



CHEMONICS INTERNATIONAL INC.



**FOURTH QUARTER PROGRESS REPORT  
July 1-September 30, 2003**

Women's Legal Rights Initiative  
Under the Women in Development IQC

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## Executive Summary

The Women's Legal Rights Initiative, in conjunction with EGAT/WID and USAID Missions worldwide, is designed to strengthen and promote women's legal rights by enhancing opportunities for women to participate meaningfully in their societies' economic, social, and political realms. The project focuses on four key components: 1) improving the legislative framework to protect women's legal rights; 2) enhancing judicial capacity to enforce women's legal rights; 3) strengthening the capacity of civil society organization to advocate for women's legal rights; and 4) increasing public awareness of women's legal rights. During the fourth quarter, July to September 2003, the WLR team conducted an assessment and analysis trip in Southern Africa and country action planning visits to Albania and Guatemala. Project start-up activities also began in Guatemala and Albania during this quarterly reporting period.

**Latin America and the Caribbean (LAC).** In the fourth quarter, the WLR team worked with the law faculty of San Carlos University to further explore developing a legal curriculum and diploma program focused on women's rights legal rights and gender integration. A second assessment and analysis trip afforded the WLR team the opportunity to present proposed activities to the USAID/ Guatemala and receive feedback, solidify relationships with key partners, and begin the process of hiring staff for the Guatemala office. A deeper understanding of the gaps and constraints regarding women's legal rights was gained during this follow-up trip. The WLR team debriefed USAID/Guatemala, the LAC Regional Bureau and EGAT/WID on preliminary findings and recommendations. An assessment and analysis report was produced and shared with USAID/Guatemala, the LAC Regional Bureau and EGAT/WID. A draft country action plan was developed, local staff hired, and start-up activities commenced during the fourth quarter.

**Europe and Eurasia (E&E).** In the fourth quarter, a two-week assessment and analysis trip was completed and key issues related to women's legal rights in Albania identified. Trafficking of women and violence against women are issues of major concern, as is the judicial capacity to enforce legislation concerning women's rights. The WLR team produced an assessment and analysis report which incorporated the comments and recommendations from key personnel at USAID/Albania, the E&E Regional Bureau, and EGAT/WID. A draft country action plan has also been developed. An activity of primary importance is the training of judges on women's legal rights, which will include the development of judicial bench books on trafficking and the new Family Code. Preparation for start-up began in the Fourth quarter, which included recruiting local candidates for the women's legal rights advisor and administrative assistant positions, as well as identifying office space and office equipment needs.

**Africa.** The WLR team conducted a four-week assessment and analysis trip to Southern Africa in August, which included visits to USAID/RCSA in Botswana, USAID/Mozambique, and USAID/South Africa. The WLR team identified constraints and gaps in each country, including issues facing the region as a whole. HIV/AIDS was quickly identified as a cross-cutting issue affecting the entire region and greatly impacting the status and treatment of women. WLR will carefully identify current priorities in each country as well as build on existing regional networks as a way to more effectively disseminate information on women's legal rights.

**Asia and Near East (ANE).** A follow-up meeting was conducted with the ANE Regional Bureau in August 2003. The WLR team provided the ANE Regional Bureau with documents that contained information on how WLR conducted the country selection process in other regions, as well as supportive feedback from USAID/Albania and the E&E Regional Bureau. An additional e-mail was sent to ANE in September 2003 to further detail the country selection process and suggestions for possible next steps. By the end of the fourth quarter, we received no response from the ANE Regional Bureau.

Program management continued smoothly throughout the quarter. Susan Bazilli of CEDPA joined the team in September as a democracy and governance specialist with significant experience in Africa.

The total amount invoiced by the project through September 30, 2003, was \$479,812.42.

## **WOMEN'S LEGAL RIGHTS INITIATIVE FOURTH QUARTER REPORT (JULY 1-SEPTEMBER 30, 2003)**

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### **Section I**

#### **Major Activities Planned and Underway**

##### **A. Objectives of the Women's Legal Rights Initiative**

The Women's Legal Rights Initiative (WLR) team, in collaboration with the Economic Growth, Agriculture and Trade Bureau (EGAT), Women in Development (WID) program, and USAID Missions worldwide, is working to strengthen and promote women's legal rights by enhancing their opportunities to participate meaningfully in the economic, social, and political aspects of society. To achieve these goals, the project coordinates with international donors and local stakeholders to provide strategies to identify constraints and discern gaps in knowledge and practice, and document best practices. The WLR project is designed to contribute to EGAT/WID's Strategic Objective 3 - *Women's Legal Rights Increasingly Protected* - and strengthen USAID Mission strategic objectives, particularly regarding democracy and governance. The intermediate results (IRs) supported by the project are:

- IR 1 – Support Improved Legislation that Protects Women's Rights,
- IR 2 – Enhance Judicial Sector Capacity to Interpret and Enforce Legislation in a Gender-Equitable Manner,
- IR 3 – Strengthen Civil Society Organizations to Advocate for Women's Legal Concerns, and
- IR 4 – Increase Knowledge of and Societal Receptivity to Women's Legal Rights.

The WLR team, working with EGAT/WID, will identify and initiate activities in priority WID countries and where USAID Missions have indicated a strong interest in the program. Up to four countries will be selected in Year One, and up to 20 more over the following four years.

The implementing consortium, led by Chemonics International, includes the Centre for Development and Population Activities (CEDPA), Partners of the Americas, MetaMetrics Inc., Edelman Communications Inc. (ECI), and Development and Training Services Inc. (DTS).

##### **B. Program Implementation by Region**

During the fourth quarter, the WLR team worked closely with EGAT/WID and USAID Regional Bureaus and Missions in conducting assessment and analysis and action planning trips in Latin America and the Caribbean, Europe and Eurasia, and Africa. During the first quarter of Year Two, the WLR team will begin implementation of country action plans in Latin America and Eastern Europe and share assessment findings and draft country action plans from four countries in Africa with EGAT/WID and partner Missions.

##### **B1. Latin America and the Caribbean: Guatemala**

To continue with the process of designing activities for the Mission to implement with assistance from WLR, the team conducted a second visit from August 11 to 25, 2003. The objective of this second visit was to present proposed activities to USAID/Guatemala, conduct follow-up meetings with key partners and stakeholders, recruit in-country personnel for program implementation, and begin the start-up process for the local representative office. During this second visit, USAID/Guatemala provided useful feedback on the draft assessment and analysis report. Recommendations from the Mission, LAC Regional Bureau, and EGAT/WID were incorporated into the final version of the report that was submitted to USAID. Debriefing sessions were also held with EGAT/WID, USAID/Guatemala's Democracy and Governance

Team Leader Todd Amani and Rule of Law Advisor Oscar Chavarria-Quan, as well as Steven Hendrix of the LAC Regional Bureau. These debriefings included a discussion of the most challenging issues affecting the situation of women in Guatemalan society. Programmatic opportunities were identified to best respond to these challenges.

During assessment visits to Guatemala, it became clear that there is a lack of understanding and respect for women's legal rights throughout the country. Social and cultural traditions impede the full participation of women in government and society. This situation is worse for indigenous women, who suffer from an on-going culture of violence, oppression, and discrimination. Improvements of the legal framework have been made in support of women's rights, including the passage of Civil Code amendments that allow a married woman to work outside the home without her husband's permission and the ratification of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). However, deficiencies still remain: the lack of compliance with international standards and norms for women's rights; weak implementation and enforcement of law by the justice sector; and a low level of awareness on the part of women, particularly indigenous women, and civil society of women's legal rights. Given these constraints and gaps, the WLR team identified a number of emerging areas for cooperation and assistance outlined as follows:

**Curriculum Development.** Guatemala currently lacks an up-to-date and complete curriculum that deals specifically with gender and the law that is accessible to civil society, lawyers, and justice sector officials. The WLR project will address this gap by preparing a series of courses in collaboration with the University of San Carlos Law School that will serve as the base for implementing a graduate-level diploma program on gender and the law. This program will focus in three major areas: legal analysis and thought from a gender perspective, modern pedagogical techniques in teaching gender and the law, and advocacy for women's legal rights. WLR will also work with the University of Landivar Legal Research Institute to conduct research on the enforcement of international women's human rights in Guatemalan courts. This research will support curriculum development and judicial enforcement by providing information on deficiencies in the legal framework and judicial capacity to interpret and enforce laws.

**Diploma in Gender and the Law.** Guatemala lacks legal professionals and civil society advocates who fully understand women's legal rights. To address this constraint, the WLR team will design and implement a graduate-level diploma program on gender and the law. The diploma program will be based on the curriculum prepared in collaboration with the University of San Carlos Law School and will prepare justice sector officials, civil society advocates, and lawyers to effectively teach women's legal rights at law schools, judicial training centers, and law enforcement institutions, as well as strengthen the capability of civil society organizations to advocate for women's legal rights. WLR expects that this effort will also help create a cadre of judges, prosecutors, police, and policymakers who are knowledgeable about making gender-equitable decisions and interpreting and applying the law in an unbiased manner.

**Advocacy and Awareness.** Women's civil society organizations lack the sustainable capacity to advocate for women's legal concerns, particularly those who work with indigenous communities. In addition, the general public is not fully aware of the importance of supporting women's legal rights. Government bodies, such as the Judicial School, the Public Ministry Training Unit (UNICAP), and the Office of Indigenous Women and the Women's Prosecutor's office and other key public institutions lack skilled professionals to support training programs on women's legal rights. To address this limitation, WLR will include individuals from these institutions in the gender and the law diploma program to enable them to design and implement their own advocacy programs and awareness campaigns within their institutions and communities.

A draft country action plan has been developed based on the findings and recommendations in the assessment and analysis report and will be sent to EGAT/WID and USAID/Guatemala for comment and

review. The draft action plan describes the activities to be developed in each one of the proposed areas of intervention. Following recommendations from EGAT/WID and USAID/Guatemala, the country action plan will be amended as necessary and finalized during the first quarter of Year Two with a clear emphasis on expected results and impact.

During this quarter, the WLR team also prepared scopes of work for two local long-term staff positions, namely, a women's legal rights advisor and administrative assistant. In cooperation with USAID/Guatemala, candidates for the two positions were interviewed in August 2003. In September 2003, Edna Rodriguez was hired as women's legal rights advisor and Lilian Rodas was hired as administrative assistant. The WLR team also selected appropriate office space in Guatemala City.

## **B2. Europe and Eurasia: Albania**

To begin the process of designing activities for USAID/Albania to implement with WLR, a two-week assessment and analysis trip to Albania was conducted from June 29 to July 11, 2003, which included visits to Tirana, Vlora, and Kruja. Meetings were conducted with USAID/Albania, international donors, government representatives, and civil society. Following that trip an assessment and analysis report was drafted and presented to USAID/Albania and EGAT/WID for comment. Those comments were incorporated into the final version of the report provided to USAID and others. Debriefings from the trip were held with EGAT/WID, as well as E&E Regional Bureau's Albania Desk Officer Sarah Berry and Anti-Trafficking Advisor Ruth Pojman. Both of these presentations included a PowerPoint presentation with photographs from the assessment and an analysis of the opportunities and challenges related to women's legal rights in Albania.

During the assessment trip, it became readily apparent that respect for women's legal rights has not been a priority in Albania. There have been recent improvements in the legal framework to support women's legal rights, including a new Criminal Code, a new Family Code, and trafficking legislation. However, deficiencies remain, including the lack of a domestic violence law, lack of compliance with international norms for women's rights, and weak judicial enforcement of laws. Trafficking in human beings, mostly women and children, and domestic violence continue to be serious concerns for Albania. Given these constraints and gaps, the WLR team identified a number of emerging areas for cooperation and assistance for WLR that included anti-trafficking, domestic violence, and family law issues.

**Anti-trafficking.** The U.S. Department of Justice's International Criminal Investigative Training Assistance Program (ICITAP) and Overseas Prosecutorial Development Assistance and Training (OPDAT) are training and assisting police and prosecutors on police-prosecutor relations, human trafficking, organized crime, and ethics. The missing link in the equation is training and technical assistance for the judiciary. WLR will add value by training judges to handle trafficking cases and by developing a "bench book" that will serve as a procedural manual for judges because such cases do not regularly come before the court. A bench book provides a reference resource for judges containing the law and international protocols, commentaries on the law, step-by-step checklists, and additional information about shelters, counseling, job training, and related services.

**Domestic violence.** Domestic violence is one of the most serious threats to the wellbeing of women in Albania. Women often escape an abusive home only to become a victim of trafficking, where violence is even more pervasive. In order to combat this problem, the WLR team will train judges and lawyers to utilize current law that protects women while providing technical assistance for the drafting of a domestic violence law. In addition, WLR also will support NGOs in raising awareness about domestic violence and conducting research on its occurrence and community responses.

**Family law.** A new Family Code was recently adopted in Albania that will be effective January 2004. This new law provides an excellent and timely opportunity for WLR to promote women's legal rights through the training of judges and lawyers on the provisions of the code and to provide public awareness of the rights and obligations under the law. This law provides for significant changes in the property regime and because it could result in the depreciation of a women's economic status, put them at risk of being trafficked. WLR will develop a bench book for all judges who handle family law cases.

Based on the assessment and analysis report, a draft country action plan has been prepared and presented to EGAT/WID and USAID/Albania for comment. The work plan details the activities in each of these areas of concern including judicial and legal professional training, preparation of bench books, and NGO support for public awareness and advocacy on behalf of these issues. Based on recommendations from EGAT/WID and USAID/Albania the work plan will be amended as necessary and finalized in the first quarter of Year Two. This process was on-going at the end of the quarter with additions to the work plan including sample training agendas, outlines for bench books, and advocacy plans.

Preparations for start up of project activities were underway during the fourth quarter, including preparation of scopes of work and job advertisements for two local staff members. Resumes were solicited and received for a women's legal rights advisor position and an administrative assistant position. Interviews were scheduled and conducted in September 2003. At the end of the fourth quarter, a plan was developed for a follow up trip to lease office space, hire employees, and purchase office equipment. The necessary approval requests were filed for staff and equipment. During the first quarter of Year Two, the country action plan will be discussed and refined with input from USAID/Albania and EGAT/WID. Additional meetings will also be held with partners to solidify their cooperation and to initiate planning for future activities.

### **B3. Africa**

The WLR team, in coordination with USAID/Regional Center for Southern Africa (RCSA), the Africa Regional Bureau, and EGAT/WID, selected Southern Africa as a focus region for WLR activities in Africa. The WLR team worked closely with democracy and governance teams at USAID/RCSA, USAID/Mozambique, and USAID/South Africa to identify interviewees and prospective partners for the WLR team's assessment and analysis trip, which was conducted from August 19 to September 12, 2003 and included visits to Botswana, Mozambique, and South Africa. After meetings with USAID/RCSA, USAID/Mozambique, USAID/South Africa, international donors, government representatives, and civil society organizations, it became clear that issues related to violence against women, discriminatory marriage and family laws, as well as the denial of property and inheritance rights to women are priority areas related to women's legal rights throughout Southern Africa. It was further discovered that not only are the lives of women adversely affected, but social, legal, and economic institutions are greatly challenged and diminished by these issues.

A number of elements converge to create an environment where violence and the denial of women's rights continue to flourish. The lack of legal systems to effectively deal with the problem, particularly the lack of implementation of laws, is a key factor. Poor economic conditions and weak civil society capacity also contribute to these problems. Moreover, the scourge of HIV/AIDS directly affects women's legal rights and is a cross-cutting issue in the region. In order to combat these problems, we recommend that WLR design a regional program that focuses on domestic violence, property and inheritance rights, and family law issues in the Southern Africa region, which will include country-specific activities in Botswana, Mozambique, and South Africa.

**Southern Africa Region.** WLR will support the Southern African Development Community Parliamentary Forum (SADC PF) and its Engendering Parliaments Plan of Action to eliminate laws and

policies that continue to discriminate against women. This will include training parliamentarians about women's legal rights in an effort to increase their capacity to demand accountability in terms of implementation of related laws and policies. WLR will focus on working with networks of civil society organizations (CSOs) and non-governmental organizations (NGOs), including Women in Law and Development in Africa (WiLDAF), Gender Links, Women and Law in Southern Africa (WLSA), the International Association of Women Judges' Southern African regional network, and other stakeholders to advance the women's legal rights agenda in the region. This cooperation with regional networks will provide the impetus for greater demand for implementation of established norms and standards, including holding governments accountable for the implementation of regional declarations and other international treaties, such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

**Botswana.** WLR will focus in Botswana on HIV/AIDS, violence against women, CEDAW compliance and implementation, and capacity building for NGOs/CSOs. The incidence of HIV/AIDS in Botswana, and the international focus on Botswana with regard to this issue, create a clear and immediate opportunity for WLR to ensure that the issue of HIV/AIDS is at the forefront of all legislative initiatives. WLR will also focus on the issue of domestic violence by helping to provide training and also in leveraging resources for capacity building for the NGOs and CSOs dealing with all areas of women's rights in Botswana as part of the Women's NGO Coalition. WLR will also build on the draft CEDAW report that has been prepared by providing training about the implementation of CEDAW and other international human's rights treaties for the judiciary and the NGO sector. The key partner for this work in Botswana will be the SADC Regional Parliamentary Caucus (SADC RWPC).

**Mozambique.** WLR will focus in Mozambique on legal literacy and legal aid in support of women's legal rights. The recent passage *in general* of a new Family Code by the National Assembly provides the WLR project with a unique opportunity to become involved with dissemination and implementation of this new law. This will include a legal literacy campaign in partnership with existing CSOs/NGOs on the Family Law and other laws that impact women's rights. WLR proposed activities related to legal aid will focus on enhancing the institutional capacity of CSOs/NGOs that provide legal services to women, particularly in rural areas. WLR legal literacy and legal aid activities in Mozambique will be linked to regional initiatives. We anticipate that members of the Women's Secretariat of the National Assembly will participate in our regional Engendering Parliaments activities.

**South Africa.** WLR will focus on the issue of domestic violence in South Africa. Domestic violence against women remains a serious problem in South Africa and throughout the region. We will partner with organizations in South Africa, such as the Gender Program at the University of the Western Cape and the Law, Race, and Gender Unit at the University of Cape Town, to undertake a regional research project on best practices and lessons learned in confronting domestic violence. This will provide a useful tool for addressing domestic violence in the region, and to assist those countries in the region that are currently preparing draft domestic violence laws.

In the first quarter of Year Two, the WLR team will work in coordination with other USAID programs, international donors, government, and civil society organizations to avoid duplication of efforts and will identify with USAID/RCSA, USAID/Mozambique, USAID/South Africa, and EGAT/WID focus activities for the project based on the assessment and analysis report. Following discussions with USAID/RCSA, USAID/Mozambique, USAID/South Africa, and EGAT/WID that will take place during a second trip to the region early in 2004, an action plan with specific activity details, timeframes, objectives, and indicators will be developed for project implementation.

#### **B4. Asia and Near East**

In coordination with EGAT/WID, the WLR team held a second meeting with Vijitha Eyango of the Asia and Near East Regional Bureau on August 7, 2003. The purpose of the meeting was to continue our dialogue on the selection of focus countries in the ANE region and to introduce new WLR team members Lelia Mooney and Teresa Cannady. WLR revisited the project's goals and objectives and provided Ms. Eyango with a packet of information which included additional information about the project and copies of cables that were sent to Missions in Europe & Eurasia and Africa as part of the country selection process to identify focus countries for WLR in those regions. Additionally, Ms. Mooney and Ms. Cannady provided concrete examples of activities WLR is currently undertaking in Guatemala and Albania. The following Asia and Near East countries were discussed as potential locations for WLR activities: Sri Lanka, Mongolia, Bangladesh, Nepal, Morocco, Yemen, Oman, Vietnam, and Cambodia. Despite the constructive exchange, WLR was not able to reach an agreement with ANE on a method for selecting potential locations for WLR activities.

To help move the country selection process forward, WLR sent a follow-up e-mail on September 17, 2003, which proposed possible collaborative methods for selecting countries in the ANE region, emphasized the importance of selecting country implementation sites within a reasonable time, and suggested possible next steps. Additionally, the e-mail included attachments with supportive feedback from USAID/Albania, USAID/Guatemala, as well as the E&E and LAC Regional Bureaus. Unfortunately, WLR has received no response to this communication, but remains committed to working with the ANE Regional Bureau in selecting a location for implementation in the region in Year Two.

#### **C. Program Management**

Chemonics instills strong program management platforms in all of its projects so that implementation can occur effectively and efficiently. The WLR's program management strategy for Year One focused on the following four activities:

- Mobilization
- Financial and administrative systems
- Project Communications Strategy
- Performance Monitoring

#### **C1. Mobilization**

During the fourth quarter, the foundations were set for project start-up activities in Guatemala and Albania. At the close of the quarter, the majority of home office systems were in place to ensure ample support and direction of project activities worldwide.

**Personnel.** Susan Bazilli, of CEDPA, joined the team as the new democracy and governance specialist. Her primary focus is overseeing implementation of WLR activities in Africa as well as providing overall democracy and governance expertise to the project. Additionally, Lisa Shooner joined WLR as project administrator to fill the position vacated by Olivia Bruch and to complete the Project Management Unit (PMU) that is responsible for the administrative and financial operations of the project.

## C2. Financial and Administrative Systems

Maintenance of all financial and administrative systems is an ongoing project activity. Careful monitoring of subcontractors, tracking project and subcontract funds, reviewing project expenditures, and preparing monthly invoices continued through The fourth quarter.

## C3. Project Communications Strategy

The WLR Initiative provides assistance to USAID Missions for integrating women's legal rights activities into their portfolios via new or existing projects. The WLR communication strategy thus has three primary target groups with corresponding goals for each:

- *USAID*: Increasing awareness and commitment of women's legal rights challenges and opportunities for action among USAID Missions worldwide.
- *Local Stakeholders*: Strengthening stakeholder understanding and support for women's legal rights through the implementation of communication activities within WLR country programs.
- *International Best Practices*: Disseminating state of the art communication strategies and lessons learned to relevant groups worldwide.

During the fourth quarter the WLR Initiative developed a draft Communications Strategy that will be finalized during the first quarter of Year Two and provided to USAID. The communications strategy aims to make the WLR Initiative an effective agent of change. As part of the plan we will ensure that project communications reinforce a set of agreed upon key messages while accommodating cultural differences and disseminating information on multiple topics through a variety of implementing partners. While each country action plan will differ, we will work with USAID and country partners to gather information about the existing situation and specify how behavior must change to improve women's legal rights. As country projects are implemented, the WLR team will be alert to changing conditions and in frequent communication with participating Missions and EGAT/WID so that work plan adjustments can be made to meet communication needs.

To enhance project communications the WLR team will collect and organize materials from around the world for consolidation into a CD-ROM. The CD-ROM will include copies of laws, public awareness campaign information, international conventions, and other relevant informational material. This CD-ROM will be distributed worldwide to USAID Missions, NGOs, International Organizations, and other interested persons.

During Year One, the WLR team completed assessment and analysis reports on the status of women's legal rights in Guatemala, Albania, and Southern Africa. Throughout the assessment process the WLR team identified a number of best practices and lessons learned in women's legal rights. This information will be included in the first WLR Annual Best Practice Report, which will be submitted to EGAT/WID and the pertinent USAID Mission and Regional Bureau in November 2003. A consultant/technical writer was hired to conduct research and prepare the report. The consultant met with the WLR project team to identify local and international success stories, best practices, and lessons learned from Guatemala, Albania, and RCSA. Extensive materials obtained from the assessment trips to these three countries/regions were provided to the consultant. The consultant also researched the status of women, with particular regard to their legal rights in a given country. From that research an initial outline for the annual best practices report was prepared and submitted to the WLR team for comment. Based on that outline a draft report is being prepared and will be submitted to the team for their additions and modifications. The report will then be finalized. It is anticipated that the best practices information will also be incorporated into an interactive CD-ROM.

## C4. Performance Monitoring

Monitoring project activities and obtaining meaningful and measurable results are key activities of the WLR project. The WLR monitoring and evaluation plan allows the project to detail how activities directly meet USAID's desired results and permit for the documentation and sharing of project successes.

WLR initiated the development of a project M&E review system and performance monitoring plan in Quarter Three. However, during assessment, analysis, and planning in Latin America, Eastern Europe, and Southern Africa, it became clear that a more detailed and comprehensive approach is needed to adequately meet the global demands of the project, accurately convey performance, and effectively track results and impact. In Year Two, WLR will design an integrated and results-oriented monitoring and evaluation system for the overall project and its activities in various countries. A draft M&E plan will be submitted to EGAT/WID to ensure agreement on practical and meaningful goals and indicators.

## Section II

### Timeline of Actions in Quarter One of Year Two

Activities Planned for October 2003 through January 2004	Estimated Completion Date
Consultations with cognizant technical officer	Ongoing
Consultations with USAID regional bureaus	Ongoing
Consultations with WLR focus Missions in Eastern Europe, Latin America and Africa	Ongoing
Consultations with key organizations and donors	Ongoing
Country selection consultation with USAID Asia regional bureau	Ongoing
Submit RCSA and Madagascar assessment and analysis reports to USAID	October – December 2003
Conduct start-up trips in Guatemala and Albania	October – November 2003
Finalize country action plans for Guatemala and Albania	October – November 2003
Set up contact database	November 2003
Conduct Year Two work planning workshop	November 2003
Submit Year Two work plan to USAID	December 2003
Submit project M&E strategy to USAID	December 2003
Recruit and hire final LT legal specialist	February 2004
Conduct planning trip to Southern Africa	January/February 2004

## Section III

### Significant Results to Date

Significant results achieved in each of the four regions during the fourth quarter include:

#### *Latin America and the Caribbean: Guatemala*

- Assessment and analysis report completed and approved by USAID/Guatemala, EGAT/WID, and LAC Regional Bureau.
- Guatemalan implementing partners and organizations identified.
- Local women's legal rights advisor and administrative assistant hired.

- Office space and equipment requirement identified.

#### *Europe and Eurasia: Albania*

- Assessment and analysis report completed and approved by USAID/Albania, EGAT/WID, and E&E Regional Bureau.
- Albanian implementing partners and organizations identified.
- Draft county action plan developed and presented to EGAT/WID and USAID/Albania.
- Scopes of work for local staff prepared and positions advertised.

#### *Africa: Botswana, Mozambique, South Africa*

- Assessment and analysis visit conducted to Botswana, Mozambique, and South Africa.
- Preliminary findings and recommendations presented to USAID/RCSA, USAID/Mozambique, USAID/South Africa, EGAT/WID, and the Africa Regional Bureau.

#### *Asia and Near East*

- Meeting conducted with Vijitha Eyango of ANE Regional Bureau.

## Section IV

### **Success Stories**

The WLR team successfully completed assessment and analysis visits to Guatemala, Albania, and Southern Africa and has initiated project start-up activities in Guatemala and Albania. The WLR team was very well received by both Mission staff and potential implementing partners, and is currently poised to design and implement country action plans to achieve quick results.

## Section V

### **Problems with Implementation**

**Asia and Near East Country Selection.** The WLR team has held two meetings and sent a number of e-mail communications with the Asia and Near East Regional Bureau. Despite a generally constructive dialogue, WLR has been unable to either select a country for implementation or develop a strategy for requesting Mission interest. WLR will continue to dialogue with the ANE Regional Bureau to select priority Missions in Asia.

## Section VI

### **Adjustments to Plan**

**Performance Monitoring.** The performance monitoring plan for the WLR project was developed in the early part of Year One and was designed to leave room for further refinement and development. After conducting assessment and analysis trips to three regions and drafting country action plans for Guatemala and Albania, the need for a revision of the performance monitoring plan became apparent. The plan will

be revisited during the WLR work planning workshop in November and one important task will be to revise the plan to allow for the development of country-specific indicators that contribute to the overall project objectives and indicators and to determine how the team will track our success in reaching the targets set in the new plan.