS

During 1995, the third group of trainees under the Cooperative Agreement arrived in Washington in July, 1995. This included two from Ghana, two from Tanzania and two from Uganda. All six participants are female, as are all the participants under this Agreement. All six came to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. During the year which is the subject of this report, the six, called LAWA III, have been participating in a Masters of Law degree program at Georgetown University Law Center for the 1995 - 96 academic year. In addition, they participate in the seminars and activities of the Women's Law and Public Policy Fellowship Program. Following their studies and receipt of their LL M degrees on May 27, 1996, each of the participants will be assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she will work for six months on legal and policy issues affecting women. Their program of study and advocacy will end in November, 1996.

During 1995, the five participants from LAWA II completed their academic studies, received their Masters of law degrees, worked for six months with five legal organizations, completing their program in November, 1995. All four returned home in December, 1995.

In August 1995, the four initial participants, LAWA I, and four of the five in LAWA II traveled to Beijing to attend the Fourth World Conference on Women and its companion NGO forum. In early September 1995, the LAWA I returned to their homes in Ghana and Uganda, the LAWA II returned to their jobs in Washington.

Throughout 1995, the progress of the eleven participants has been reported on a quarterly basis to the Project Office in the Quarterly Training Reports submitted under this contract. These reports go into extensive detail and should be consulted if more information about the course of work and study is desired. In addition, these Training Reports include as attachments the monthly reports to the Women's Law and Public Policy Fellowship Program prepared by each participant. These reports are on file at both the project office, now Global HCD/FSTA, and at the Women's Law and Public Policy Fellowship Program. These participants under the Agreement are succeeding in this rigorous graduate program and will return to their respective countries as leaders and advocates for women.

II REVIEW OF PROGRAM

A Goals of the LAWA Project

The goals of the Leadership and Advocacy for Women in Africa project are as follows:

- 1) To provide lawyers seeking to be women's rights advocates in the countries of Ghana, Tanzania and Uganda the opportunity to get advanced training, both academic and practical, on

the issues and problems affecting women and to be exposed to American advocacy organizations working on women's issues and to various methods of advocacy,

2) To forge new links between those **working on women's issues** around the world,

3) To develop a **network** of attorneys throughout the world who are concerned with public policy decisionmaking and the effects of that decisionmaking on women,

4) To **broaden the perspective of organizations** both in Washington and in Africa **working on improving the status of women** by adding different experiences and voices to their staffs,

5) To initiate this project in the **Africa** region and to consider its applicability for other regions

In summary, the goals of the LAWA project involve advanced training for lawyers from Ghana, Tanzania and Uganda, both legal and practical, with a focus on women's issues, to create a network of attorneys throughout the world and to broaden the organizations working to improve the status of women. The first goal regarding advanced training has been the major focus during 1995. The second and third goals regarding linkages on women's issues and developing networks continued implementation during the year in an exciting manner with the attendance of eight participants at the UN conference in Beijing. The fourth goal about broadening organizational perspectives began implementation in 1994 and continued in 1995. The fifth goal involving imple-

mentation in Africa continued during the year with the recruitment and selection of the six 1995-96 participants, the interviews of the 1996-97 applicants and the return home to their countries of the second group of five program participants in December, 1995

B Advanced Training

1 Recruitment

In August 1995, the Women's Law and Public Policy Fellowship Program sent recruitment materials to Agency for International Development missions in Tanzania and Uganda. The missions received the materials advertising the Program and soliciting applications. These missions' support continues to be critical to successful recruitment and selection.

The recruitment process for the LAWA participants should commence one year before their arrival time in Washington. Recruitment material and application forms are distributed as described above. In the summer of 1995, this process for the first time under the contract did provide the full twelve months time period. Completed applications were received from Tanzania and Uganda during November, 1995. They were submitted to the appropriate in-country AFWID advisor and/or AID training officer. Throughout this process of recruitment and selection, the involvement of the AID mission, appropriate host government agencies and women's organizations' representatives was be utilized. Depending on the country, a review and selection committee

composed of various of these officials will be developed for screening and recommendations for final selection

In Ghana, recruitment materials were not sent because their process had been so thorough some six to eight months earlier. Instead offers were made to the alternate candidates selected in May 1995. Only one of these two could be located, the second was out of the country on study leave. The one who received the offer accepted it in late October, 1995.

2 Selection

In 1995, two groups of participants were selected. The LAWA III's were interviewed and selected in April and early May in the three countries, and then the LAWA IV's were interviewed in December, with selection occurring in January 1996.

A detailed application, including an essay, is the heart of the selection process. Academic performance, as evidenced by a transcript, is very important. A sponsor and two additional references will be required. After the applications are received, the committee will review and rank them, based on grades and academic distinction, scores on the Test of English as a Foreign Language (TOEFL), demonstrated commitment to issues affecting women, the quality of the essay and references. Georgetown's Assistant Dean (Graduate Studies) and/or the Foreign Student Coordinator will also review the academic credentials of the applicants. Applicants are expected to have a wide variety of ages, experience, and interests, and the semifinalists and finalists will be committed feminist lawyers of extremely high cali-

ber Interviews of semi-finalist candidates were conducted by Program officials in Ghana, Tanzania and Uganda in April and May, 1995 Then in December, the process was repeated in Tanzania and Uganda (Participants from Ghana for 1996-97 were selected in late 1995 from the early 1995 applicant pool) Because one of the objectives of the Program is to develop a network of women leaders, consideration was given to the selection of more than one participant from one country each year

3 Academic Training

During the year, the fellows' training had several components The first major component was the Masters of Law program, leading to an LL M degree Because the Program expects the fellow to perform as a staff attorney for an American advocacy organization, familiarity with the American legal system as evidenced by a completion of the LL M degree is essential This is crucial in order that the legal training of all the Women's Law Fellows be comparable In the United States, successful completion of a three year graduate degree program of legal studies and also completion of national and state examinations are required to practice law The three countries that are the focus of this Agreement -- Ghana, Tanzania, and Uganda -- do not have similar systems Their law degree is a collegiate degree One or two years of post - university training is required in Ghana and Uganda and no post graduate training is required in Tanzania

During their LL M studies, the Program participants were free to develop an emphasis and course concentration, selecting courses offered in both the LL M and J D programs. The Women's Law participants included several of the gender-related courses offered during the year. Upon successful completion of the academic year of the two semesters and 20 credit hours of course work, LAWA II program participants were awarded their Masters of Law (LL M) degrees at Georgetown's graduation exercises at the end of May 1995 and began the second phase of the program.

During 1995 in May, the five LAWA II participants received their LL M degrees. In June these five graduates began their six months of work training. And in July 1995, the six selected participants for the third year of the program arrived to begin their orientation to the U S legal system. Their LL M Program began at the end of August. They were examined in most of their courses in December 1995. In addition the graduates completed a forty page paper, required of all Masters degree candidates before May 1995.

4 Seminars and Special Opportunities

One of the essential elements of the Women's Law and Public Policy Fellowship Program is the biweekly seminar program. This training is part of the LAWA program. It began during the past year the week after Labor Day when the Women's Law Fellows arrived in Washington to begin their year of fellowship. The seminars continued at least twice monthly throughout 1995 (with the exception of the month of August), with one year's program.

ending in July 1995 and the next year's commencing in September 1995. The seminars focussed throughout the year on various topics of public policy affecting women and introducing the fellows in a small seminar setting to outstanding women leaders. The specific sessions are described in detail in the quarterly training reports submitted under this Agreement.

C Practical Work Experience on Women's Issues

1 Work Assignments

Following receipt of their degrees at the end of May, 1995, the LAWA II program participants began work as staff attorneys for various legal and public interest organizations. Some forty different organizations in Washington have received the services of Women's Law Fellows during the nine years of the program. These range from organizations advocating legislative change in Congress to organizations directly representing clients in the courts.

2 Organization Selection

The Women's Law and Public Policy Fellowship Program uses several criteria to select the work placements. The preference of the participants for kind of work is very important. In addition to subject matter, the Women's Law and Public Policy Fellowship Program chooses the organizations where the fellows work in considerable part because of the quality of supervision by an experienced attorney that they have pledged to provide. For the international project, the Program will also offer a peer training component. The first choice of placement for an interna-

tional fellow, assuming there is an appropriate subject matter match, would be placement at an organization with an American Women's Law Fellow That fellow will serve as an additional resource for the African fellow, providing assistance, support, and training, when needed The fellows already at the organizations will be three-fourths of the way through their fellowship year and will have gained much relevant and transferable experience that will ease the transition from the academic to the practical

In mid March, 1995 each of the LAWA II participants had a meeting with the Program Director to discuss her interests and goals for the practical experience portion of her training They discussed the organizations who had expressed interest in having a LAWA fellow join their staff Following this session, the Director then began to contact the organizations themselves This was occured in March - April 1995 Based on these discussions, the five were assigned as follows the two participants from Ghana and the one Ugandan were assigned international organizations the Center for Development and Population Alternatives (CEDPA), Human Rights Watch Women's Rights Project and Women Law and Development International Report of their six months practical experience is decribed in detail in the training reports covering the period of summer & fall 1995

D Creating Networks

Central to this proposal is the goal of building networks -- of program participants and their American peers, of program participants and relevant organizations in their countries,

program participants and American organizations and leaders, and program participants across the years of the pilot program. A big step forward in creating networks occurred in 1995 with the amending of the Agreement in August to provide funds for training each participant about using the internet and for attendance at conferences in Africa. Before they left in November, the LAWA II participants received eight - ten hours of electronic training.

1 Sponsor

The application materials ask the applicant to provide a sponsor who agrees to support and encourage the applicant and facilitate her return to her country from her sixteen months in the United States. The Women's Law and Public Policy Fellowship Program did select more than one participant from Ghana and Uganda this first year of the program, so that those participants will have each other's support during their time away from their country. Even more, upon their return home, the two participants will already have the nucleus of a network and an organization.

2 Mentors

Upon her arrival in Washington, each LAWA participant was provided with a group of mentors who helped ease the transition to American life and welcome her into her home. This group of mentors included former Program participants. After completion of the LL M program, each participant will be assigned to a work placement that has been carefully selected in large measure because of the quality of supervision it can provide. At that

placement, a Women's Law Fellow may be working who can serve as a peer providing assistance, support, and training when needed

3 Participation in the Women's Law and Public Policy Fellowship Program

The LAWA participants were involved in the seminars and other opportunities of the Women's Law and Public Policy Fellowship Program where they will become part of a group that builds lasting connections with each other. These seminars and other opportunities began in September each year and continue throughout the year ending in July.

4 Electronic Communications Training

Due to the amendment of the Grant, a form of networking that has become amazingly common since the grant was initially approved in March 1993 became a part of the networking aspect of the program. Funds were approved for training in internet communication and for assistance in setting up initial accounts. The Women's Law Fellowship Program is serious about maintaining contact with the alumni and about being a legal resource for them. The LAWA II's had five three hour sessions of training conducted by the Network for East West Women in November 1995.

5 Conference in Africa

For the Leadership and Advocacy for Women in Africa program, a conference will be held in the region toward the end of the pilot program to more formally create a network and working connections aimed at building organizations dedicated to advancing women's issues both in country and the region. All the

participants in the Leadership and Advocacy for Women in Africa program during this pilot program will gather for a three-day conference at a centrally-located retreat site in the region. They will be joined by certain other women leaders and together may choose to create a formal network to advance women's issues. No progress toward this aspect of creating networks was realized during the past year.

6 Alumni Support

Lastly, the Women's Law and Public Policy Fellowship Program maintains connections with program participants after they have completed the Program and fully intends to continue this tradition for the LAWA participants. In addition to the internet communication, the Program's newsletters keeping everyone current on program, legal, career and personal developments are shared among all Program alumni. Through the newsletter, the LAWA participants will continue to network with their American counterparts. One issue of the newsletter was distributed in May 1995.

E Organizations' Perspective Broadened

The several dozen organizations who have worked with the Women's Law and Public Policy Fellowship Program have expressed their enthusiasm for the LAWA program both informally and formally. They repeatedly emphasize their interest in having their staff include a LAWA participant with her own unique and valuable perspective. In the planning process the other aspects of the proposal were more conceptualized and developed. Now that the

program is a reality, it is this "bonus" that is greatly anticipated

III PROBLEMS

No major problems have arisen during 1995. This is the first year since 1993 that this has been so. Several minor problems have been pointed out in previous reports during the year. These include the impossibly short time between the selection of participants in late May and the actual arrival of the participants in Washington D C for training in July. Resolution of that problem finally occurred in 1995, with the candidates selected for 1996 receiving their offer six months before July 1996.

A Recruitment No problems in 1995. Indeed, now that Uganda has used newspapers to recruit candidates, recruitment has been excellent.

B Selection In the area of candidate selection, no problems. As reported above, the major selection problem was also solved in 1995, establishing a process of interview and selection that gave the selected candidates adequate time to prepare to attend the program.

C Administration Only the enormous administrative task of getting the two groups, LAWA I (in Africa) and LAWA II to the UN conference in Beijing. But the exciting results of that trip made the administrative work well worth the effort. In addition

the first program specific audit was performed in May - June 1995

D Program The program has been rigorous, as its designers knew The participants have worked very, very hard Their success has required a more intensive effort of counselling, mentoring and support than the program designers realized

IV REGULATORY ISSUES

During 1995 there were no regulatory issues of concern to the LAWA program

V ANNUAL EXPENDITURE REPORT

During 1995, the budget was predictable, except for the expenditures involved in the trip to Beijing Six Requests for Reimbursement totalling \$475,356 and one submitted in 1994 and resubmitted in early 1995 for \$19,813 were submitted to AID and payment was received Of these Requests for Reimbursement, three were for calendar 1994, totalling \$144,450

For calendar 1995, the following budget was submitted as part of the Annual Workplan

Stipend	\$1,080/mo, 11 mo, 5 fellows	59,400	
	1,080/mo, 6 mo, 6 fellows	38,880	
Travel	6 to Washington	18,000	
	5 to Africa	15,000	
	2 roundtrip interview trips	17,000	
	Beijing - AID share/9 fellow	23,000	73,000
Allowances	\$950 for 6 fellows	5,700	

Health Insurance\$200/mo,11 mo,5 fellows	11,000
\$200/mo 6 mo, 6 fellows	7,200
Administration	
5 Director	35,000
5 Project Leader	15,000
5 Program Assistant	15,000
Fringe Benefits @ 25%	16,250
Audit & other Costs	25,000
Program Administrative Costs	106,350
GULC Administrative Costs	147,700
Total 1995-96 Project Cost	\$449,130
1995 AID Cost	\$301,430

The above budget submitted in early 1995 once again did not include any provision for payment of tax liability, although in 1995 the Program paid taxes for the nine LAWA I and LAWA II participants totally \$19,676. The program's fiscal year ended June 30 and those reports are complete, but reports for calendar 1995 have not yet been forwarded to the Fellowship Program office by the accountant, so at this point no determination of the accuracy of budgeting can be made.

CONCLUSION

1995 under the Grant Agreement has been a success and has presented only the minor problems discussed above. We look forward to making a similar report at the end of 1996.

Women's Law and Public Policy Fellowship Program
Leadership & Advocacy for Women in Africa
(LAWA)

G/HCD/FSTA, Gary Bittner
Project No 698-0475
Cooperative Agreement No AOT-0475-A-00-3044-00

ANNUAL ACTIVITY REPORT - 1996

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA project recruits, selects and trains twenty women lawyers from Ghana, Tanzania, and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September, 1994 and August 1995, the estimated A I D amount is \$1,617,592, fully funded until the expected date of completion.

This Activity Report describes the activities under the Cooperative Agreement during 1996

TABLE OF CONTENTS

	PAGE
SUMMARY	1
I PARTICIPANT PROGRESS	3
II REVIEW OF PROGRAM	4
A Goals	4
B Advanced Training	6
1 Recruitment	6
2 Selection	7
3 Academic Training	8
4 Seminars and Special Opportunities	9
C Practical Work Experience on Women's Issues	10
1 Work Assignments	10
2 Organization Selection	10
D Creating Networks	11
1 Sponsor	12
2 Mentors	12
3 Participation in the Women's Law and Public Policy Fellowship Program	13
4 Electronic Communications Training	14
5 Conference in Africa	14
6 Alumni Support	14
E Organizations' Perspective Broadened	15
III PROBLEMS	15
A Recruitment	15
B Selection	15
C Administration	16
D Program	16
IV REGULATORY ISSUES	16
V ANNUAL EXPENDITURE REPORT	16
CONCLUSION	16

I PARTICIPANT PROGRESS

During 1996, the fourth and final group of trainees under the Cooperative Agreement arrived in Washington in July, 1996. This included two from Ghana, two from Tanzania and two from Uganda. All participants are female under this Agreement. All four groups came to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. During the year which is the subject of this report, the four new trainees, called LAWA IV, have been participating in a Masters of Law degree program at Georgetown University Law Center for the 1996 - 97 academic year. In addition, they participate in the seminars and activities of the Women's Law and Public Policy Fellowship Program. Following their studies and receipt of their LL M degrees in May 1997, each of the participants will be assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she will work for six months on legal and policy issues affecting women. Their program of study and advocacy will end in November, 1997.

During 1996, the six participants from LAWA III completed their academic studies, received their Masters of law degrees, worked for six months with five legal organizations, completing their program in November, 1996. All six returned home in November, 1996.

Throughout 1996, the progress of the ten participants has been reported on a quarterly basis to the Project Office in the

Quarterly Training Reports submitted under this contract. These reports go into extensive detail and should be consulted if more information about the course of work and study is desired. In addition, these Training Reports include as attachments the monthly reports to the Women's Law and Public Policy Fellowship Program prepared by each participant. These reports are on file at both the project office, now Global HCD/FSTA, and at the Women's Law and Public Policy Fellowship Program. These participants under the Agreement are succeeding in this rigorous graduate program and will return to their respective countries as leaders and advocates for women.

II REVIEW OF PROGRAM

A Goals of the LAWA Project

The goals of the Leadership and Advocacy for Women in Africa project are as follows:

- 1) To provide lawyers seeking to be women's rights advocates in the countries of Ghana, Tanzania and Uganda the opportunity to get **advanced training, both academic and practical, on the issues and problems affecting women** and to be exposed to American advocacy organizations working on women's issues and to various methods of advocacy,
- 2) To forge new links between those **working on women's issues** around the world,
- 3) To develop a **network** of attorneys throughout the world who are concerned with public policy decisionmaking and the

effects of that decisionmaking on women,

4) To **broaden the perspective of organizations** both in Washington and in Africa **working on improving the status of women** by adding different experiences and voices to their staffs,

5) To initiate this project in the **Africa** region and to consider its applicability for other regions

In summary, the goals of the LAWA project involve advanced training for lawyers from Ghana, Tanzania and Uganda, both legal and practical, with a focus on women's issues, to create a network of attorneys throughout the world and to broaden the organizations working to improve the status of women. The first goal regarding advanced training has been the major focus during 1995. The second and third goals regarding linkages on women's issues and developing networks continued implementation, particularly with the two Ugandan participants in LAWA III who developed a proposal during their last two months in Washington for an organization to be established upon their return to Kampala called Law and Advocacy for Women - Uganda (LAW(U)). The organization would continue to work with the program in Washington and would undertake projects to change the law affecting Ugandan women. The first area they identified was violence against women. The fourth goal about broadening organizational perspectives began implementation in 1994 and continued through 1995 and 1996. The fifth goal involving implementation in Africa continued during the year with the selection

of the four 1996-97 participants and the return home to their countries of the third group of six program participants in November, 1996

B Advanced Training

1 Recruitment

In August 1995, the Women's Law and Public Policy Fellowship Program had sent recruitment materials to Agency for International Development missions in Tanzania and Uganda. The missions received the materials advertising the Program and soliciting applications. These missions' support continues to be critical to successful recruitment and selection.

The recruitment process for the LAWA participants should commence one year before their arrival time in Washington. Recruitment material and application forms are distributed as described above. In the summer of 1995, this process for the first time under the contract did provide the full twelve months time period. Completed applications were received from Tanzania and Uganda during November, 1995. They were submitted to the appropriate in-country AFWID advisor and/or AID training officer. Throughout this process of recruitment and selection, the involvement of the AID mission, appropriate host government agencies and women's organizations' representatives was be utilized. Depending on the country, a review and selection committee composed of various of these officials will be developed for screening and recommendations for final selection.

In Ghana, recruitment materials were not sent because their

process had been so thorough some six to eight months earlier. Instead offers were made to the alternate candidates selected in May 1995. Only one of these two could be located, the second was out of the country on study leave. The one who received the offer accepted it in late October, 1995. In March 1996 she had to withdraw from participation due to pregnancy. Due to the late date, the result was that the final year would have no Ghanaian participation.

2 Selection

Early in 1996, the final group of participants was selected. The LAWA IV's had been interviewed in December 1995, pursuant to the above recruitment process. They were selected after review at Georgetown University Law Center in January 1996.

A detailed application, including an essay, is the heart of the selection process. Academic performance, as evidenced by a transcript, is very important. A sponsor and two additional references will be required. After the applications are received, the committee will review and rank them, based on grades and academic distinction, scores on the Test of English as a Foreign Language (TOEFL), demonstrated commitment to issues affecting women, the quality of the essay and references. Georgetown's Assistant Dean (Graduate Studies) and/or the Foreign Student Coordinator will also review the academic credentials of the applicants. Applicants are expected to have a wide variety of ages, experience, and interests, and the semifinalists and finalists will be committed feminist lawyers of extremely high cali-

ber Interviews of semi-finalist candidates were conducted by Program officials in Tanzania and Uganda at the tail end of 1995 in December, 1995 Because one of the objectives of the Program is to develop a network of women leaders, consideration was given to the selection of more than one participant from one country each year

3 Academic Training

During 1996, the fellows' training had several components The first major component was the Masters of Law program, leading to an LL M degree Because the Program expects the fellow to perform as a staff attorney for an American advocacy organization, familiarity with the American legal system as evidenced by a completion of the LL M degree is essential This is crucial in order that the legal training of all the Women's Law Fellows be comparable In the United States, successful completion of a three year graduate degree program of legal studies and also completion of national and state examinations are required to practice law The three countries that are the focus of this Agreement -- Ghana, Tanzania, and Uganda -- do not have similar systems Their law degree is a collegiate degree One or two years of post - university training is required in Ghana and Uganda and no post graduate training is required in Tanzania

During their LL M studies, the Program participants were free to develop an emphasis and course concentration, selecting courses offered in both the LL M and J D programs The Women's Law participants included several of the gender-related courses

offered during the year Upon successful completion of the academic year of the two semesters and 20 credit hours of course work, LAWA III program participants were awarded their Masters of Law (LL M) degrees at Georgetown's graduation exercises at the end of May 1996 and began the second phase of the program

During 1996 in May, the six LAWA III participants received their LL M degrees In June these graduates began their six months of work training And in July 1996, the four selected participants for the fourth year of the program arrived to begin their orientation to the U S legal system Their LL M Program began at the end of August They were examined in most of their courses in December 1996 In addition the LAWA III graduates completed a forty page paper, required of all Masters degree candidates before May 1996

4 Seminars and Special Opportunities

One of the essential elements of the Women's Law and Public Policy Fellowship Program is the biweekly seminar program This training is part of the LAWA program It began during the past year the week after Labor Day when the Women's Law Fellows arrived in Washington to begin their year of fellowship The seminars continued at least twice monthly throughout 1996 (with the exception of the month of August), with one year's program ending in July 1996 and the next year's commencing in September 1996 The seminars focussed throughout the year on various topics of public policy affecting women and introducing the fellows in a small seminar setting to outstanding women leaders

The specific sessions are described in detail in the quarterly training reports submitted under this Agreement

C Practical Work Experience on Women's Issues

1 Work Assignments

Following receipt of their degrees at the end of May, 1996, the LAWA III program participants began work as staff attorneys for various legal and public interest organizations. Some forty different organizations in Washington have received the services of Women's Law Fellows during the nine years of the program. These range from organizations advocating legislative change in Congress to organizations directly representing clients in the courts.

2 Organization Selection

The Women's Law and Public Policy Fellowship Program uses several criteria to select the work placements. The preference of the participants for kind of work is very important. In addition to subject matter, the Women's Law and Public Policy Fellowship Program chooses the organizations where the fellows work in considerable part because of the quality of supervision by an experienced attorney that they have pledged to provide. For the international project, the Program will also offer a peer training component. The first choice of placement for an international fellow, assuming there is an appropriate subject matter match, would be placement at an organization with an American Women's Law Fellow. That fellow will serve as an additional resource for the African fellow, providing assistance, support, and

training, when needed. The fellows already at the organizations will be three-fourths of the way through their fellowship year and will have gained much relevant and transferable experience that will ease the transition from the academic to the practical.

In mid March, 1996 each of the LAWA III participants had a meeting with the Program Director to discuss her interests and goals for the practical experience portion of her training. They discussed the organizations who had expressed interest in having a LAWA fellow join their staff. Following this session, the Director then began to contact the organizations themselves. This was occured in March - April 1996. Based on these discussions, the six were assigned as follows: the two participants from Ghana began work at the National Prison Project of the ACLU and the Office of Congresswomen Eva Clayton of North Carolina. The Ugandans were placed at the Human Rights Watch Womens Rights Project and at the World Bank. The Tanzanians began work with the Women's Commission for Refugee Women and Children and at the Federal Judicial Center. Report of their six months practical experience is decribed in detail in the training reports covering the period of summer & fall 1996.

D Creating Networks

Central to this proposal is the goal of building networks -- of program participants and their American peers, of program participants and relevant organizations in their countries, program participants and American organizations and leaders, and program participants across the years of the pilot program. A

big step forward in creating networks occurred in 1995 with the amending of the Agreement in August to provide funds for training each participant about using the internet and for attendance at conferences in Africa Under this amendemnt the LAWA III participants received eight - ten hours of electronic training In addition, the program office received requests from LAWA I and LAWA IIs for payment of their email accounts and for their attendance at conferences in Africa, as per the agreement amendment

1 Sponsor

The application materials ask the applicant to provide a sponsor who agrees to support and encourage the applicant and facilitate her return to her country from her sixteen months in the United States The Women's Law and Public Policy Fellowship Program selects more than one participant from each aprticipating country, so that those participants will have each other's support during their time away from their country Even more, upon their return home, the two participants will already have the nucleus of a network and an organization In 1996 this took particular shape with the Ugandans from LAWA III's development of their organization LAW(U) See discussion above

2 Mentors

Upon her arrival in Washington, each LAWA participant was provided with a group of mentors who helped ease the transition to American life and welcome her into her home This group of mentors included former Program participants After completion

of the LL M program, each participant will be assigned to a work placement that has been carefully selected in large measure because of the quality of supervision it can provide. At that placement, a Women's Law Fellow may be working who can serve as a peer providing assistance, support, and training when needed. In 1996 because of the large group of LAWA participants and the close relationship with present Program participants, the mentor program took on less significance than in the two earlier years of the program.

3 Participation in the Women's Law and Public Policy Fellowship Program

The LAWA participants were involved in the seminars and other opportunities of the Women's Law and Public Policy Fellowship Program where they will become part of a group that builds lasting connections with each other. These seminars and other opportunities began in September each year and continue throughout the year ending in July.

4 Electronic Communications Training

Due to the amendment of the Grant, a form of networking that has become amazingly common since the grant was initially approved in March 1993 became a part of the networking aspect of the program. Funds were approved for training in internet communication and for assistance in setting up initial accounts with the \$80,000 budget amendment in 1995 specifically for this purpose. The Women's Law Fellowship Program is serious about maintaining contact with the alumni and about being a legal

resource for them. The LAWA II's had five three hour sessions of training conducted by the Network for East West Women in November 1995. The LAWA III's had a similar session in October and November 1996. In addition, the Program office began to pay email accounts charges for LAWA I & LAWA II's at home in Africa.

5 Conference in Africa

For the Leadership and Advocacy for Women in Africa program, a conference will be held in the region toward the end of the pilot program to more formally create a network and working connections aimed at building organizations dedicated to advancing women's issues both in country and the region. All the participants in the Leadership and Advocacy for Women in Africa program during this pilot program will gather for a three-day conference at a centrally-located retreat site in the region. They will be joined by certain other women leaders and together may choose to create a formal network to advance women's issues. No progress toward this aspect of creating networks was realized during the past year.

6 Alumni Support

Lastly, the Women's Law and Public Policy Fellowship Program maintains connections with program participants after they have completed the Program and fully intends to continue this tradition for the LAWA participants. In addition to the internet communication, the Program's newsletters keeping everyone current on program, legal, career and personal developments are shared among all Program alumni. Through the newsletter, the LAWA

participants will continue to network with their American counterparts

E Organizations' Perspective Broadened

The several dozen organizations who have worked with the Women's Law and Public Policy Fellowship Program have expressed their enthusiasm for the LAWA program both informally and formally. They repeatedly emphasize their interest in having their staff include a LAWA participant with her own unique and valuable perspective. In the planning process the other aspects of the proposal were more conceptualized and developed. Now that the program is a reality, it is this "bonus" that is greatly anticipated.

III PROBLEMS

No major problems have arisen during 1996. Several very minor issues have been pointed out in previous reports during the year. Past years' problems have included the impossibly short time between the selection of participants in May and the actual arrival of the participants in Washington D C for training in July. Resolution of that problem occurred in 1996, with the candidates selected for 1996 receiving their offer six months before July 1996.

A Recruitment There was no recruitment in 1996, since the final group of participants arrived in July 1996.

B Selection In the area of candidate selection, no problems. As reported above, the major selection problem was also

solved in 1995 establishing a process of interview and selection that gave the selected candidates adequate time to prepare to attend the program Selection in 1996 occurred right at the start of the year in 1996

C **Administration** No problems During 1996 it did fall to the program to prepare the tax returns of the participants, since the USAID consultant who had previously done so no longer did

D **Program** The program has been rigorous, as its designers knew The participants have worked very, very hard Their success has required a more intensive effort of counselling, mentoring and support than the program designers realized

IV **REGULATORY ISSUES**

During 1996 there were no regulatory issues of concern to the LAWA program

V **ANNUAL EXPENDITURE REPORT**

During 1996, eight Requests for Reimbursement were submitted Of these Requests for Reimbursement, two, (#15 & # 16) were for expenditures in the last quarter of calendar 1995 The total amount of reimbursement requested for expenses during 1996 was \$205,394

CONCLUSION

1996 under the Cooperative Agreement has been a success and has presented only the minor problems discussed above We look forward to making a similar report at the end of 1997

Women's Law and Public Policy Fellowship Program
Leadership & Advocacy for Women in Africa
(LAWA)

AFR/ONI/TPPI, Paul Knepp
Project No.: 698-0475
Cooperative Agreement No. AOT-0475-A-00-3044-00

TRIP REPORT
Due June 10, 1993
Sent June 28, 1993*

Summary

By Cooperative Agreement effective March 25, 1993, A.I.D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program.

The LAWA Proeject will recruit, select and train twenty women lawyers from Ghana, Tanzania and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants will come to Washington, D.C. for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They will participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL.M. degrees, each participant will be assigned to work as a staff attorney with a legal or public interest organization in the Washington, D.C. area where she will work for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants will return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. The estimated A.I.D. amount is \$1,299,392, with \$500,000 obligated by A I.D. for program expenditures through June 30, 1995.

This Trip Report details the trip from April 27 - May 9, 1993 to Ghana, Tanzania and Uganda taken to recruit and select the first four participants who will arrive in Washington, D.C. from Ghana and Uganda on July 11, 1993. The trip was taken by Project Directors Judy Lyons Wolf and Susan Deller Ross and by U.S AID official Yvonne Anduaalem.

* Project Director Judy Lyons Wolf was on a trip out of the country from June 7 - 19, 1993 to attend the United Nations Conference on Human Rights in Vienna, Austria. Consequently this trip report was delayed

TABLE OF CONTENTS

	PAGE
Summary	1
I. Trip Itinerary	3
II. Purpose of Trip	3
III. Technical Observations	4
A. Ghana	4
B. Uganda	5
C. Tanzania	6
IV. Suggestions and Recommendations	7
A USAID Participation and Cooperation	7
B Recruitment	8
C. Interview Process	8
D. LAWA Staff Participation	8
E. Countries Visited	8
V. Persons Visited	9
Summary	9



I. Trip Itinerary

LAWA Project Directors Judy Lyons Wolf and Susan Deller Ross left Washington D.C. on Monday April 26, 1993 and arrived in Accra, Ghana on Tuesday, April 27. There they joined AID official Yvonne Anduaem. The three women participated in daily meetings and interviews together for the next two weeks.

On May 2, all three -- Wolf, Ross and Anduaem -- left Accra for Kampala, Uganda, arriving there on May 3. After two days of meetings and interviews, the three left Uganda on May 5 for Dar es Salaam, Tanzania, arriving there on May 6. After meetings there on May 7, the three departed from Tanzania on May 8, arriving in Nairobi, Kenya. Ross and Wolf left Nairobi that same evening and arrived in Washington on May 9, 1993.

II. Purpose of Trip

The purpose of the trip was to recruit, interview and recommend program participants for the first year of the LAWA program.

Recruitment materials had been sent in March to Ghana, Tanzania and Uganda. The materials unfortunately were not received in Tanzania. In Ghana and Uganda, the AID missions had received the program materials and had publicized the program. By the deadline date, the missions had received applications from women lawyers seeking to participate in the program. In these two countries therefore, interviews were to be conducted. In Tanzania, education and recruitment was undertaken for succeeding years of the program.

By any measure, the trip was highly successful. The purposes of the trip were met and were met with efficiency and cooperation. Due to the excellent cooperation of the AID mission staffs, interview scheduling went very well. The interviews themselves were excellent sessions. Following the interviews, the team of interviewers assessed and ranked those persons interviewed. In Tanzania, where no interviews were conducted, AID mission staff organized a widely attended session of representatives of many organizations working on women's legal issues. An excellent exchange about the nature and purpose of the program and about the important problems affecting Tanzanian women resulted.

When the three travellers completed their meetings on May 7, the unanimous decision was that we had interviewed very eloquent and capable women applicants; we had ranked them for final selection by the Women's Law and Public Policy Fellowship Program Board of Directors and the Georgetown University Law Center Admissions Office, that the LAWA Program was well publicized to

the women's legal communities in the three affected countries; and that the first year of the LAWA Program, despite the delays in start-up, was off to an excellent start.

III. Technical Observations

A. Ghana

After twenty four hours enroute, LAWA Directors Judy Lyons Wolf and Susan Deller Ross arrived in Accra, Ghana on April 27 at approximately 8:00 pm. Met by a USAID driver, the two arrived at the hotel. There Yvonne Anduaem gave each a folder with applications of the candidates to be interviewed throughout the next three days and informed the two travellers that the USAID driver was arriving at 8:30 am. Some review of the files followed a very late supper.

On April 28, the Training Officer Joseph Enurson arrived with the driver. Arriving at the mission, we met with the Director of Education and Training, Dr. Habib Kahn. We were joined by the regional WID advisor, Fatou _____, and by the mission's Program Officer Denise Rollins. The assembled group developed procedures for the interviews and Ms. Wolf distributed evaluation forms for each panel member's use. We began the five interviews scheduled for the day. We interviewed Fitnat Adjetey, Edna Kuma, Dorcas Coker-Appiah, Joyce Oku and Penelope Mattanah. The quality of the applicants exceeded the expectations of all of the panel members.

After the fifth interview, the three U.S. panel members, accompanied by the Program Officer, went to a free legal clinic for women run on Wednesday afternoons by members of FIDA - Ghana, a group of women lawyers with chapters in many countries. There we met with several Board members and received materials that they had produced about various legal problems affecting women in Ghana. The Board members included two of the candidates we had interviewed earlier in the day and a law professor from the University. In the evening, each of the three reviewed applications for the next day's interviews.

April 29, the panel interviewed five more candidates: Georgette Francois, Henrietta Asare-Korang, Angela Dwamena-Aboagye, Ellen Kawawukume, and Beatrice Duncan. Following the day's interviews, the panel met to review the day's total and the total pool interviewed so far. Two applicants were eliminated from further consideration at this time. Following the interviews, the LAWA Program Directors met with the woman at the University of Ghana who directs their counselling services and who also is the African-American Institute representative for Ghana to develop a better understanding of the grading system at the University. We then met with Johanna Odonkor, a professor at

the University who had just established a human rights program at the University, with some AID assistance. At some point mid-day we met with the Mission Director.

On April 30, we completed the last three interviews: Sheila Gyimah who during her interview requested deferral until the following year (due to her impending marriage in May), Mabel Banful and Gladys Aikins. Following the last interview, the Director of Education & Training, Dr. Khan, took us to lunch, where we were joined by Professor Odonkor. Upon return to the mission, the panel regrouped for a lengthy discussion on selection criteria, Dr. Khan pointed out the poor rate of return of training participants and encouraged us to do all that we could to ensure the LAWA participants' return. We then proceeded to consider the remaining ten candidates and develop a list of recommended candidates. At some point in the afternoon, we met the Deputy Mission Director Dawn Liber1.

During May 1 - 2, the three travellers from Washington did some shopping and some sight seeing, including a trip out to the castles at Cape Coast and Elmina, whose restoration is being supported by USAID. The Program Officer was generous in her support of our activities. On Sunday evening May 2, an AID driver took us to the airport and assisted our passage through customs.

B. Uganda

The three travellers -- Andualem, Ross & Wolf -- touched down in Nairobi, Kenya Monday morning May 3 and arrived in Entebbe, Uganda about noon where we were met by a USAID driver who took us to our hotel in Kampala. At 5:00 pm we met there with the USAID Program Officer Shirley E. Kore and a Ugandan judge, Alice Bahigeine Mpagi.

USAID/Uganda had had a deadline of April 26 for receipt of LAWA applications. On Saturday, April 27, the Program Officer, Ms. Kore, had convened a panel to review the applications and to develop a list of candidates to interview. The panel included Ms. Kore, a Ugandan woman lawyer on the USAID staff named Annie _____, and the Judge. They had met for more than twelve hours, concluding their work sometime after midnight that Saturday. They briefed us on their work and the criteria they had established. We expressed our gratitude. They had selected four candidates from the total applicant pool of sixteen for our interview.

The following morning, May 4, we reviewed all the applications that had been received. Ross and Wolf noted an additional five candidates to interview. The interview panel assembled in the afternoon, consisting of the two USAID people who had been on the panel the previous Saturday -- Shirley Kore and Annie _____ -- and the three from Washington. We interviewed

Esther Mayambala, Norah Matovu, Susan Matovu, and Irene Makimbe, the candidates selected prior by the panel. In the meantime, AID staff tried to locate the additional candidates to determine if they could come to an interview the following morning.

May 5 we did interview four candidates: Sarah Banenya, Regine Mutyaba, Sheila Nkwasiwe and, later at the Law Development Center, Florence Nakachwa. Following lunch with the Program Officer, we went with Annie _____ to the Law Development Centre where we met with the Director Elijah Wante and his women teaching instructors. We then had Florence Nakachwa's interview (She was one of those we met with). We toured the facilities including the law library and the classroom building. The facilities are very poor, but their program rivals those in the United States preparing students to practice law. We then went on to the Uganda Women Lawyers Association (FIDA)'s legal clinic where we met with staff and Board members, received many of their publications and learned of their efforts at legal literacy, including a weekly soap opera.

We returned to our hotel at 6:00 pm to pack and leave for the airport by 7:30. We arrived in Nairobi at 11:00 pm. Yvonne Anduaem had arranged our transportation from the airport to the hotel with the regional WID adviser there and we were met by a cab.

Early May 6, Yvonne Anduaem went to meet with the WID adviser, Wanjiku Muhato, and Directors Ross and Wolf went to the Ford Foundation to meet with Marguerite Garling who handles the foundation's grants related to women and the law in Africa.

C. Tanzania

At noon on May 6, we left the hotel in Nairobi for the flight to Dar es Salaam, Tanzania. We arrived in Tanzania mid afternoon and at our hotel the state-run Hotel Kilimanjaro, about 4:00 pm, only to discover that it was a very poor hotel with great dampness and mildew odors and poorly furnished rooms. Ross and Wolf then visited three additional downtown hotels and selected another, the Hotel Agip, which proved to be satisfactory. We had dinner and retired to our rooms to read our briefing materials on Tanzania

May 7 started very early Yvonne Anduaem went to an 8:00 am meeting at the USAID mission. Ross and Wolf joined her at 9:00 am where we met briefly with the Deputy Mission Director Joel Schlesinger. We then met with the assistant to the Training Officer, Flora _____ and with the WID officer, Hedwige Mbuya. We were briefed on the 10:00 am meeting that Hedwige had set up with representatives of organizations dealing with women's issues. During the briefing we were joined by the African-American Institute representative, Zainab Bakalana.

The 10:00 am meeting was held in the USAID conference room, which was full. Ten representatives from several organizations gathered with the two AID officials and the three people from Washington. There was a judge representing the Tanzania Women Lawyers Association, representatives of the Committee Against Acts of Violence Against Women and Children of the Tanzania Women's Media Association, several representatives from the Legal Aid Scheme for Women (SWATO), both volunteers and staff. With Yvonne Andualem chairing, we made introductions, discussed the LAWA program which would recruit and select women lawyers from Tanzania in the Spring of 1994 and 1995, and then discussed the problems facing women in Tanzania. At noon, the three Washingtonians left and the rest of the group stayed for another hour of communication, since they rarely, if ever, get all their organizations meeting together. They adjourned about 1:00 pm, going as a group to visit a woman who had been very severely beaten by a spouse and who was in danger of dying.

The three from Washington were joined for lunch by Hedwige Mbuya and the judge. We then left for the University Law Department. There we met with two students and then with two professors, Professor Nditı and their only woman professor, Rose _____ . In the evening the USAID Program Officer, Paul Morris entertained us in his home for dinner, where we were joined by Hedwige Mbuya and her two young daughters. We had a memorable evening, mixing business and pleasure.

Early Saturday May 8, the three left Dar es Salaam for Nairobi. Late that evening, Susan Deller Ross and Judy Lyons Wolf took leave of Yvonne Andualem who was continuing on in the morning to Ethiopia. Twenty eight hours later, the two arrived at Washington/Dulles.

IV. Suggestions and Recommendations

It cannot be overemphasized how successful this first trip under the Cooperative Agreement was. Given the timing, this was the more remarkable, since the trip occurred one month after the signing of the Agreement.

A. USAID Participation and Cooperation. USAID cooperation prior to and throughout the trip was a very important reason for the success of the trip. In Washington and throughout the trip Yvonne Andualem could not have been more knowledgeable, efficient, and pleasant. Also the staff in each of the three countries, particularly in Ghana and Uganda, were likewise willing, efficient, knowledgeable and pleasant. Not only did we find no fault with any USAID staff, their performances consistently exceeded all of our expectations and in the case of several, what we knew to be their duty. The narrative in Part

III supra provides the details. We merely want to reemphasize it here. We can make no suggestions for improvement in this area. We can only hope that in the remaining two years's trips, we will be fortunate enough to be able to repeat this observation.

B. Recruitment. Our suggestion in this area we knew in advance of the trip: more lead time. However the short time this year was unavoidable. It seemed to have encouraged everyone to work her/his hardest and best. The suggestion however is to follow the timeline set forth in the project proposal, beginning the process in the fall.

One specific recommendation that we will incorporate in future years, we learned in Ghana. The Training Officer there had placed advertisements describing the program and inviting applications in newspapers throughout the country. As a result, we interviewed applicants from several cities.

C. Interview Process. The panels in both Ghana and Uganda worked very well, with representatives of mission staff, ONI/TPPI, and LAWA. Having an evaluation form worked well for the panel members. The meetings following the interviews arrived at recommendations by consensus and that worked well. The evaluation system developed by the initial screening committee in Uganda used a point system method of evaluation that will be useful in redesigning the evaluation form for future years in all three countries.

D. LAWA Staff Participation. Two LAWA staff, the programs's two Directors, made this trip. Throughout the trip we evaluated whether one would have been adequate, since the budget proposal for year two and three provides for only one staff member to make the trip. Our conclusions are that this year's scenario worked very well and that one person alone is not adequate to do the thorough evaluation we engaged in this first trip. The evaluation is being done both for the Georgetown University Law Center's Masters of Law program and for the Women's Law Fellowship Program advocacy work. Not only does the evaluation require extensive grade analysis, but also analysis of the candidate's work experience with women's issues and her commitment to future work on these issues. As a result, our recommendation is that one law professor and one LAWA staff member participate on future interview and selection panels, as was done this first year. This will require some eventual budget revision.

E. Countries Visited. Reaching all three countries for interviews will require a trip of more than two weeks. The two week length of this trip permitted only one day in one country (Tanzania) and a constant feeling of rushing. One suggestion may be to interview in only two countries each year. One way for implementing this suggestion is to use the large pool of

candidates interviewed in Ghana for selection for the second year, and interview only in the two east coast countries, Tanzania and Uganda, in 1994. Such a suggestion needs evaluation during the coming year.

V. Persons visited.

Names, titles and organizational affiliations of everyone we met with on official business are included in Part III of this Trip Report.

Summary

This first recruitment and selection trip under the Cooperative Agreement was a definite success. The four candidates selected will arrive in Washington to begin their sixteen months of education and training in mid-July. With the lessons learned from this first trip, the succeeding two trips contemplated under the Agreement should also be successful.

Women's Law and Public Policy Fellowship Program
Leadership & Advocacy for Women in Africa
(LAWA)

AFR/ONI/TPPI, Paul Knepp
Project No.: 698-0475
Cooperative Agreement No. AOT-0475-A-00-3044-00

TRIP REPORT
June 21, 1994

Summary

By Cooperative Agreement effective March 25, 1993, A.I.D. has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program.

The LAWA Project recruits, selects and trains twenty women lawyers from Ghana, Tanzania and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D.C. for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL.M. degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D.C. area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. The estimated A.I.D. amount is \$1,299,392, with \$500,000 obligated by A.I.D. for program expenditures through June 30, 1995.

This Trip Report details the trip from May 1 - May 13, 1994 to Tanzania and Uganda taken to recruit and select the second year's participants who will arrive in Washington, D.C. on July 11, 1994. The trip was taken by Project Director Judy Lyons Wolf, Georgetown University Law Center Director of Foreign Student Affairs Dorothy M. Mayer, and by U.S. AID official Yvonne Anduaalem.

TABLE OF CONTENTS

	PAGE
Summary	1
I. Trip Itinerary	3
II. Purpose of Trip	3
III. Technical Observations	4
A. Tanzania	4
B. Uganda	6
IV. Suggestions and Recommendations	7
A. USAID Participation and Cooperation	7
B. Recruitment	8
C. Interview Process	8
D. LAWA Staff Participation	9
E. Countries Visited	9
V. Persons Visited	10
Conclusion.	10

I. Trip Itinerary

LAWA Project Director Judy Lyons Wolf and Georgetown University Law Center official Dorothy Mayer* left Washington D.C. on Sunday May 1, 1994 with USAID's Yvonne Andualem and arrived in Dar es Salaam, Tanzania on Tuesday, May 3. There they were joined by Wanjiku Muhato, from the USAID REDSO office in Nairobi who would continue on throughout the trip and participate in the interviews. The four women participated in daily meetings and interviews together for most of the next two weeks. In each country, they were joined on the selection panel by other people who will be described in each country's section below

On May 7, all left Tanzania for Nairobi, Kenya. In the morning of May 8, they left Nairobi for Kampala, Uganda. After three days of meetings and interviews, the three concluded their work at the end of Wednesday, May 11 Ms Mayer left Uganda that evening via Nairobi for meetings in Zurich Ms Wolf and Ms Andualem left Kampala at 6:00 am on Friday, May 13 for Addis Abbaba, Ethiopia There travel under this Agreement concluded and the two separated, Ms Wolf continuing onto Niger and Ms. Andualem to Namibia.

II. Purpose of Trip

The purpose of the trip was to interview and recommend program participants for the second year of the LAWA program.

* In early April, Professor Ross realized that she had conflicting work obligations and could not take part in the interview trip Fortunately Ms Mayer was able to fill in on short notice

Recruitment materials had been sent in November, 1993 to Tanzania and Uganda. The AID missions had received the program materials and had publicized the program. By their deadline dates, the two missions had received applications from women lawyers seeking to participate in the program.

By any measure, the trip was very successful. The purposes of the trip were met and were met with efficiency and cooperation. Due to the excellent cooperation of the AID mission staffs, interview scheduling went very well. The interviews themselves were excellent sessions. Following the interviews, the team of interviewers assessed and ranked those persons interviewed.

When the three travellers completed their meetings on May 11, the unanimous decision was that we had interviewed several very eloquent and capable women applicants, we had ranked them for final selection by the Women's Law and Public Policy Fellowship Program Board of Directors and the Georgetown University Law Center Admissions Office, that the LAWA Program was quite well publicized to the women's legal communities in the three affected countries; and that the second year of the LAWA Program was off to a good start.

III. Technical Observations

A. Tanzania

After thirty six hours enroute, the three Washington, D C. travellers -- Andualem, Mayer and Wolf -- arrived in Dar es Salaam, Tanzania on May 3 at approximately 7:30 am. Met by a

USAID driver, the three went to the hotel. At 10:00 we proceeded to the USAID offices. There we were met by the acting WID officer, William Baynit. After various introductions, analysis of English language scores and lunch, the interview panel assembled at 1:45 pm. It included the three travellers from Washington, a professor from the Law Faculty, Prof. Nditı, the Training Officer, Kristos Minja and Mr. Baynit. During the afternoon we were joined by Ms. Muhato. The assembled group developed procedures for the interviews and Ms. Wolf distributed evaluation forms for each panel member's use. Two candidates appeared for interview: Hadija Ally and Anna Mghwira

The following day, Wednesday May 4, seven candidates appeared: Salma Maoulıdı, Holo Makwala, Elizabeth Magambo, Sophia Lalika, Monica Mhoja, and in the afternoon, Rose Teemba and Regina Rweyemama. On Thursday the panel interviewed Mary Massey, Addy Lyamuya, Nakazael Temba, Lucy Nambuo, Evod Herman Mnanda, Lillian Mashaka and Irene Kasyanju

A total of sixteen candidates were interviewed in the two and a half days. The quality of the applicants exceeded the expectations of all of the panel members. At the conclusion of the interviews, the panel met to review the total pool. After ranking the top three to five candidates in the major categories -- academic superiority, English language proficiency (both oral and written), experience with women's issues and affiliation with women's organizations, leadership potential and maturity,

the panel developed a list of two top candidates and two alternates.

On May 7, the four women, three travellers from Washington and one USAID official from Nairobi, flew to Nairobi, spent the night and left the next morning for Kampala, arriving there in the early afternoon, May 8.

B. Uganda

The following morning, May 9, we went to the USAID office early for introductions. The interview panel assembled at 9 00 am. It consisted of the three travellers from Washington, Ms Muhato from Nairobi, and Jean Kyazze, a Ugandan lawyer working for the Law Reform Commission. We were assisted by the Training officer Matthias Kibuka and by Program Officer Cheryl Anderson Kiai, but they did not join us in the interviews.

We interviewed Alugresia Akwi, Irene Makumi, Miria Matembe, Robinah Nkojo, and Florence Nakachwa. In the afternoon, we interviewed Sheila Nkwasiwe and Lillian Keene. On Tuesday, May 10, we interviewed Sarah Banenya, Josephine Kalema, Winifred Nabisinde and Caroline Okello Atima. On Wednesday we interviewed Norah Matovu, for a total of thirteen interviews. Of the total, five were new applicants and eight had been interviewed in 1993.

After an assessment and ranking session and a discussion of the need for broader publicity, the selection panel concluded its work. Ms. Wolf and Ms. Mayer then went on to the Uganda Women Lawyers Association (FIDA)'s new legal clinic where we met with staff and Board members, received many of their publications and

learned of their efforts at legal literacy. During the year since our last visit, they had been honored by the American Bar Association and had bought this office building. (We were told that they were the most successful NGO in Uganda.) We then continued on to the other women's legal organization, ACFODE, where the Executive Secretary gave us a tour and discussed their programs with us. Both programs were very impressive.

That evening Ms. Mayer and Ms. Muhato returned to Nairobi. Very early Friday morning, Ms. Wolf and Ms. Andualem continued on to Ethiopia, each enroute to another destination in Africa not connected to the LAWA interview and selection trip

IV. Suggestions and Recommendations

A. **USAID Participation and Cooperation** USAID cooperation prior to and throughout the trip was a very important reason for the success of the trip. In Washington and throughout the trip, Yvonne Andualem could not have been more knowledgeable, efficient, and pleasant. Also the staff in each of the countries, were likewise willing, efficient, knowledgeable and pleasant. Not only did we find no fault with any USAID staff, their performances consistently exceeded all of our expectations and in the case of several, what we knew to be their duty. The narrative in Part III supra provides the details. We merely want to reemphasize it here. We can make no suggestions for improvement in this area. We can only hope that in the remaining annual interview trip, we will be fortunate enough to be able to repeat this observation.

B. Recruitment. One specific recommendation that we will incorporate in future years, we learned in Ghana in 1993. The Training Officer there had placed advertisements describing the program and inviting applications in newspapers throughout the country. As a result, we interviewed applicants from several cities. Particularly in Uganda, this need to reach out to others in the legal community is important. In Tanzania, we did interview a couple of women from outside the capital, but both countries could benefit from more active publicity of the program.

C. Interview Process The panels in both Tanzania and Uganda worked very well, with representatives of ONI/TPPI, the regional WID representative, and LAWA and Georgetown. In Tanzania, the panel included both the Training Officer and the Acting WID officer, which was excellent. In Uganda, mission staff was not represented on the panel and should have been. The addition of the outside participant was excellent in each country. The law professor in Tanzania was extremely valuable in our academic analysis and the lawyer from the Law Reform Commission in Uganda provided background on many aspects of candidates' work and activities. In Uganda, Ms. Kyazze did not participate in our deliberations and recommendations, and that was very good in that case, since she was a prominent member of the women's legal community and known to all the applicants. It may be a good idea for future panels to contain outside advisers.

Having an evaluation form worked well for the panel members. The revisions to the form from the first year were an improve-

ment. The meetings following the interviews arrived at recommendations by consensus and that worked well in both countries.

D. **LAWA Staff Participation.** Two staff connected with the Program made this second trip, although due to the last minute inability of Susan Deller Ross to come, one was not staff of the Women's Law and Public Policy Fellowship Program itself, but of Georgetown University Law Center. Again this year, throughout the trip we considered whether one person would be sufficient. Our conclusions are that this year's scenario again worked very well, and that one program person alone is not adequate to do the thorough evaluation we engage in. The evaluation is being done both for the Georgetown University Law Center's Masters of Law program and for the Women's Law Fellowship Program advocacy work. Not only does the evaluation require extensive grade analysis, but also analysis of the candidate's work experience with women's issues and her commitment to future work on these issues. As a result, our recommendation continues to be that one law professor and one LAWA staff member participate on future interview and selection panels, as was done this year. We were fortunate that in the absence of a law professor, the person responsible for all the foreign students at the Law Center was able to fill in and assist with the evaluation.

E. **Countries Visited** After the first trip, our recommendation was that interviewing in only two countries made a two week trip possible. This suggestion was accurate. The two country, two week scenario was very successful. Reaching all three

countries for interviews will still require a trip of more than two weeks.

V. Persons visited.

Names, titles and organizational affiliations of everyone we met with on official business are included in Part III of this Trip Report.

Conclusion

This second recruitment and selection trip under the Cooperative Agreement was a success. The four candidates selected will arrive in Washington to begin their sixteen months of education and training in mid-July. With the lessons learned from this trip, the remaining trip contemplated under the Agreement should also be successful.

Women's Law and Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

G/HCD/FSTA, Melvin Chatman
Project No 698-0475
Cooperative Agreement No AOT-0475-A-00-3044-00

TRIP REPORT - BEIJING, CHINA
August 30 - September 9, 1995

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA Project recruits, selects and trains twenty women lawyers from Ghana, Tanzania and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September 1994, the estimated A I D amount is \$1,617,592, fully funded until the expected date of completion.

This Trip Report details the trip from August 30 - September 9, 1995 to Beijing, China, taken by eight LAWA participants and three fellowship officials to attend the Fourth World Conference on Women held in Beijing, China.

I TRIP PREPARATIONS

The preparations for attendance at the Fourth World Conference on Women began one year before the conference in late July 1994, when Program Director Wolf attended a conference in Wilmington, Delaware, one of ten regional conferences held by the Women's Bureau of the U S Department of Labor. In December and March, Ms Wolf began the registration processes to secure attendance, first by registering individuals with the NGO Forum office. This of course meant securing photos from the LAWA I women back home in Ghana and Uganda. Ms Wolf also filed application at the United Nations for observer status for the Women's Law and Public Policy Fellowship Program, this application was subsequently denied in April, 1995. During the period January through June, 1995, Ms Wolf sought to raise funds for the women from Africa to attend the conference, submitting proposals to the Ford Foundation in Nairobi, and in New York (two offices), to USA for Africa, to a small group of foundations, to the United Nations Population Fund, and to USAID, seeking to use budgetted and unexpended travel monies. In April, 1995, approval to attend was received from USAID. See Attachment 1.

In June, conference registration was approved in New York for most participants and registration with the Chinese government for lodging was initiated. Also travel reservations were made for four travellers from Africa and eight from Washington.¹

¹ The five LAWA II participants, Program Directors Judy Lyons Wolf and Susan Deller Ross, and Board member and LAWA professor Wendy W Williams. In addition, three relatives, self-funded, also joined the group.

In August, notification of unsatisfactory lodging for the group, in an uncompleted apartment building in Huairou, China was received from the China Organizing Committee. Staff began to contact a travel agent in Beijing whom Professor Ross had met in May 1995 referred by Ford Foundation staff in Beijing while stopping in Beijing enroute from Mongolia. At the end of the first week of August, he assured us that the participants would have adequate lodging in Beijing. With that news the first of a long series of efforts to obtain visas at the Chinese embassy in Washington began. This effort, which required daily trips to the embassy, would only conclude on August 30 after most of the group had departed. Finally in the third week of August was there enough certainty that the trip would occur that plane tickets were issued and sent to the four women in Africa.

In the meantime, briefings were being conducted for those likely to attend. Various visa problems for the Africans returning to the United States were attended to, and per diems calculated. Finally on August 30, the trip began.

II TRIP ITINERARY

The itinerary for those departing from the United States was Washington-Detroit-Tokyo-Beijing, leaving Washington early on Wednesday, August 30 and arriving in Beijing at 9 30 pm Thursday, August 31. Those departing from Ghana left on Thursday, those from Uganda on Wednesday, but they joined in Europe, arriving together in Beijing on Friday midday ²

² One registrant, Sheilah Gyimah, had not received her visa from the Chinese embassy by August 30. Ironically, she was the only LAWA participant scheduled to speak at any workshop in

On arrival in Beijing, there was special immigration treatment for conference attendees and transport to the Conference Registration Center, then further transport to the YuYang Hotel where the group was staying

The travel was reversed on Friday, September 8 for five of the group (three Americans and two returning to Ghana) and Saturday, September 9 for the rest

II PURPOSE OF THE TRIP

In a letter to Melvin Chatman, USAID Project Officer, Director Wolf wrote

The relevance of the (UN Fourth World Conference on Women) conference to the purposes of the Leadership & Advocacy for Women in Africa Program is clear our program trains women lawyers to be leaders in the struggle for women's equality in their countries One of the key parts of the program is networking with women leaders involved in the same struggle In terms of the U S national leaders, we are accomplishing that, in terms of international leaders, Beijing is an ideal forum "

In addition the NGO Forum on Women, the parallel conference to the official UN conference stated as its purpose "to bring together women and men to challenge, create and transform global structures and processes at all levels through the empowerment and celebration of women"

These goals of empowerment, celebration and networking, were all met by the LAWA attendees at the Beijing conference It was a powerful ten days

III TECHNICAL OBSERVATIONS

Beijing and she was scheduled to participate in two in conjunction with her advocacy placement, Women, Law & Development International Sheila arrived late Saturday, September 2, and spoke on a panel noon on Sunday, September 3 regarding a survey on domestic violence legislation that WLDI is preparing for the UN Special Rapporteur on Violence

A The first morning after all the group had arrived in Beijing, there was an early morning seminar This was held at 9 00 am at the YuYang Hotel The purposes was to orient the group to the planned group schedule, including a trip to the US embassy to secure reentry visas the following Tuesday, an optional sightseeing trip on Wednesday, and a farewell dinner on Thursday, September 7 before the first five departed to return home to Ghana and the US Also the group discussed the group project, designed by Ugandan Algresia Akwi Ogojo The project involved interviewing members of the official delegations to the UN conference from sub-Sahara Africa to determine their expertise and experience working on women's issues The eight Africans allocated the fifty four countries amongst themselves and took copies of the survey instrument The group then travelled by bus to Huairou, the site of the NGO forum to observe, attend seminars and to network

B Because of the size of the group, the size of the conference and the length of the travel from Beijing to Huairou, the group's members were free to come and go as they chose There were over 5,000 events during the ten days of the NGO Forum, just at the Forum alone The 5,000 activities were divided into twelve themes or issues economics, environment, peace and human security, human and legal rights, governance and politics, education, health arts & culture, spirituality and religion, science and technology, race & ethnicity, and media Under these twelve themes there were workshops, panels, congresses, tribunals, training seminars, interactive projects and exhibits

There was a Program of Plenaries, a Cultural Program, a Youth Tent for the over 4,000 youth registered, tents for each region of the world, a tent for the disabled, a peace tent, a quiet tent, and some limited building space for the hundreds of activities. There were 300-500 seminars every day along with the plenaries, cultural performances, and exhibits. Included in these seminars were several by the American Bar Association including one on getting common law courts to recognize international norms. The Center for Constitutional Rights did a seminar "Enforcing Women's International Rights in National Courts"

There was more than sufficient seminars and activities for the group and everyone left the hotel early in the morning and returned late in the evening.

At the final seminar on Thursday evening, September 7, the four LAWA I participants spoke of their work since they had returned home to their countries in December 1994. In addition the two from Uganda brought written accounts of this work. It was an inspiring session, not only to the Program Directors but also to the LAWA II participants who will be returning home themselves in late November - early December, 1995.

IV SUGGESTIONS AND RECOMMENDATIONS

Attendance at the Fourth World Conference on Women was such a valuable opportunity to the attendees that the Women's Law and Public Policy Fellowship Program urges USAID to encourage attendance at such global opportunities. The written reports submitted by three of the attendees are attached.

V PERSONS VISITED

Members of the group visited many people informally at the conference. In addition there were countless parallel events attended by some of the group, these included a dinner with the Chinese travel official who arranged the entirely satisfactory hotel accommodations, observation at a trial arranged by the Chinese Women Judges Association, a banquet with the Chinese Women Judges, and a visit to the consular section of the US embassy with the four Africans returning to Washington and Program Director, Ms Wolf

CONCLUSION

Despite the very great difficulty in arranging the trip, the results were well worth it. We are very grateful to USAID/G/HCD-/FSTA for permitting this opportunity to the LAWA program participants

Attachment 1



U S AGENCY FOR
INTERNATIONAL
DEVELOPMENT

DECISION MEMORANDUM FOR THE DIRECTOR OF G/HCD/FSTA

FROM:

Melvin Chatman
Melvin Chatman, G/HCD/FSTA

SUBJECT.

Request for Approval to Attend Training in a Non-Code 941 Country

REQUESTOR:

ATLAS

PARTICIPANTS.

Group

TRAINING TITLE:

The United Nations Fourth World Conference on Women

INSTITUTION

N/A

TRAINING VENUE.

Beijin, China

DATES:

September 4 - 15, 1995

JUSTIFICATION

This training request meets the following requirements of Handbook 10, Chap 8, section D.7.1:

- Relevance to USAID project goals
- Justification of need for training
- Language proficiency
- Non-availability of similar training in the U.S. or a code 941 country
- Non-availability of funding from country where training is to take place

Comments: See attached correspondence

APPROVED



DISAPPROVED

DATE

3-29-95

Dennis Diamond
Dennis Diamond, Director, G/HCD/FSTA

Women's Law and Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

G/HCD/FSTA, Melvin Chatman
Project No 698-0475
Cooperative Agreement No AOT-0475-A-00-3044-00

TRIP REPORT
May 1995

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA Project recruits, selects and trains twenty women lawyers from Ghana, Tanzania and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September 1994, the estimated A I D amount is \$1,537,592, fully funded until the expected date of completion.

This Trip Report details the trip from March 20 - April 5, 1995 to Ghana, Tanzania and Uganda, taken to recruit and select the third year's participants who will arrive in Washington, D C on July 17, 1995. The trip was taken by Project Director Judy Lyons Wolf and by U S AID official Yvonne Andualem *

* Because the trip was undertaken during the academic year, no one with teaching responsibilities could participate

TABLE OF CONTENTS

	PAGE
Summary	1
I Trip Itinerary	3
II Purpose of Trip	3
III Technical Observations	5
A Ghana	5
B Uganda	7
C Tanzania	9
IV Suggestions and Recommendations	11
A USAID Participation and Cooperation	11
B Recruitment	12
C Interview Process	12
D LAWA Staff Participation	13
E Countries Visited	14
V Persons Visited	14
Conclusion	14

I Trip Itinerary

LAWA Project Director Judy Lyons Wolf and USAID's Yvonne Andualem left Washington D C on Monday March 20, 1995 and arrived in Accra, Ghana late on Tuesday, March 21. Pre-interview meetings were conducted on March 22 and twelve interviews were held on March 23 & March 24. In Ghana, as in each of the three countries, Ms Wolf and Ms Andualem were joined on the selection panel by other people who will be described in each country's section below.

In the evening of March 26, the two travellers left Ghana for Uganda via Nairobi, Kenya. In the morning of March 27, they left Nairobi for Kampala, Uganda, arriving there mid-day. That afternoon, pre-interview meetings were held. The following two days, six of twelve scheduled interviews were held, followed by several post-interview meetings. Very early Thursday morning (6 00 am) March 30, Ms Wolf & Ms Andualem departed Kampala for Nairobi. On Sunday April 2, they left Nairobi for Dar es Salaam, Tanzania. Interviews began at 8 00 am on Monday and continued all day Monday and Tuesday, April 3 & 4. Late in the evening April 4, the two left Tanzania for home, arriving in Washington D C April 5, 1995.

II Purpose of Trip

The purpose of the trip was to interview and recommend program participants for the third year of the LAWA program. A second purpose of the trip was to meet with the returned partici-

pants from the first year of the program who had returned home to Ghana and Uganda in December 1994

With regard to the first purpose, recruitment materials had been sent in November, 1994 to Ghana, Tanzania and Uganda. The AID missions had received the program materials and had publicized the program. By their deadline dates, the three missions had received applications from women lawyers seeking to participate in the program. Copies of these applications were sent to the Women's Law and Public Policy Fellowship Program offices in Washington, D C in February, 1995. In Tanzania, English language tests were administered in March 1995, with the results faxed to Washington to assist in application evaluation. Following review, lists of candidates for interview were sent to the three mission training officers in early March and interviews were arranged. The arrangements were thorough and, by and large, the process went smoothly in the three countries.

The 1995 recruitment trip was very successful. The purposes of the trip were met and were met with efficiency and cooperation. Due to the excellent cooperation of the AID mission staffs, interview scheduling went very well, with some problems in Uganda. The selection panels in all three countries were a good mix of professional expertises and were compatible work groups. The interviews themselves were excellent sessions. Following the interviews, the team of interviewers assessed and ranked those persons interviewed.

When the trip was completed on April 5, it was evident that we had interviewed several very eloquent and capable women applicants, we had ranked them for final selection by the Women's Law and Public Policy Fellowship Program Board of Directors and the Georgetown University Law Center Admissions Office, that the LAWA Program was quite well publicized to the women's legal communities in the three affected countries, and that the third year of the LAWA Program was off to a good start

III Technical Observations

A Ghana

Ms Wolf and Ms Andualem arrived in Accra late on Tuesday, March 21, 1995. No USAID driver met the plane and so they travelled to the hotel via the hotel's bus (This same problem with lack of driver would reoccur at departure). On Wednesday afternoon, they went to the mission offices to meet with the Training Officer, Ms Joseph Enuson, and discuss the arrangements for the following days' interviews. Mr Enuson advised that the interview panel would consist of the Program Officer Stafford Baker and a lecturer from the University of Ghana Law Faculty, Ms Christine Dowuona-Hammond, in addition to himself and the two travellers. Following this meeting, we were joined by Program alumna Fitnat Adjetey who discussed with us her work since her return in December 1994. She was particularly proud of her election to the Executive Board of FIDA, where she has taken on the responsibilities of Press Officer, so that the organization can present its position quickly and efficiently to the public.

It was a very great pleasure to see her and hear of her activities since returning home

The interview panel consisting of the five persons mentioned above began the interviews at 9 00 am on March 23, conducting eight on that day. The eight interviewed were Gloria Ofori-Boadu, Doris Awuah, Margaret Kofuah Insaideo, Wilhelmina Hammond, Sophia Rosetta Essah, Hilary Amesika Gbedemah, Merley Afua Wood and Joan Mawuena Akosua Attu. Following each interview, the panel discussed the candidate and evaluated her academic achievements, English language proficiency, experience with women's issues, leadership potential, maturity and motivation, recording consensus on the Selection Committee Advice Form. This process was repeated on March 24 for four more candidates: Jemima Lidnana Myles, Cecilia Naa Shormeh Davis, Judith Debrah Asamoah and Josepha Alikem Adadevoh. Following the second day's interviews, the five member panel then discussed all twelve candidates, recommending two top candidates, Gloria Ofori-Boadu and Hilary Amesika Gbedemah, and two alternates, Josepha Adadevoh and Joan Attu.

The results of the interviews and the very smooth and efficient work of Mr. Enuson were discussed with the Mission and Deputy Mission Directors at a meeting in the afternoon of March 24.

The second alumna to return home from year one of the Program in December 1994, Beatrice Duncan, met us following the interviews on March 23 and discussed her work and her readjust-

ment problems (primarily health related) She then arranged to meet us at her law offices following the second day of interviews and to receive the two travellers in her home on March 25 She repeatedly expressed her enormous appreciation of her experience in the LAWA Program Both alumnae have been active on women's issues since their return, meeting together at the FIDA legal clinic each Wednesday to give legal advice to women needing legal assistance In addition, both have been active with other ngo's related to women's legal issues

On Sunday evening March 26, Ms Wolf and Ms Andualem waited for a USAID driver for the trip to the airport When none appeared, the two women received a ride from friends of Ms Andualem

The trip across Africa to Nairobi was crowded with military officers and high school students and ended none too soon Monday morning After a brief layover, the short flight to Entebbe, Uganda went without problem

B Uganda

After reviewing applications in the afternoon of March 27 (and Y Andualem's meeting with the Mission Director), we went to the USAID office early March 28 for interviews The interview panel assembled at 9 00 am It consisted of the two travellers from Washington and Jean Kyazze, a Ugandan lawyer working for the Law Reform Commission, who had participated in the interviews in 1994 also We were assisted by the Training officer Matthias Kibuka but he did not join us in the interviews Ten interviews

were scheduled for the day, but several applicants did not show up for a variety of reasons (two were out of the country, (one for medical reasons), one withdrew due to another offer, and one received no notice of the interview) One applicant returning late March 28 from abroad asked to be scheduled early on March 29

We interviewed Kulsum Wakabi, Allen Assimwe (who was still an undergraduate student and subsequently disqualified as a result), Norah Matovu Winyi, Florence Nakachwa, and Irene Makumbi on March 28 Early on March 29, we interviewed Dora Byamukama Kanabahita Of the six, three were new applicants and three had been interviewed in 1994 After an assessment and ranking session and a discussion of the need for broader publicity, the selection panel concluded its work The group recommended two of the three new applicants for an offer, Ms Kanabahita and Ms Wakabi As alternates they recommended Ms Matovu Winyi and Ms Nakachwa, both of whom had been alternates in the past Following the conclusion of the interview work, Ms Wolf and Ms Anduaem reported on the interviews to two mission officials, the Deputy Director and the Program Officer

In the afternoon of March 29, Ms Wolf met with the Mission Program Officer Norm Olsen to discuss the two alumnae and Mr Olsen's interest in a potential AID funded project involving prosecuting defilement (statutory rape) cases

On the evening of March 28, Ms Wolf and Ms Anduaem met with the two alumnae who had returned to Uganda in December 1994,

Esther Mayambala and Regina Mutyaba, and listened to their accounts of their work since their return. Both Ms Mayambala and Ms Mutyaba were in the process of looking for office space to set up chambers and both were involved in a variety of activities for FIDA and for other ngo's. Throughout our stay in Uganda, those we met commented on the two returnees' ideas and energy for bringing about legal change for the women of Uganda. In the afternoon of March 29, we met again with each, only separately. First we met with Ms Mutyaba and later accompanied Ms Mayambala to her home to meet her children and her daughter's dog "Judy", named in honor of Ms Wolf.

Very early Thursday morning, Ms Wolf and Ms Anduaem continued the trip, returning to Nairobi where they remained until Sunday's trip to Tanzania.

C Tanzania

The two Washington, D C travellers -- Anduaem and Wolf -- arrived in Dar es Salaam, Tanzania on April 2 in the late afternoon. Met by a USAID driver, they went to a new hotel, the Oyster Bay (the third hotel in three years). At 7 00 pm we were surprised by the family of the Mission WID officer, Hedwige Mbuye, and had a pleasant visit. Early the next morning we proceeded to the USAID offices where we met with the Training Officer Kristos Minja and with Courtney Blair, an attorney on staff who would join us for the first of the two days of interviews. We proceeded on to the reserved space at the Pearl Club where the sixteen interviews would be conducted during the next

two days There we were joined by a member of the University Faculty, Amandina Lihamba, who remained with us throughout the interviews, providing much valuable guidance about University courses, grades, and activities of many of the applicants (Professor Nditl who had joined us in 1994 was out of the country, Ms Lihamba was a capable substitute) The interview panel consisted of five people on Monday and four on Tuesday until we were joined at the end of the interviews by two AID/Washington officials including LAWA Project Officer, Melvin Chatman

On April 3, we interviewed the following people Rita Akena, Janet Sekihola, Joyce Ngaiza, Sophia Wambura, Carolyn Hiza, Hadija Nyanjagi Ally, and Regina Rweyemamu Following each interview, the panel discussed the candidate and evaluated her academic achievements, English language proficiency and test scores, experience with women's issues, leadership potential, maturity and motivation, recording consensus on the Selection Committee Advice Form Two of the candidates interviewed on April 3 were eliminated from further consideration

On April 4, we again met at the Pearl Club, again with Ms Lihamba and Mr Minja, but without Ms Blair The following candidates were interviewed Mary Tigwera, Lillian Mashaka, Vupe Ligate, Monica Mhoja, Fortunata Temu, Miriam Majamba, and Naomi Mpakama Of these candidates, four had been interviewed in 1994

At the conclusion of the two days of interviews, the panel reviewed those candidates not eliminated After ranking the top three to five candidates in the major categories -- academic

superiority, English language proficiency (both oral and written), experience with women's issues and affiliation with women's organizations, leadership potential and maturity, the panel developed a list of two top candidates and two alternates. The panel recommended Regina Rweyemamu and Hadija Ally for offers and Fortunate Temu and Monica Mhojo as alternates. The panel felt very strongly that Monica Mhojo was an extremely attractive candidate who needed to improve her English language scores. Ms Andualem and Ms Wolf went to her office to advise her of the need for some English tutoring.

Late that evening, Ms Wolf and Ms Andualem again waited in vain for a USAID driver. They then hired a cab (with their last Tanzania money) and rushed to the airport. They left Dar es Salaam just before midnight and arrived in Washington D C the next afternoon, April 5.

IV Suggestions and Recommendations

A **USAID Participation and Cooperation** USAID cooperation prior to and throughout the trip was a very important reason for the success of the trip. In Washington and throughout the trip, Yvonne Andualem could not have been more knowledgeable, efficient, and pleasant. Also the staff in each of the countries, were likewise willing, efficient, knowledgeable and pleasant, particularly in Ghana and Tanzania. The only problem, as described in III above, was the failure of USAID drivers, two in Ghana and one in Tanzania, to show up. The narrative in Part III supra provides the details. We merely want to reemphasize it

here We can make no suggestions for improvement in this area We can only hope that in the remaining annual interview trip, we will be fortunate enough to be able to repeat this observation

B Recruitment One specific recommendation that we hope will be incorporated in the future in Tanzania and Uganda, we learned in Ghana in 1993 The Training Officer there had placed advertisements describing the program and inviting applications in newspapers throughout the country As a result, we interviewed applicants from several cities Particularly in Uganda, this need to reach out to others in the legal community is important In Tanzania, we did interview a couple of women from outside the capital, but both countries could benefit from more active publicity of the program

C Interview Process The panels in all three countries worked very well together In Ghana, the panel included the Program Officer and the Training Officer In Tanzania, the panel included both the Training Officer and for one day, a staff attorney In Uganda, mission staff was not represented on the panel and should have been The addition of the outside participant was excellent in each country the professors in Ghana and Tanzania were extremely valuable in our academic analysis and the lawyer from the Law Reform Commission in Uganda provided background on many aspects of candidates' work and activities Based on the experience of this trip, it is a good idea for future panels to contain outside advisers

Having an evaluation form worked well for the panel members. The revisions to the form were an improvement. The meetings following the interviews arrived at recommendations by consensus and that worked well in all three countries.

D LAW Staff Participation This year, for this third trip, only one staff connected with the Program made the trip. This was due to undertaking the trip during the academic semester, which eliminated any professor with teaching responsibilities. (We had tried to schedule the trip during Spring break, but the Training Officers were in conference on the continent at that time, and were not in their offices.) As we had learned from the previous trips, it is very important to have two officials from the Program present. Again this year, throughout the trip we considered whether one person would be sufficient. Our conclusions are that this year's scenario was more difficult than it had been with two Program officials. Fortunately for the purposes of academic evaluation, many applicants were repeats and the evaluation had been previously done. The conclusion and recommendation is that one program person alone is not adequate to do the thorough evaluation we engage in. The evaluation is being done both for the Georgetown University Law Center's Masters of Law program and for the Women's Law Fellowship Program advocacy work. Not only does the evaluation require extensive grade analysis, but also analysis of the candidate's work experience with women's issues and her commitment to future work on these issues. As a result, our recommendation continues to be

that one law professor and one LAWA staff member participate on future interview and selection panels, as was done in 1993 and 1994 and that this model in 1995 not be repeated

Because of the problems of scheduling around the U S academic year and because of the general feeling that interviewing at the end of the Spring semester in the U S (as occurred in years one and two) provides too little time for the selected participants and mission officials to arrange their affairs and July arrival, and because travel during the semester is close to impossible, it is the recommendation of the program directors that future interview trips occur at the end of the fall semester in early December

E Countries Visited After the first trip, our recommendation was that interviewing in only two countries made a two week trip possible This suggestion remains accurate the two country, two week scenario was very successful Reaching all three countries for interviews requires a trip of more than two weeks This trip took two and one half weeks

V Persons visited

Names, titles and organizational affiliations of everyone we met with on official business are included in Part III of this Trip Report

Conclusion

This third recruitment and selection trip under the Cooperative Agreement was a success The six candidates selected will arrive in Washington to begin their sixteen months of education

and training in mid-July With the lessons learned from this trip, the remaining trip contemplated under the Agreement should also be successful

Women's Law & Public Policy Fellowship Program
Leadership & Advocacy for Women In Africa
(LAWA)

G/HCD/FSTA, Melvin Chatman
Project No 698-0475
Cooperative Agreement No AOT-0475-A-00-3044-00

TRIP REPORT
December 1995

Summary

By Cooperative Agreement effective March 25, 1993, A I D has undertaken financial support for the pilot project, Leadership & Advocacy for Women in Africa (LAWA), sponsored and administered by the Women's Law and Public Policy Fellowship Program

The LAWA Project recruits, selects and trains twenty women lawyers from Ghana, Tanzania and Uganda interested in advancing the cause of women's rights upon return to their countries. Selected participants come to Washington, D C for a sixteen month period of advanced legal study and work assignment on legal and policy issues affecting the status of women. They participate in a Masters of Law degree program at Georgetown University Law Center. Following their studies and receipt of their LL M degrees, each participant is assigned to work as a staff attorney with a legal or public interest organization in the Washington, D C area where she works for six months on legal and policy issues affecting women. At the conclusion of the sixteen months at the end of the month of November, participants return home to their countries.

The estimated completion date of the Cooperative Agreement is December 31, 1997. The Agreement provides for reimbursement of allowable program expenditures beginning January 1, 1993. Due to modification in September 1994 and August 1995, the estimated A I D amount is \$1,617,592, fully funded until the expected date of completion.

This Trip Report details the trip from December 9 - December 21, 1995 to Tanzania and Uganda, taken to recruit and select the final group of participants who will arrive in Washington, D C on July 14, 1995. The trip was taken by Project Director Judy Lyons Wolf and by Georgetown University Law Center Professor Deborah L Epstein.

TABLE OF CONTENTS

	PAGE
Summary	1
I Trip Itinerary	3
II Purpose of Trip	3
III Technical Observations	5
A Tanzania	5
B Uganda	7
IV Suggestions and Recommendations	9
A USAID Participation and Cooperation	9
B Recruitment	9
C Interview Process	9
D LAWA Staff Participation	9
E Countries Visited	11
V Persons Visited	11
Conclusion	11

I I. Trip Itinerary

LAWA Project Director Judy Lyons Wolf and Professor Deborah L Epstein left Washington D C on Saturday, December 9, 1995 After weather closed the London airport and their flight from London to Dar es Salaam was rerouted through Frankfurt, and Zurich to Dar, they arrived in Tanzania early on Tuesday, December 12 and immediately began interviews Ten interviews were conducted December 12 and three more interviews were held on December 13 In Tanzania, as in each country, Ms Wolf and Prof Epstein were joined on the selection panel by other people who will be described in each country's section below

In the morning of December 14, the two travellers left Dar es Salaam for Arusha for a weekend trip that would end at the Nairobi, Kenya airport on Sunday, December 17 At 2 00 pm, they left Nairobi for Kampala, Uganda, arriving there in the late afternoon The following two days, seventeen scheduled interviews were held Early Wednesday morning December 20, Ms Wolf & Prof Epstein interviewed a woman from Zanzibar who flew in from Dar es Salaam, having received her notice of interview two days after the Tanzania interviews had been concluded That afternoon, they left Kampala for Entebbe and Nairobi and late that evening, they left Nairobi for Washington, D C , arriving there in the afternoon of December 21, 1995

II Purpose of Trip

The purpose of the trip was to interview and recommend program participants for the final year of the LAWA program A second purpose of the trip was to meet with the returned partici-

pants from the earlier years of the program who had returned home to Tanzania and Uganda in December 1994 and 1995

With regard to the first purpose, recruitment materials had been sent in September, 1995 to Tanzania and Uganda. The AID missions had received the program materials and had publicized the program. By their deadline dates, the two missions had received applications from women lawyers seeking to participate in the program. Copies of these applications were sent to the Women's Law and Public Policy Fellowship Program offices in Washington, D C in October (Uganda) and early and mid-November, 1995 (Tanzania). Following review, lists of candidates for interview were sent to the two mission training officers in November and interviews were arranged.

The recruitment trip was very successful. The purposes of the trip were met and were met with efficiency and cooperation. Due to the cooperation of the AID mission staffs, interview scheduling went very well, with some problems in Tanzania. The selection panels in both countries consisted of three women, the two travellers and one additional person. The interviews themselves were excellent sessions. Following the interviews, the team of interviewers assessed and ranked those persons interviewed.

When the trip was completed on December 21, it was evident that we had interviewed several very eloquent and capable women applicants, we had ranked them for final selection by the Women's Law and Public Policy Fellowship Program Board of Directors and

the Georgetown University Law Center Admissions Office, and we had determined that the LAWA Program was well publicized to the women's legal communities in the two countries

III Technical Observations

A **Tanzania**

The two Washington, D C travellers -- Ms Wolf and Professor Epstein -- arrived in Dar es Salaam, Tanzania on the morning of December 12, instead of the previously scheduled December 11 arrival. They went to the Hotel Agip and phoned the Mission to learn the schedule, and were told that the interviewees were waiting their arrival. They proceeded immediately to the USAID offices where we met with the Assistant Training Officer Flora Majebelle and proceeded on to the reserved space at the Pearl Club for the interviews. There the panel was joined by a member of the University Faculty, Professor Ruth Besha, who remained throughout the interviews, providing much valuable guidance about the University courses, grades, and activities of many of the applicants.

On December 12, the panel interviewed the following ten people: Elizabeth Magambo,* Farida Idrisa, Moyo Ndonde, Kokuteta Baregu, Monica Mhojo,* Sophia Wambura,* Lucia Gamuya, Blandina Gogadi, Eliamina Pallangyo and Maria Tungaraza. Following each interview, the panel discussed the candidate and evaluated her academic achievements, English language proficiency and test scores, experience with women's issues, leadership potential,

maturity and motivation, recording consensus on the Selection Committee Advice Form

On December 13, the panel again met at the Pearl Club, again with Professor Beshu. The following candidates were interviewed: Eva Joseph Mmasi, Lillian Mashaka* and Fortunata Temu*. Of these candidates, five had been previously interviewed in April 1995 and are marked with an *. At the conclusion of the two days of interviews, the panel ranked the top three to five candidates in the major categories -- academic superiority, English language proficiency (both oral and written), experience with women's issues and affiliation with women's organizations, leadership potential and maturity. The panel then developed a list of two top candidates and two alternates. The panel recommended Monica Mhojo and Fortunata Temu for offers (they had been alternates at the last interviews in April), and Maria Tungaraza and Blandina Gogadi as alternates. The Mission planned to administer the ALI/GU test of English Language Proficiency on Friday, December 15, and fax the results of the tests either to Kampala or to Washington.

Following the interviews, at the home of USAID WID officer Hedwiga Mbuya, the Mbuyas and the first LAWA graduate to return home, Addy Lyamuya, hosted a dinner involving several women lawyers active in the Tanzania Women Lawyers Association and the President of the Tanganyika Law Society. It was a very informative and enjoyable evening.

The last interview of a Tanzanian applicant to the LAWAW program occurred in Kampala, Uganda on Wednesday, December 20 at 8 00 am The applicant, Fatma Karume Awadh, arrived in Kampala at 10 30 pm December 19 and left Kampala at 9 00 am for the return to Dar es Salaam and Zanzibar where she practices law

B Uganda

After arriving in Kampala, Uganda at 5 00 pm Sunday, December 17, 1995, Ms Wolf and Professor Epstein went to the USAID office early Monday, December 18, for interviews The interview panel assembled at 9 00 am It consisted of the two travellers from Washington and Jean Kyazze, a Ugandan lawyer working for the Law Reform Commission, who had participated on two prior interview panels in 1994 and 1995 Esther Mayambala, who had been invited to join the panel, was out of the country on business in South Africa The panel was assisted by Training officer Matthias Kibuka, but he did not join in the interviews Nine interviews were scheduled for the day, and went off exactly as scheduled The panel interviewed Deborah Ossiya, Margaret Oguli-Oumo, Patricia Basaza Kamagaju, Gladys Kisseka Nakibuule, Katherine Bamugemereire, Laura Nyirinkindi, Fiona Edunyu-Asemo, Anna Magezi and Grace Kitakule Bitariho Early on December 19, the panel interviewed Christine Mugerwa, Christine Ndagire Kibuka, Rose Nassiwa, Irene Kawino, Ruth Mukooyo, Robinah Kiyingi, Angela Nanzige Kiryabwire, and Maria Gorette Mayiga Karuhanga This group of seventeen interviewees was selected from an applicant pool of thirty six The Mission had advertised in the newspaper

and the number of applications to the LAWA program had more than doubled from previous rounds of interview. In addition the applicant and interview pool contained women from several other areas outside Kampala. After an assessment and ranking session and a discussion of the beneficial results of broader publicity, the selection panel concluded its work. The group recommended two applicants for an offer, Ms Oguli-Oumo and Ms Bitariho. As alternate, they recommended Ms Kiryabwire.

On the evening of December 18, Ms Wolf and Professor Epstein met with one of the two alumnae who had returned to Uganda in December 1994, Regina Mutyaba. Ms Wolf had met with Ms Mutyaba in September 1995 in Beijing, China, but Professor Epstein, who had supervised Ms Mutyaba's trial practice work January - April 1994, had not seen her since November 1994. Unfortunately Ms Mayambala was out of the country and Ms Akwi Ogjo, due to return to Uganda on December 21 from Washington, were not available.

In the evening of December 19, the travellers learned from their travel agent in Washington that their flight the next day had been canceled. The evening and morning were spent making alternate arrangements to leave for home. In the afternoon, Ms Wolf and Professor Epstein went to panel member Jean Kyazze's office at the Uganda Law Reform Commission to discuss the Commission's forthcoming work on domestic violence law, Professor Epstein's area of expertise. Late that afternoon, the two left Kampala for Entebbe, Nairobi and Washington, D C. Despite the

cancellation of flight, they arrived in Washington one half hour earlier than previously scheduled

IV Suggestions and Recommendations

A **USAID Participation and Cooperation** USAID cooperation prior to and throughout the trip was a very important reason for the success of the trip. The staff in each of the countries were likewise willing, efficient, knowledgeable and pleasant. We can make no suggestions for improvement in this area.

B **Recruitment** Our previous recommendation that was adopted in Uganda during this recruitment season, newspaper advertisement of the LAWA program, paid off handsomely and increased the size and quality of the applicant pool.

C **Interview Process** The panels in both countries worked very well together. The addition of the outside participant was excellent in each country. The professor in Tanzania were extremely valuable in our academic analysis and the lawyer from the Law Reform Commission in Uganda provided background on many aspects of candidates' work and activities. Based on the experience of this trip, it is a good idea for future panels to contain outside advisers.

Having an evaluation form worked well for the panel members. The revisions to the form were an improvement. The meetings following the interviews arrived at recommendations by consensus and that worked well.

D **LAWA Staff Participation** This year, for this fourth trip, travel was done between academic semesters for the first

time This worked very well because it enabled a professor with teaching responsibilities to join the panel and to assist with the academic evaluation The evaluation is being done both for the Georgetown University Law Center's Masters of Law program and for the Women's Law Fellowship Program advocacy work Not only does the evaluation require extensive grade analysis, but also analysis of the candidate's work experience with women's issues and her commitment to future work on these issues As a result, our recommendation continues to be that one law professor and one LAWA staff member participate on future interview and selection panels, should there be any in the future

Because of the problems of scheduling around the U S academic year and because of the general feeling that interviewing at the end of the Spring semester in the U S (as occurred in years one and two) provides too little time for the selected participants and mission officials to arrange their affairs and July arrival, and because travel during the semester is close to impossible, it is the recommendation of the program directors that future interview trips occur at the end of the fall semester in early December From the LAWA perspective this recommendation worked excellently, although it caused some difficulty in the Missions, due to the World AIDS conference in Uganda and the annual leave of the Training officer in Tanzania The only alternative in the future would be conducting the process in July-August, one full year before the candidates are due in Washington to begin the program

E Countries Visited After the first trip, our recommendation was that interviewing in only two countries made a two week trip possible This suggestion remains accurate the two country, two week scenario was very successful

V Persons visited.

Names, titles and organizational affiliations of everyone we met with on official business are included in Part III of this Trip Report

Conclusion

This fourth recruitment and selection trip under the Cooperative Agreement was a success The candidates selected will arrive in Washington to begin their sixteen months of education and training in mid-July, 1996

LAWA Alumnae Receiving Internet & Conference Funds**Attachment 2**

Name	Purpose
Fitnat Adjetey	email setup and service October 1998 FIDA conference in Nairobi
Algresia Akwi-Ogojo	email service
Hadija Ally	email setup and service August 1998 African Society for International and Comparative Law conference in Addis Abba, Ethiopia
Beatrice Duncan	email training, setup, and service February 1998 child feeding and nutrition workshop in Nairobi, Kenya
Angela Dwamena-Aboagye	November 1998 FIDA conference in Nairobi, Kenya
Hilary Gbdemah	December 1998 International Women's Human Rights Clinic Planning Meeting in Nairobi, Kenya
Esther Mayambala	email set up and service International Conference on Women and AIDS in Gabarone, Botswana
Salma Maoulidi	September 1998 African Human Rights Camp in Morocco
Sheila Minkah-Premo	email setup and service
Regina Mutyaba	modem, email training, and service November 1998 FIDA conference in Nairobi, Kenya December 1998 International Women's Human Rights Clinic Planning Meeting in Nairobi, Kenya
Gloria Ofori-Boadu	email service and internet access November 1998 FIDA conference in Nairobi, Kenya
Margaret Oguli-Oumo	November 1998 FIDA conference in Nairobi, Kenya email setup and service
Regina Rweyemamu	Tanzania Gender Networking Program conference on Customary Law in Dar Es Salaam, Tanzania Tanzania Gender Networking Program conference on Sexual Violence Against Children in Karagwe Refugee Camp in Dar Es Salaam, Tanzania
Kulsum Wakabi	email setup and service November 1998 FIDA conference in Nairobi, Kenya

Women's Law & Public Policy Fellowship Program

1996 - 1997 Seminar Schedule

As a general rule, Fellowship seminars will be held two Wednesdays a month. The seminars are preceded by lunch. Once a month, there is a presentation by guest speaker(s), and once a month, various advocates discuss work that they are doing.

Fellowship seminar 12 30 - 3 00 Room 445

Spring '97 Seminar Dates

January 7	<u>Lanier v US</u> , 95-1717 Argument 10 00 Meet in front of Supreme Court 9 15am
January 8	Violence Against Women Sexual Harrassment
January 22	Advocates' Reports
February 5	Women's Economic Viability
February 19	Advocates' Reports
March 5	Women's Rights as Human Rights
March 19	Advocates' Reports
April 2	Lesbian Women's Particular Issues
April 16	Advocates' Reports
May 7 or 14	Conversation with Eleanor Holmes Norton
May 22	Advocates' Reports
June 4	Building Feminist Organizations
June 18	Advocates' Reports
7/9 July	<i>Robt West</i> Board of Directors' Farewell Party

**Women's Law & Public Policy Fellowship Program
Leadership and Advocacy for Women in Africa Fellows
Areas of Research**

Fitnat N-A Adjetey

Female Genital Mutilation Tradition or Torture?

Reclaiming the African Women's Individuality The Struggle Between Women's Reproductive
Autonomy and African Society and Culture

The Advancement of Women's Rights The Way to African Economic Development

Algresia Akwi-Ogojo

*Protecting the Girl-Child from Sexual Abuse The Experience of Uganda

Hadija Ally

*Sexual Violence Against Refugee Women in Tanzanian Camps

Grace Bitariho

*Reproductive Rights The Uganda Perspective (Gender and the Law in American History)

Dora Kanabahita Byamukama

*Giving Ugandan Women 'The Master Key' Using Legal Strategies to Increase Women's
Access to Higher Education

Beatrice Duncan

*Marital Rape as a Form of Domestic Violence and the Need for Law Reform in Ghana

Women and Land in Ghana

Angela Dwamena-Aboagye

*Polygamy, Equality and the Gender Debate A Comparative Study of Ghana and the United
States

Hilary Gbedemah

*Female Religious Bondage A Ghanaian Case Study

Sheila Gyimah

*Attitudes Towards Victims of Rape That Affect the Reporting, Prosecution and Convictions for
Rape The Need for Law Reform in Ghana

Monica Mhoja

*Impact of Customary Inheritance Law on (the Status of) Widows and Daughters in Tanzania A
Challenge to Human Rights Activists

Addy Lyamuya

*The Criminal Justice for the Victim of Child Sexual Abuse in Tanzania Mainland Courts

Salma Maoulidi

*Rethinking Property Women and Matrimonial Property Rights in Tanzania

Women and the Political Process in Tanzania

The Legal Status of Women in Tanzania An Overview

Esther Mayambala

*Changing the Terms of the Debate to Resolve the Polygamy Question in Africa

Women and HIV Transmission in Uganda An Evaluation of Safe Sex Strategies

Regina Mutyaba

*A Comparative Study of the Status of Women Under the Law of Divorce and Their Economic Status in Uganda, Britain and Bangladesh

Gloria Ofori-Boadu

*Ghanaian Women, the Law and Economic Power

Margaret Oguli-Oumo

*Property in Marriage Relations Its Legal Implications for Women in Uganda

Land Tenure Systems in Sub-Saharan Africa

Regina Rweyemamu

*Judicial Activism and Gender Rights in Tanzania The Task Ahead

Maria Tungaraza

*Women's Rights and the AIDS Epidemic in Tanzania

Customary Sexual Practices and the National Policy on HIV/AIDS/STD in Tanzania

Kulsum Wakabi

*Domestic Violence Strategies for Combatting Wife Battery in Uganda

*graduate paper

The Women's Law Fellowship Program
Foreign Lawyers at Georgetown
The Women's Legal Alliance
at
Georgetown University Law Center

invite your attendance at the 1997 lecture series

AFRICAN WOMEN & THE LAW

The series will present the research, personal experience and insights of the participants in the Leadership & Advocacy for Women in Africa Program. It offers a unique opportunity to be introduced to some of the legal issues and dilemmas facing African women today.

October 9 **REPRODUCTIVE RIGHTS THE UGANDA PERSPECTIVE**
presenter Grace Bitariho, Uganda

October 16 **THE IMPACT OF INHERITANCE CUSTOMARY LAW ON THE
STATUS OF WIDOWS AND DAUGHTERS IN TANZANIA A
CHALLENGE TO HUMAN RIGHTS ACTIVISTS**
presenter Monica Mhoja, Tanzania

October 23 **PROPERTY IN MARRIAGE RELATIONS—ITS LEGAL
IMPLICATIONS FOR WOMEN IN UGANDA**
presenter Margaret Oguli-Oumo, Uganda

TIME 4 00 - 5 30 pm

PLACE Rm 492
Georgetown University Law Center McDonough Hall
600 New Jersey Avenue, NW, Washington, DC

Cold drinks & snacks will be served

LEADERSHIP & ADVOCACY FOR WOMEN IN AFRICA
(LAWA)

Required and Recommended Courses 1996-97

To earn their Master of Laws degree, participants in the LAWA Program are required to earn **twenty credits**, to participate in the **seminars** offered by the Women's Law and Public Policy Fellowship Program, and to complete a **forty page paper**. Participants may elect to take more than the required twenty credits up to a maximum of 24 credits.

Required courses are in the areas of Constitutional Law, Equal Employment Opportunity Law, Family Law, Gender & Legal History, International and Comparative Law on the Rights of Women, and Legal Research & Writing. There is some limited opportunity to take elective courses. Of the electives, some courses are recommended because of their relevance to women's legal issues or because a renowned woman legal scholar is teaching. The forty page graduate paper will be done in conjunction with the year-long required Gender and American Legal History course.

LAWA participants must receive written approval of their course selections from the LAWA Program Directors prior to completing registration and must receive their written approval for any course adjustments. Approval by the Registrar's office coupled with failure to have LAWA approval will result in the inability to take the examination in that course and to receive any credit. Listing of the courses does not guarantee enrollment, although every effort will be made.

The Fall semester is the period beginning at the end of August and lasting through exams in December, 1996. The Spring Semester begins in January 1997 and ends in May after examinations.

LAWA Academic Program for 1996-97

A Fall Semester Required Courses

Family Law	LAWJ-173-02	T/Th9 35-11 00
Gender & Law in American History	LAWJ-204-05	M/1 20-3 20
Legal Research and Writing	LAWG-762-99	vary

B Spring Semester Required Courses

Equal Employment Opportunity Law	LAWJ-150-01	T-F/11 45-1 10
International & Comparative Rights of Women	LAWG-230-10	M/3 30-5 30

C Either Semester Required Course

Constitutional Law		
Fall Abernathy (very long wait list)	LAWJ-215-01	M-W/1 20-3 20
Gottesman	LAWJ-215-02	M-T/3 30-5 30

Spann	LAWJ-215-07	M-F/5 45-7 45
Spring Edelman	LAWJ-215-01	T-Th/9 00-11 00
Lawrence	LAWJ-215-02	W-F/9 00-11 00

nb The main reason to take the Constitutional Law in the Spring semester is to select elective courses in the fall. If Constitutional Law is taken in the fall, the number of credit hours would be twelve, which is a maximum for the semester, and it will be a rigorous program. If all the desired elective courses are in the Spring semester, then Constitutional Law in the fall is the best approach. The opposite is also true: if the desired elective courses are in the Fall semester, Constitutional Law should be taken in the Spring semester.

D Elective Courses The number of credits earned from the above required courses is 17 credits. Three additional credits are required, more than three may be elected up to a maximum of seven. Several courses require the writing of a paper: either an A paper or a B paper, each 25 pages¹. This paper is in addition to the forty page paper being done in conjunction with Gender and the Law in American History.

Courses recommended to obtain the required twenty credits include

Fall Semester Recommended Elective Courses

HIV Law & Policy - Stein (2 credits, B paper)	LAWJ-207-07	M/5 45-7 45
Immigration & Refugee Law - Isgro (2 credits)	LAWJ-222-05	Th/5 45-7 45
International Human Rights (2 credits) - Stewart Diller	LAWG-814-10	T/7 55-9 55
Public Health Law - Gostin (3 credits)	LAWJ-364-05	M-T/3 30-4 55
Refugee & Asylum Law - Aleinikoff (2 credits)	LAWJ-440-05	T/5 45-7 45
Transnational Investment in Developing Countries Seminar - Dinh (3 credits, A paper)	LAWJ-435-05	M/3 30-5 30

Spring Semester Recommended Elective Courses

Alternative Dispute Resolution - MenkelMeadow (3 Credits)	LAWJ-064-05	M-W/1 55-3 20
Family Law II - King (3 credits)	LAWJ-174-05	W-F/9 35-11 00
International Human Rights - Drinan (2 credits)	LAWG-227-05	M/3 30-5 30 <i>not offered this spring</i>
International Law Seminar: Use of Force & Conflict Resolution - Stromseth (3 credits)	LAWJ-237-05	Th/1 20-3 20
Law and Development - Feinerman (3 credits, A paper)	LAWJ-292-05	T/3 30-5 30
- Sarkar (2 credits, B paper)	LAWG-890-11	F/5 45-7 45

¹An A paper requires submission of an outline and first draft for feedback from the professor and rewriting prior to the submission of the final draft. A B paper requires submission only of a final draft to the professor.

The LAWA Alumnae Background and Accomplishments

LAWA I (1993-1994)

Beatrice Duncan became an expert on marital rape during her stay in the United States. She did her graduate paper on "Marital Rape as a Form of Domestic Violence and the Need for Law Reform in Ghana". In the paper, she examined the culture of silence surrounding marital rape in Ghana, her home, and the basis for the immunity of husbands from prosecution for forced sexual intercourse. Because Ghana has adopted British common law, that necessitated extensive analysis of British law. In addition she examined the treatment of marital rape under international law and argued that the main human rights instruments, where they are silent on marital rape, nonetheless imply a prohibition against it. She concluded by arguing that in addition to the strong policy arguments against husbands' immunity, that the Ghanaian code needs to be amended to comply with these international instruments. After receiving her LL.M., Beatrice went to work at the International Human Rights Law Group, where she devoted herself to the study of land reform efforts in Ghana and in Zimbabwe.

Beatrice returned to her law firm in Accra, Ghana with many plans for law reform and for rural women. When the LAWA I & II women gathered in Beijing in late August 1995, less than a year after her return, Beatrice brought concrete evidence of her commitment. She had produced a film about the reaction of market women in Ghana to structural adjustment programs.

Subsequently in July 1996, she sent the fellowship office the very detailed analysis she has done for the Ghana National Commission on Children reviewing and analyzing Ghana's laws concerning children and proposing a new law on the rights of the child. She also described her work in progress on women in agriculture.

In 1997, Ms. Duncan left her law firm and with a colleague established Spectrum Consultancy Services Ltd. in Accra. They sent the LAWA program office two books: *Women in Agriculture in Ghana*, authored by Beatrice Duncan and *Women's Rights and the Law in Ghana*, authored by her partner Johanna O. Svanikier. In June 1997, Beatrice addressed the Second World Congress on Children in San Francisco. She is currently seeking funding to write a case book on the rights of women in Africa.

Fitnat Adjetey, Beatrice's countrywoman, became an expert on reproductive autonomy. In both her graduate research and her field placement at the Women's Rights Project of Human Rights Watch, she examined the struggle between women's reproductive autonomy and African culture. She analyzed many traditional practices which do not permit women the freedom to make reproductive choices: polygyny, brideprice, child and forced marriages, various puberty rites, female genital mutilation, to name some of the practices discussed in her analysis. She argued that the practice of these customs violates several human rights norms and that reform is essential, including a variety of actions at the local level and education of local women. She discussed the need to bring state and local laws into conformity with the human rights instruments the country has signed.

Lastly she urges consideration of the African Charter as another international legal instrument providing for the rights of women. Her work in this area has been published in the American University Law Review, the first of the LAWA work to be so published (but hardly the last) ¹

Upon her return to Accra, Fitnat resumed her position as States Attorney in the Attorney General's Department and was elected to a position on the FIDA Executive Committee based on her proposal that FIDA develop the capability to respond immediately to discussion of women's legal issues in the media. Her title is Public Relations Officer and in addition to issuing press releases, she plans seminars on various issues and a FIDA newsletter. Fitnat joined the Board of Directors of a new Youth AIDS Awareness organization as its legal officer. She is also participating in a domestic violence project which involves both data collection and the establishment of a clinic with counseling, legal and financial assistance. Soon after her return, Ghana's Parliament enacted a ban on female genital mutilation.

In February 1997, Fitnat and two fellow LAWA alumnae (Esther Mayambala and Salma Maoulidi) attended a conference in Malawi sponsored by the African-American Institute to reunite and benefit many people who had studied in the United States. The three LAWA alumnae discussed the effect of their fellowship on their present work.

Also in 1997, Fitnat co-authored with a LAWA III (Gloria Ofori-Boadu) a FIDA handbook on Domestic Violence in Ghana. Release of the book brought the subject to the forefront in Accra and triggered a national debate.

Esther Mayambala of Uganda wrote a very thoughtful paper about polygamy in Africa, especially in the east Africa countries of Uganda and Kenya while she was in Washington. She examined civil law, customary law, Islamic law, religious arguments, cultural arguments, and previous efforts to reform the law. She examined three different strategies for dealing with polygamy, including the Egyptian model which permits divorce to a first wife who objects to the second wife, and the Tunisian - Cote d'Ivoire model which prohibits polygamy, permitting it only in very specific situations following a man's successful petition to the court. She also became an expert on AIDS.

Esther did her advocacy internship at the National Women's Law Center in Washington where she did work on women in prison, including the successful representation of a woman prisoner at a parole revocation hearing. She participated in the drafting of amicus briefs in several cases, and drafted extensive comments on the Uganda Constitution. When she returned to Uganda in December 1994, she recirculated these comments to members of the Constituent Assembly. She then chaired FIDA's Constitutional Committee and drafted comments on the Human Rights Chapter in the Draft Constitution.

¹ The Fellowship Program plans to approach a book publisher to interest them in publishing a collection of ten of the best of the LAWA research papers with a proposed title, "Women and the Law in Africa"

Since her return to Uganda in early December 1994, Esther has been very active. Like Fitnat, she too joined the Executive Committee of FIDA as Vice Chairperson, a post she had held before coming to Washington in 1993. She was put in charge of two important FIDA Committees, Research and Law Reform and the Legal Aid Committee. In addition, she set up a law practice, seeking test cases for law reform. She represented a woman who was demoted and dismissed by the Sheraton Hotel Kampala when she left on maternity leave and secured the release of a woman who had been locked up in police cells on complaint of her husband for theft of a land title. She had kept the title for safe keeping when she realized that her husband was planning to sell off the matrimonial home without her knowledge and consent.

In preparation for the Beijing conference in September 1995, Esther prepared a study of five African countries documenting the changes in the status of women in the decade since the 1985 Nairobi women's conference.

In addition, Esther was appointed a Lecturer at the Human Rights Peace Center of the Faculty of Law at Makerere University. She teaches Family Law, International Human Rights Law and Women and the Law.

For the Uganda Law Society she prepared an internal evaluation of the Society's Legal Aid Project. For the Uganda Network on Law, Ethics and HIV she was one of three consultants preparing a review of the laws and policies that have an impact on the spread and prevention of HIV/AIDS in Uganda. The Report made strong recommendations for reform of various family laws to provide a supportive framework for women to protect themselves.

For FIDA she has chaired a Family Law Reform Research Project that has studied the law relating to marriage, divorce and separation, marital rape and marital property. For this project, the fellowship program assisted by providing family laws from at least five states in the US and materials analyzing their efficacy. The results of this study will be used by FIDA in influencing the Uganda Law Reform Commission's reforms of the country's family law.

In September 1997, Esther came to the United States to co-teach a Human Rights Law course at the University of Florida Law School. After she administered her exam, she returned to Georgetown University Law School to meet with LAWA program officials and friends. While in Washington, she taught two classes: International & Comparative Rights of Women and HIV Law & Policy Seminar. She returned to Uganda to officially take up her new position as Legal Assistant to the Vice President of Uganda.

Esther has joined with the other LAWA alumnae in Uganda in the founding of a new NGO, Law and Advocacy for Women - Uganda (LAW-U).

Esther's fellow Ugandan, **Regina Mutyaba**, likewise became an expert in Uganda family law. For her graduate paper, she analyzed divorce law in several countries and proposed reform of Uganda's divorce law in the areas of maintenance (alimony), property rights, custody and child

support to bring these areas into conformity with the Convention on the Elimination of Discrimination against Women (CEDAW) She submitted this paper to the Uganda Law Reform Commission Regina did her internship with the NAACP Legal Defense & Education Fund in Washington, providing legal advice in ongoing litigation and attending various hearings on Capitol Hill

In Washington, both Esther and Regina did extensive study on HIV Law Esther analyzed the issues surrounding women and transmission in Uganda, evaluating the country's safe sex strategies Regina analyzed the issue of prenatal testing in Uganda With this experience, both women have done work on AIDS and reproductive health law since their return to Uganda Regina prepared a project proposal entitled "Legal and Other Constraints to the Exercise of Reproductive Rights in Uganda" which has been approved by UNFPA's resident representative in Uganda The project proposes to study female genital mutilation, sex education, age of consent to marry, bride wealth, sterilization and the right of women to decide on the number and spacing of their children, abortion, rape within marriage, and discrimination against the girl child (leading to a wife being made to reproduce until she gives birth to a boy or the husband getting a second wife)

With Esther, Regina was one of the consultants on the National Task Force of the Uganda Network on Law Ethics and HIV/AIDS, which analyzed the law regarding the criminal aspects of HIV/AIDS, family law and succession, human rights, public health and bio-medical research Since the report's completion, several workshops have been held to disseminate the findings and a copy sent to the Law Reform Commission so that some of the findings can be used in drafting the new domestic relations statute

Regina spent six months as the first staff person of FOWODE, an organization to support women members of parliament She resigned in April 1996 to become the education officer at the Uganda Human Rights Education and Documentation Center For the FIDA-U study of family law, Regina headed the divorce and separation team and put the results of her graduate paper to good use She serves on the Executive Committee of the Uganda Law Society where she is the chairperson for continuing legal education Lastly Regina's husband has been elected to the Uganda Parliament Regina is using his office to put forth plans for the women of his district

LAWA II (1994-1995)

Angela Dwamena Aboagye returned to Ghana, to her family and to her position as a prosecutor in the Attorney General's Department in Korfidua in the eastern part of the country Her research expertise was polygamy, both in Ghana and the U S She analyzed the subject in relation to the achievement of gender equality in both countries and concluded that discussion of polygamy should focus on the achievement of equality of the sexes, arguing that the government has a compelling interest in removing every vestige of discrimination against women, including polygamy

Angela's advocacy placement was at the Women's Rights Project of Human Rights Watch, where she developed an expertise on the International Labour Organization and whether women's rights organizations can use its complaint and supervisory mechanisms to advance issues for working women. She concluded that NGO's (nongovernmental organizations) and human rights advocates cannot themselves use the ILO legal procedures or mechanisms, but would have to work through trade unions, governments or ILO delegates. She also did research on a practice in Ghana known as Trokosi, where young female children are turned over by their families to fetish shrines as payment of a debt owed by an ancestor or family member to the god of the shrine.

Angela has formally established a foundation in Ghana called the CARE Foundation, to provide women's legal rights education, free legal aid and family counseling services to women and children in rural areas of Ghana. She has implemented her campaign of legal literacy, making presentations to the Muslim community and a group called the Non-Formal Education Unit. She writes often on women's issues for Ghana's national newspapers. One of the articles about Trokosi resulted in Angela receiving an award from the Ghana National Commission on Children. In October 1996 her family increased by one. In 1997 her husband became a member of the Ghana Parliament and the family has relocated to Accra, where Angela continues her work with the Attorney General's Department.

Angela's countrywoman, **Sheila Gyimah**, dealt with attitudes towards victims of rape in Ghana in her graduate paper, which attitudes affect reporting of rapes, prosecution and conviction. She proposed many changes from the traditional common law approach: a new definition of rape, removal of the evidentiary rules on rape, control of newspaper reporting, training for law enforcement personnel and the setting up of rape crisis centers in Ghana.

For her work placement, Sheila worked with Women, Law and Development International, which had two major projects underway during her six months with them. The first was to complete a study and evaluation of the kinds of domestic violence legislation around the world, which survey was requested by the UN Special Rapporteur on Violence Against Women. Sheila has been a major player in gathering, analyzing and reporting on the different kinds of legal approaches to protecting women from such violence. The second important work assignment had to do with developing a manual to train women activists to report human rights claims in a legally sufficient manner. Both projects had to be sufficiently developed to present some results at the women's conference in Beijing in September 1995. Sheila participated as a speaker at two workshops at the NGO Forum, on these two subjects. Our delegation to Beijing saw and heard her on the domestic violence panel and we were very proud of her.

Sheila returned to her family in 1995, arriving just as her aunt was appointed a judge. Sheila took over her aunt's law practice and has been very busy with her practice. In 1997, she had a second baby.

Algresia Akwi Ogojo became an expert on statutory rape. She did her graduate paper on statutory rape in her country, Uganda. Because of the remarkable increase in cases of sexual abuse

of children especially young girls, statutory rape and rape are the third leading offenses in Uganda. Yet there is little prosecution. A 1990 revision to the Uganda penal code had tried to tackle the problem by increasing the penalty, making sex with a girl under 18 an offense punishable by death. Algresia contended in her paper that the law is not working and needs to be reformed in a way that protects the victim -- as a public health statute that uses the criminal to effect health objectives.

After graduation, Algresia worked at CEDPA -- the Center for Development and Population Alternatives -- where she continued this focus. Her task was to develop a conceptual paper focussing on adolescent reproductive health for an international youth conference that CEDPA planned to hold in Kampala in December 1995. But these studies and this work just scratch the surface of Algresia's work in the U.S. She spoke to students at Yale University taking an international development studies course and to students at Boston University's School of Public Health in July and October where she taught sessions on domestic violence as a health epidemic. In addition she served on two panels at the State Department. One was a live televised discussion with panelists in Uganda, Senegal and South Africa on the subject of women and AIDS. The other was a post Beijing panel at the State Department, where she shared the spotlight with Geraldine Ferraro. In addition, Algresia spent three weeks as an election monitor at the first multi-party elections in Tanzania and Zanzibar.

In her spare time, she designed a project for the LAWA group in Beijing to survey sub-Saharan African delegations to the conference to determine their experience with and commitment to women's issues.

Algresia returned to Kampala to be the Regional Coordinator for the African Women's Leadership Institute, a project of Akina Mama wa Afrika. The program's objective is to train and strengthen the leadership and management skills of professional women aged 25-40. She also works with FIDA and ACFODE, two of the leading women's rights organizations in Uganda and with an NGO which she founded, Constitutional Connections. She has joined with the Ugandan alumnae in the formation of LAW-U.

Addy Lyamuya and **Salma Maoulidi** from Tanzania participated in LAWA II as the first participants from that country. Addy's graduate research looked at the problem of child sexual abuse in Tanzania which is aggravated by the custom of child marriage. Addy used this research when she and the other four LAWA women made a panel presentation at the National Black Women Conference in Baltimore in June 1995. Their panel was entitled "Defending Women and Children against Violence and other Violations in Africa".

Because of her great interest in the "girl-child", Addy did her advocacy internship at the Center for Law & Education where she analyzed vocational education and job training programs, identifying the key elements in employment and training programs, with a goal to understanding which elements create a positive outcome for women/girls.

At the conclusion of her fellowship in November 1995, Addy returned to her position as a Principal Magistrate in the Tanzanian court system, but not for long. In late Spring 1996, the President of Tanzania appointed her Legal Officer for the Dar es Salaam City Council. She took her new position and the opportunity it presented to be mindful of the women of the city very seriously. She requested legal research assistance in several areas (which the Fellowship Program responded too as expeditiously as possible). One area of her concern was that in a time of cutback of government expenditures, several administrators sought to fire women, specifically school teachers, first. Another issue concerned a teacher with a problem pregnancy whose administrator sought to terminate her from her position. A third issue concerned the proposed relocation of an important market in Dar es Salaam and the effect its closing and relocation would have on the livelihood of the women vendors there. In addition to seeking the assistance of the Fellowship Program, she enlisted the assistance of other LAWA participants to develop a viable solution.

In 1997, Addy returned to her position as a Principal Magistrate assigned to Moshi, Tanzania where she supervises a LAWA III, Regina Rweyemamu.

Addy's fellow Tanzanian, **Salma Maouidi**, likewise became an expert in Tanzania family law, studying the issue of property and inheritance. Her paper analyzed marital property and examined the separate treatment of widows versus divorcees, and of widows under statutory law, Islamic law and customary law. She concluded that judges could play an activist role in establishing some kind of parity for women when dealing with issues of marital property either at divorce or time of death. She also recommends education that Family Law become a mandatory law school subject and that other professionals including religious leaders, clan elders and village and other local officials receive short courses on family law.

Following receipt of her Masters of Law degree in May 1995, Salma did her field work at the NOW Legal Defense Fund's Capitol Hill office, where she plunged into a busy legislative season. She worked on welfare reform issues, single sex education, the Legal Services Corporation and issues affecting women that the Supreme Court was likely to consider in their 1995 term. In her spare time, she made many presentations post-Beijing commenting on the conference which the LAWA I & II attended as a group. The diverse nature of the attendees and the stimulating experiences the conference provided. One of these presentations made it into print in a magazine called LePont/The Bridge.

In October 1995, Salma presented a paper at a conference in New York called Africa 2000. The title of her well-footnoted article was "Women and the Political Process in Tanzania". In it she presented a picture of women's representation in various parts of Tanzania's political life, including in the emerging opposition and new parties in the newly multi-party state, concluding that women should make every use of the opportunities presented in this time of change. The conference proceedings have been published.

Salma has been very active doing research and presentations on women and the law. For one of these presentations in December 1996 on the topic of lobbying and advocacy techniques, she

requested materials from the fellowship program. She sent a copy of a bi-lingual book (Swahili and English) that she prepared on domestic violence in Tanzania.

In 1997 she began work with PLAN International, a child-centered development organization, as Program Support Manager and Gender Coordinator. She was very active in lobbying the Parliament on Violence against Women and Children, and on the necessity of a Human Rights Commission in Tanzania. At the end of 1997 she traveled to Malaysia to present a paper on Activism through the Media to a UNESCO conference on Women and the Media. Her year-end greeting to the LAWA directors included a newspaper clipping entitled 'Activists in East Africa' which focusses on her criticism of the media's portrayal of women.

LAWA III (1995-1996)

The two participants from Ghana were **Hilary Gbedemah** and **Gloria Ofori-Boadu**. Hilary was from the Volta region of Ghana where she practiced law in the town of Ho. For her research, Hilary documented an historic practice in her part of Ghana which impacts certain young girls. Called Trokosi, the practice involves a family's offering a daughter to live at a religious shrine headed by a priest in expiation for some offense of some other family member. There the young women perform much work without compensation and rarely education. Hilary titled her work "The Girls Who Time Forgot: Female Religious Bondage". The results of the research will no doubt help prevent these young women from continuing to be forgotten.

Hilary discovered health law and AIDS law and sought a work placement involving both. She did satisfy both these interests at the ACLU National Prison Project, where she assisted in compiling materials for lawyers representing persons with AIDS.

In addition to completing the work for her Masters degree, Hilary took two courses in summer school and two more in the fall of 1996. During her time in the United States, Hilary also lectured in Florida in two different semesters on the status of women in Ghana. She returned to Ho in the Volta region in December 1996 to her law practice, with many plans for programs and litigation, especially in the area of female adolescent health. She has returned to her position as lecturer at the Ho Polytechnic Institute.

Gloria Ofori-Boadu had a productive sixteen months, focussing primarily on issues concerning increasing economic development of low income women workers. Her research paper on this subject was entitled "Ghanaian Women, the Law and Economic Power". She joined the staff of Congresswoman Eva Clayton in part because of the Congresswoman's interest in economic development. During her fellowship she returned home to Ghana in July 1996 for a historic week-long conference, the First Global Women Investment Forum and Trade Fair Conference. She presented two papers at the conference and was a key player in drafting the conference document that was adopted by the group in the final day's plenary session.

She returned to Ghana in December 1996 with plans to build an organization, the Women's Assistance and Business Agency, to provide intermediate financial services between women traders in Accra and credit institutions and to provide training to the women. She returned to Washington in February 1997 to attend the Microcredit Summit (She had attended its preparatory conference in September 1996)

In June Gloria presented a paper on the Constitution and the Enactment of Laws at a training session for women members of Parliament. She identified three provisions of the Ghana Constitution that required Parliament to enact laws to make the provisions effective: discrimination, property rights of spouses and child support. She and LAWA I alumna Fitnat Adjetey developed the FIDA Handbook on Domestic Violence in Ghana which raised the public awareness on the issue when it was presented in July 1997.

Gloria joined a law firm during the year, but maintained her activities as founder of an NGO. Her Women's Business and Assistance Agency (WABA) secured a contract for her to be coordinator of Small Enterprise Development training for new Peace Corps volunteers from September - December, 1997. As the year ended she was developing two projects for WABA: a microcredit project using some of the Peace Corps proceeds to make loans to ten women in her hometown, Asafo-Akim. She is currently developing a plan for a skill training center for girls out of school and in January 1998 is holding a meeting with several girls and her WABA Board to develop the program proposal.

Gloria also has plans to seek a seat in the Ghana Parliament at some point in the not too distant future.

The participants from Tanzania in LAWA III were **Hadija Ally** and **Regina Rweyemamu Hadija Ally** is from Mwanza, in northern Tanzania near Lake Victoria. She returned in December 1996 to her position as States Attorney in the Lake Victoria Zone office, the only female States Attorney there. She helped found the Lake Zone Women Lawyers Association (LAZWOLA) and the Lake Victoria Ecological Society. While she was in the LAWA Program, she focused on the issue of refugees, an important issue in her part of north Tanzania, near to Uganda, Rwanda and Burundi. Her graduate thesis and her six months of work after graduation concerned women refugees and ways of protecting them. Her thesis was entitled "Sexual Violence against Refugee Women in Tanzanian Camps". Her work placement was with the Women's Commission for Refugee Women and Children. There she designed and administered a questionnaire to assess whether and how the Immigration and Naturalization Service Gender Guidelines have been used in the training of asylum officers and whether asylum officers, Immigration Judges, and attorneys apply the guidelines to asylum applications brought by female applicants.

Hadija returned to her job as States Attorney in Mwanza in January 1997. As welcome, she was assigned to prosecute 49 murder cases in one month. She is developing an expertise on cases involving violence against women to determine if there is disparity in conviction and sentencing. She has been very active in the Lake Zone Women Lawyers Association (LAZWOLA). She

participates in their legal clinics each afternoon. She hosts a 15 minute radio program on Radio Free Africa on women's rights. She is involved in the production of LAZWOLA's Swahili play on women rights. In May 1997 she responded to a complaint from an old woman about the harassment as witches that old women in her region suffer. Hadija and a colleague held a legal awareness meeting in the community to discuss the penal code provisions that these women could use and to discuss the law of marriage. The community discussion was very active and many men felt ashamed of these discriminatory behaviors.

Hadija was married in July 1997 and in October began a three month consultancy for UNICEF in the Ngara District, studying the Burundian immigrants and the effect on women and children of the Tanzanian government's move to expel all illegal immigrants.

Regina Rweyemamu, like Hadija Ally, is also from Tanzania and also from the northern part of the country near Lake Victoria. She is in the Judiciary, a Magistrate and District Registrar, and will return to the Judiciary. Regina focused her work here on judges and their potential. Her research was on the role of judicial activism. Her work placement was with the Federal Judicial Center and the International Association of Women Judges, designing training programs for African judges to train them on issues affecting women. In the course of her work placement, she spent two weeks in Nova Scotia with two judges from each of the commonwealth countries getting invaluable exposure to the field of judicial education.

In early 1997 Regina addressed a judicial conference for East African judges on rape law and the effect of judicial bias on the outcome of prosecutions. In September she made a presentation at the Tanzania Gender Networking Program Annual Conference on strategic litigation as one of the avenues to bring about gender equality. In October she presented a discussion paper entitled "Combating Violence Against Women: International Human Rights or National Strategies" as part of the 16 days of activism against gender violence. In December 1997, she presented a seminar paper entitled "In Search of Women's Human Rights - How to Capture "Living" Customary Law in Tanzania". So in any time remaining from her work as District Registrar in Moshi, she is wonderfully productive in research, writing and presenting her ideas on achieving gender equality.

From Uganda in the LAWA III year were **Dora Byamukama** and **Kulsum Wakabi**. **Dora Byamukama** returned home to Kampala in November 1996 to her position as Principal Legal Officer for the Uganda Posts and Telecommunications Corporation. In Washington, she had completed research on legal strategies to increase women's access to higher education in Uganda and worked at the World Bank on two very important subjects: Gender Bias in Structural Adjustment Programs in Uganda and on a Source Book on Legal Constraints to Women's Economic Empowerment in Uganda. A major part of her work on the Source Book involved extensive analysis of gender and land tenure issues in East Africa.

In March 1997, Dora left her job to become the Assistant Field Project Director of the International Law Institute Kampala Training Center. ILI has a World Bank contract to conduct continuing legal education for lawyers in the Ministry of Justice. She also completed a fifteen page

document on "Legal Requirements for Formation of NGOs in Uganda for a USAID project, PRESTO She works with FIDA on the Committee on Child Labor Laws where she developed a research proposal on girl children employed as domestic laborers to submit to UNICEF for funding

Dora and her LAWA III colleague Kulsum Wakabi have been the main organizers in the LAW-U NGO, conducting meetings, securing the participation of all the LAWA alumnae, and preparing proposals for funding

In October and November 1997, Dora served as a resource person on the proposed land bill at a workshop on the land bill and women's rights The sessions were televised and recommendations were developed for lobbying She also developed LAW-U's critique of the Domestic Violence Bill for submission to the Law Reform Commission

Kulsum Wakabi also returned to Kampala in November 1996 Kulsum's research concerned domestic violence and strategies for combating it in Uganda Her work placement was at the Women's Rights Project of Human Rights Watch where she participated in the production of a powerful report on the fate of women during the wars in Rwanda during the last two years

Kulsum and Dora returned to Uganda with plans and a funding proposal for an organization called Law and Advocacy for Women -- LAW (U) The organization plans to conduct research on domestic violence throughout Uganda The other LAWA alumnae have joined in the organization's development and registration was expected by the end of 1997 With funding, LAW-U will also work on employment law and on property laws, with an agenda of research and law reform LAW-U and the Georgetown Sex Discrimination Clinic plan to work closely together through the planned international women's rights clinic

LAWA IV (1996-1997)

The participants from Dar es Salaam, Tanzania were **Monica Mhoja** and **Maria Tungaraza** **Monica Mhoja** was the legal director of the leading legal aid clinic, SUWATA Legal Aid Scheme for Women She came to SUWATA full time in 1994 after six years of practice Monica's research concerned the impact of customary inheritance law on the status of widows and daughters She asserted that customary laws inflict physical and psychological harm on widows and daughters which must be remedied and can be remedied with recourse to the Tanzanian Constitution and international treaties ratified by Tanzania She challenged the human rights organizations to remedy the situation and proposes seven strategies for change

Monica's work placement was at the International Human Rights Law Group where the majority of her work expanded upon her research, evaluating women's inheritance and property rights in ten African countries and developing the outlines of a workshop the Law Group will conduct in East Africa on the subject She spent ten days as an observer at the second session of the Committee on the Elimination of All Forms of Discrimination Against Women in New York and prepared a lengthy report which can be used by people seeking education about CEDAW and its

procedures She attended the National Congress of Black Women's Annual meeting and participated in campaign training

Monica returned to Dar es Salaam, Tanzania in late November and resumed work at the Legal Aid Scheme for Women She is doing legal education on a draft of a Land Bill and training SUWATA's paralegals throughout the country In January 1998 she returns to New York to attend the CEDAW session

Maria Tungaraza was the legal officer at an AIDS program in Dar es Salaam prior to participating in the LAWA program Her graduate paper focussed on women's rights and the AIDS epidemic in Tanzania She researched customary sexual practices and HIV policy in Tanzania A third research topic concerned the International Monetary Fund and the new international economic order She identifies many customary sexual practices as contributing to the spread of AIDS and identifies many laws -- inheritance, bride price, division of matrimonial properties, and custody that perpetuate the practices that put women at risk of contracting AIDS She concludes that law reform is essential to both promoting women's rights and for the prevention of AIDS

Maria had two work placements, both involved with AIDS She worked at the World Bank for three months doing research in three main areas She examined customary sexual practices to identify best practices for AIDS prevention She researched whether microcredit for women and the resultant alleviation of their poverty can be a strategy for AIDS prevention, and she examined how governments could best invest in capacity building as a result of the loss of skilled population due to AIDS She then transferred to UNAIDS in Geneva where she evaluated the Canadian AIDS Society's Project on HIV Testing and Confidentiality and their report on Criminal Law and AIDS

She has returned to Dar es Salaam to continue her work on AIDS

The participants from Uganda were **Grace Bitariho** from Mbarara and **Margaret Oguli Oumo** from Kampala **Grace Bitariho** practiced law outside Kampala in Mbarara where she was the only woman lawyer She was very active in FIDA's legal clinic there, handling 20 - 30 FIDA cases a month on average and as FIDA's only lawyer in Mbarara who can go to court, taking approximately five of their cases to court each month For her research for her graduate paper, she examined reproductive rights from a Uganda perspective She discussed the cultural and legal constraints that hinder Ugandan women from exercising their reproductive rights and developed a theory of reproductive rights from the language of the new Ugandan Constitution

Grace did her work placement at the District of Columbia's Legal Aid Society, because she wanted to see a program for providing legal services to low income people She observed client interviews, studied landlord/tenant law and welfare benefits law, and she developed an outreach project for Legal Aid to the Ethiopian community in Washington on welfare reform Although she learned less family law than she had hoped, she learned many procedures that she can apply to FIDA(U) and to her efficient practice of law

Grace returned home to Uganda to seek a new opportunity to implement her LAWA training, perhaps in Kampala

Margaret Oguli Oumo came to the LAWA program as the highest ranking lawyer in government, the Commissioner for Legal Affairs in the Ministry of Gender and Community Development. She also represented Uganda on the Board of Directors of WILDAF (Women in Law and Development in Africa). While she was in Washington, her research involved property in marriage and land tenure. Her graduate paper explored the several types of marriages in Uganda and the factors that contribute to women being deprived of property when the marriage dissolves. She proposes a unified law that clarifies that the contribution women make to acquiring property during marriage is recognized and distributed equitably at dissolution.

Margaret's work placement was at the World Bank where she primarily focused on land tenure. She completed a paper on land tenure and women's rights in sub-Saharan Africa, including profiles of the systems in forty eight African countries, to be published soon by the Bank.

Margaret returned to Kampala in November to edit a paralegal training manual, to finish Uganda's third periodic report to CEDAW and to participate in gender training of police and judges as she resumes her position at the Ministry of Gender and Community Development.

LAWA V (1998-1999)

Barbara Ayesu is from Accra, Ghana. She earned her bachelor's degree in law from the University of Ghana in 1986 and qualified as a barrister at law in 1988 after attending Ghana Law School. Barbara has been a legal advocate at the Prisons Service of Ghana since 1990, focusing on the rights of women prisoners and officers. In this position she has provided legal advice to the Director General of Prisons, and represented the Prison Service before the Law Courts, the Attorney General and the Commission on Human Rights and Administrative Justice. Barbara has also taught prison officers at the Prison Officers' Training School, and has lectured to various groups on the rights of women.

She has been a member of the Prison Officers Welfare Association with direct responsibility for women's issues. She also conducted a ground-breaking survey on women prisoners in Ghana, visiting each of the country's eight women's prisons, in order to assess and address causes for women's criminal activity, rights of women and their families during imprisonment, and ways to reintegrate women successfully into society after their release from prison. Barbara also recently completed a course on "Women in Management" at the Ghana Institute of Management and Public Administration.

Barbara led the Ghanaian women's volleyball team to the 9th All-African Women's Volleyball Competition which was held in Morocco in 1994 and was a member of the legal subcommittee of the Ghana Olympic Committee, where she served as an advocate for women athletes. She is studying at Georgetown University Law Center for her advanced (LL.M.) law.

degree, with a focus on gender issues and upon her graduation in May will begin a six-month internship

Bernice Baiden earned her bachelor's degree in law from the University of Ghana, attended Ghana Law School in 1991 and qualified as a barrister at law in 1993. After graduation, she worked as the legal officer in charge of a legal rights awareness program run by the Ghana branch of the International Women in Law and Development program. In this position Bernice helped educate women throughout the Western Region of Ghana about their legal rights, and how to use them to better their lives. She also conducted research and wrote a paper on how child support customs are at odds with statutory requirements in Ghana and ways to address current support problems, wrote an article for a local newspaper on property rights for women, and hosted a radio discussion program on women's issues.

Before entering the university, Bernice fulfilled her national service requirement by serving as a teacher in a girls school in a deprived area of Accra, where she became an advocate and a role model for keeping girls in school. She is a member of the Association of Women in Management of the Western Region of Ghana and the Gender Working Group of SNV-Ghana, a Dutch organization funding development projects in Ghana. She is studying at Georgetown University Law Center for her advanced (LL.M.) law degree, with a focus on gender issues and upon her graduation in May will begin a six-month internship.

1997 Budget for Annual Workplan

Stipend	\$1,250/mo, 11 mo, 4 fellows	55,000
Travel	4 to Africa	12,000
Allowances	\$950 for 4 fellows	3,800
Health Insurance	\$150/mo, 11 mo, 4 fellows	6,600
Income Taxes	4 fellows	8,000
Administration		
	5 Director	35,000
	5 Program Assistant	15,000
Fringe Benefits @ 25%		12,500
Program Administrative Costs		53,175
GULC Administrative Costs		71,290
Total 1997 Project Cost		272,365
1996 AID Cost		198,965

305

1998 Budget for Annual Workplan

Allowances	73,325
Administration	
5 Director	35,000
5 Program Assistant	16,000
Fringe Benefits @ 25%	12,750
Auditing Costs	25,000
Program Administrative Costs	13,294
GULC Administrative Costs	17,823
Total 1997 Project Cost	193,192
1997 AID Cost	74,742

Leadership and Advocacy for Women in Africa Alumnae

Ghana

Fitnat Adjetey
Attorney General's Office
P O Box M60
Accra, Ghana
233-21-665421, x2182
fax 233-21-228887
Master of Laws-5/94
Georgetown Law Center
fitnata@ghana.com

Beatrice Duncan
Gender-Child Development Consultants, Ltd
P O Box 158
Accra, Ghana
233-21-764270/764319
fax 233-21-764319
Gender_Child@1ghmail.com
Master of Laws-5/94
Georgetown Law Center

Angela Dwamena-Aboagye
Attorney General Department
The Ark Foundation
P O Box AH 930
Achimota-Accra, Ghana
233-21-405661
Accra, Ghana
adaboagye@hotmail.com
Master of Laws-5/95
Georgetown Law Center

Hilary Gbedemah
Alpha Chambers
P O Box 140
HO Volta Region, Ghana
233-91-8123
hilary@mjlcc.africaonline.com.gh
Master of Laws-5/96
Georgetown Law Center

Sheila Minkah-Premo
P O Box 4889
Accra, Ghana
233-224878
gymash@ghana.com
Master of Laws-5/95
Georgetown Law Center

Gloria Ofori-Boadu
P O Box 13039
Accra, Ghana
011-233-21-227315
011-233-21-500455
fax 233-21-500617
gloriaob@ug.gn.apc.org
Master of Laws-5/96
Georgetown Law Center

Tanzania

Hadja Ally
UNHCR
P O Box 2666
Dar es Salaam, Tanzania
255 51 150075
fax 255 51 152817
ALLYN@unhcr.ch
Master of Laws-5/96
Georgetown Law Center

Addy Lyamuya
P O Box 70657
Dar es Salaam, Tanzania
255-51-66835
255-51-21714
Master of Laws-5/95
Georgetown Law Center

Monica Magoke-Mhoja
SUWATA Legal Aid Scheme for Women
P O Box 868
Dar es Salaam, Tanzania
255-51-38329
fax 255-51-38329
AEE-TZ@maf.org
Master of Laws-5/97
Georgetown Law Center

Salma Maoulidi
Plan International Tanzania
P O Box 3517
Dar es Salaam, Tanzania
psm@AfricaOnline Co Tz
255-51-152924 (direct)
255-51-152925 (general)
fax 255-51-1529
Master of Laws-5/95
Georgetown Law Center

Regina Rweyemamu
High Court of Tanzania
P O Box 19
Moshi, Tanzania
255-55-52292
Master of Laws-5/96
Georgetown Law Center

Maria Tungaraza
P O Box 22178
Dar es Salaam, Tanzania
255-51-71347
Master of Laws-5/97
Georgetown Law Center

Uganda

Algresia Akwi-Ogojo
African Women's Leadership Institute
P O Box 10243
Kampala, Uganda
256-41-267015
fax 256-41-269644
gracia@imul.com
Master of Laws-5/95
Georgetown Law Center

Grace Bitariho
P O Box 10778
Kampala, Uganda
Master of Laws-5/97
Georgetown Law Center

Dora Byamukama
International Law Institute
Nile International Conference Center
Suite 328
P O Box 23933
Kampala, Uganda
011-256-41-256080, x711
011-256-41-235900, x353
fax 256-41-235674
kamugi@imul.com
Master of Laws-5/96
Georgetown Law Center

Esther Mayambala
Faculty of Law
Makerere University
P O Box 7062
Kampala, Uganda
mkadvo@imul.com
Master of Laws-5/94
Georgetown Law Center

Regina Mutyaba
Lule Mutyaba and Co , Advocates
Plot 2 Parliament Avenue
Suite 26A
Kampala, Uganda
256-41-267068
Fax 256-41-233879
regina@swiftuganda.com
Master of Laws-5/94
Georgetown Law Center

Margaret Oguli-Oumo
The Republic of Uganda Movement Secretariat
P O Box 7006
Kampala, Uganda
MGCD@uga.healthnet.org
Master of Laws-5/9
Georgetown Law Center

Kulsum Wakabi
P O Box 9087
Kampala, Uganda
256-41-343405
fax 256-41-341245
kwakabi@imul.com
Master of Laws-5/96
Georgetown Law Center