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MADAGASCAR COUNTRY ACTION PLAN

OCTOBER 1, 2005 – SEPTEMBER 30, 2006

WOMEN'S LEGAL RIGHTS INITIATIVE
UNDER THE WOMEN IN DEVELOPMENT IQC

CONTRACT NO. GEW-I-00-02-00016-01, TASK ORDER 01

Faces of WLR Madagascar



September 2005

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ACRONYMS

CSOs	Civil Society Organizations
EGAT/WID	USAID Office of Women and Development
MISONGA	Managing Information and Strengthening Organizations for Networked Governance Approaches
MOU	Memorandum of Understanding
UNDP	United Nation Development Program
USAID	United States Agency for International Development
WLR	Women's Legal Rights Initiative

SECTION I

Overview

A. Country Program Description

The USAID Women's Legal Rights Initiative (WLR) is a task order under the Women in Development (WID) Indefinite Quantity Contract (IQC), which was signed by Chemonics International Inc. on September 30, 2002. The WLR project team, in coordination with USAID/Madagascar, the Africa Bureau, and the USAID Office of Women in Development (EGAT/WID), selected Madagascar as one of the focus countries for WLR activities in Africa.

Women and those working on women's issues in Madagascar have many challenges to contend with in their struggle to establish a viable role for women in various sectors. There have been improvements recently in the process to change the legal framework to support women's rights, including work being undertaken at the Ministry of Population and the Ministry of Justice. However, deficiencies remain. Compliance with international standards and norms for women's rights is poor and judicial capacity to enforce women's legal rights is weak. In addition, civil society generally lacks institutional and organizational capacities, and demands for women's rights protection are a low priority when the whole country is experiencing hardship.

In July 2004, WLR Madagascar initiated activities with the USAID/Madagascar MISONGA Good Governance project in four regions; started a survey on women's legal rights with Focus Development Association; and conducted a workshop with the Women's Mayors Association of Madagascar. As part of this successful and strategic start up, WLR Madagascar has been focusing on *strengthening the capacity of civil society to advocate for women's legal rights, raising public awareness about women's legal rights, and strengthening justice sector capacity to enforce women's legal rights.*

Staffing. The WLR local team is comprised of Program Coordinator Vololona Razafindrainibe and Program Assistant Nathalie Randriamihamitsoa. An important supplement to the WLR field team is the Malagasy social science research firm Focus Development Association. The working

WLR Madagascar in Numbers

- 150 copies of the survey on the status of women, 500 brochures summarizing the survey, and 1000 brochures on the Family Code (in French and Malagasy) were produced by WLR in cooperation with Focus Development Association, the Ministry of Population, and USAID/Madagascar, and distributed through a network of legal professionals, government ministries, and civil society organizations.
- 14 legal professionals from partner institutions, Ministry of Population, and Ministry of Justice were trained in women's legal rights and international human rights law
- 79 legal professionals, including members of parliament, used project sponsored publications on women's legal rights
- 13 public awareness campaigns on women's legal rights were developed through community radios and newspapers reaching out grassroots communities.
- 4 workshops on women's legal rights and the family code were conducted in partnership with Focus Development Association and the cooperation of the Ministry of Justice in four regions of Madagascar.
- 259 CSO representatives were trained on women's legal rights and international human rights to advocate for women's legal rights.

partnerships developed with Focus represents an excellent addition to the program. Focus provided gender and the law technical leadership together with strategic planning coaching to the four civil society workshops on the family code successfully implemented during the last action plan period. Based on the results that came out of this collaboration, WLR Madagascar plans to incorporate Focus as an implementing partner that provides gender, legal and monitoring and evaluation expertise to the project through September 30, 2006. A short-term consultant will also be utilized to provide training and expertise on drafting gender aware legislation and women's rights that will result in a curriculum for use by the Ministry of Justice and Magistrates School.

Coordination with USAID. WLR will continue to implement project activities in coordination with USAID/Madagascar, contributing to the mission's strategic objectives (SOs) and complementing other mission activities. The WLR team will ensure that the country action plan does not duplicate the work of other donors, and that activities support WLR goals and objectives. Implementation of this project will be guided by EGAT/WID's SO 3, Women's Legal Rights Increasingly Protected. WLR activities will also significantly contribute to USAID/Madagascar's democracy and governance SO. Specifically, WLR's intermediate result (IR) 3, Strengthened Civil Society Ability to Advocate for Women's Legal Rights, and IR 4, Increased Public Awareness of Women's Legal Rights, directly complement USAID/Madagascar's IR 1, Deeper and Stronger Civil Society. WLR participated in the USAID/Madagascar-funded Managing Information and Strengthening Organizations for Networked Governance Approaches (MISONGA) 2005 work planning process. As a result of this strategic partnership among the two projects, WLR has been able to access technology, media, civil society organizations (CSOs) and other resources, while MISONGA has been able to integrate WLR's gender and the law expertise into its program planning process. WLR will continue strengthening its integration role with MISONGA by sharing information on potential CSO partners, coordinating CSO capacity building activities and logistics in key regions, and exchanging information on how to promote gender mainstreaming. Moreover, by providing more technical training to CSOs and improving their technical and advocacy skills, WLR will also be able to nominate them to receive additional technical and resource guidance and support from MISONGA. This will continue providing WLR with an excellent mechanism to leverage limited resources. In addition to close collaboration with USAID and MISONGA, WLR Madagascar coordinates activities with the United Nations Development Program (UNDP).

B. Country Program Impact

Many of the targets and benchmarks planned in the three component areas of the last action plan period—civil society strengthening, raising public awareness, and justice sector capacity building—have been met. Progress achieved in the three areas is presented in greater detail below.

Component One: Civil Society Strengthening. Together with MISONGA, WLR successfully completed the selection of key civil society organizations (CSOs) to attend the four regional workshops on capacity building, women’s legal rights, and the family code. The four regions selected were Tamatave, Fort Dauphin, Fianarantsoa, and Antananarivo and were identified together with USAID/Madagascar and MISONGA.

These four trainings were developed in partnership with experts from Focus Development Association and in collaboration with magistrates from the Ministry of Justice, who are in charge of the Legal Reform Unit. Participants at the four workshops developed action plans that focus on the design and implementation of public awareness campaigns on women’s rights and the family code at the grassroots level. Action plans developed at the workshops will be selectively monitored and evaluation jointly by Focus Development Association and WLR.

“Men and women must be equal. It’s essential for men to know women’s rights.”

– *Soter Randrianasolo, CSO workshop participant from Antananarivo, June 2005.*

Component Two: Raising Public Awareness. During the past year, WLR conducted a pilot survey with Focus Development Association in selected areas of MISONGA intervention to determine facts and attitudes about: Malagasy family law; the sense and practice of citizenship among women; and violence against women. Knowledge and application of family law was the cross-cutting theme. The survey employed women-only focus groups, and included interviews with community decision makers and men. WLR printed 150 copies of the entire survey report in French, and 500 brochures with a summary in Malagasy.

Survey results led USAID/Madagascar and WLR to conclude that family law was important to further analyze, as it has a direct impact on the daily lives of women. The mission, with support from WLR, conducted a legal analysis of Malagasy family law to determine its compliance with Article 16 of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). The results of this comparison of current Malagasy family law with international standards on women’s equality were used as a basis for a WLR-sponsored brochure (1,000 copies) on the family code.

These materials were used as the basis for a comprehensive public awareness campaign that was conducted through press conferences, roundtables, strategic alliances with MISONGA, rural radios, cooperation with the 16 Days of Action on Violence Against Women Campaign, and through a strategic partnership with the CSOs *Association Régionale Interprofessionnelle de la région ouest d’Antananarivo* (ARIF) and Maki Madagascar/SALT.

Component Three: Strengthening Justice Sector Capacity. As part of its coordinating efforts with the National School of Magistrates of Madagascar, WLR funded the participation of one of its representatives, Judge Razafindrakoto, at the International Judicial Training Conference in Canada. As a result, WLR and the School of Magistrates held a roundtable to provide information to the Ministry of Justice, press, media, donors, judicial training professionals, other professionals, and CSOs on the lessons learned and best practices identified at this conference.

Building on previous collaboration with the National School of Magistrates, WLR was able to cooperate with the Ministry of Justice’s Unit of Legal Reform to secure its participation in the

four regional training workshops for CSOs on capacity building, women's rights, and the family code. By developing this new collaboration, WLR gave CSOs the opportunity to be trained by the magistrates and lawyers who are leading the legal reform process in the country. These discussions helped build bridges and interactions between government and CSOs in a constructive manner. They were also highly praised and valued by the four CSO workshop participants.

C. Challenges and the Way Forward

While building on the previous action plan, there are a number of challenges and lessons learned that will be integrated into the WLR program for the coming year.

It takes time to do local capacity building. WLR activities in Madagascar required a multidisciplinary team of experts, especially those with legal backgrounds. The strategic partnership developed with Focus Development Association has proven to be successful, as they brought areas of expertise (including legal) that were extremely helpful in delivering the series of workshops for CSOs on women's rights and the family code. Based on these results, WLR will bring in Focus as an implementing partner to provide technical support to the three major program components of the program. Another strategic partnership that proved successful was with the Ministry of Justice and its Legal Reform Unit. Their participation at the previously described workshops brought an added value to the training process and secured further collaborations. This will also be reinforced by the development of a memorandum of understanding (MOU) that plans on strengthening levels of cooperation between WLR and this public institution in its efforts to promote the enactment of gender aware legislation that complies with international human rights standards.

Be low profile, strategic and focused. During its first year WLR Madagascar has been extremely successful in reaching out to different audiences and receiving invitations to talk about women's legal rights throughout the country. The country team, however, is mindful of the need to carefully manage program commitments and time. The WLR team will make use of the successes and accomplishments achieved during the first year of operations. The WLR approach to implementation will be low profile and strategic, though focused enough to reach all benchmarks based on the WLR results framework.

Be mindful of the importance of implementing a crosscutting monitoring and evaluation strategy, and the collection of success stories. In order to capture the impacts and results of focus areas and activities, WLR Madagascar will implement a monitoring and evaluation (M&E) strategy that runs across program components and that is developed in close collaboration with partner institutions.

Strengthen the development of strategic alliances based on lessons learned and the opportunity to facilitate greater impact. WLR Madagascar will strengthen partnerships and develop strategic collaborative efforts with Focus Development Association and the Ministry of Justice. During the past year, cooperation with both institutions was extremely helpful. They facilitated achievement of greater program impact, promoted local buy-in to activities, and began setting the stage for future program sustainability. WLR will continue coordinating efforts with the School of Magistrates; it will not be the highest priority, however, as the director is also

president of the Anti-Corruption Superior Council for Madagascar and cannot devote efforts to work on curriculum development at this time.

SECTION II

Implementation

During the first year of WLR presence in Madagascar, activities focused on three main inter-related areas: civil society strengthening, public awareness, and judicial education. All of these program areas will be addressed in the coming year as part of a larger initiative designed to reinforce linkages across components. WLR will continue to strengthen the capacity of justice and legal sector institutions and professionals, as well as civil society organizations, and raise public awareness of women's legal rights. The program will rest on these pillars: A low profile combined with both strategic and focused program approaches; development of strategic alliances to achieve greater impact; a high impact results orientation together with a monitoring and evaluation strategy; and collaboration with partner institutions.

In the section that follows, WLR provides details on its three country action plan technical components, underlying strategies, associated activities and tasks, resource requirements, benchmarks, and efforts to ensure sustainability. Detailed information about overall staffing and performance monitoring, including a chart with indicators and expected results, can be found in Section III, Program Management. Annex A contains a detailed timeline showing activities, specific dates, and parties responsible for the activities and results.

A. Component One: Civil Society Strengthening

Overview and strategy. A critical issue often raised in Madagascar is the lack of capacity within civil society, stemming from a range of historical reasons to advocate for women's legal rights. All activities undertaken by WLR aim at building the institutional and training capacities of civil society organizations to advocate for women's legal rights, including issues related to violence against women, family law and raising awareness among others identified by stakeholders. Under this component, WLR will move towards strengthening its partnership with Focus Development Association and MISONGA. The partnership with Focus will serve as the foundation for the monitoring and evaluation of the action plans developed at the CSO workshops conducted in Tamatave, Fort Dauphin, Fianarantsoa, and Antananarivo. A strategy to follow up key selected CSOs from the four regions will be implemented to ensure program sustainability and deepen the impact of gender mainstreaming in community projects. WLR and Focus will work in partnership with MISONGA to build the capacity of CSOs and grassroots organizations that are focusing their resources on women's rights at the community level. As a result, it is expected that MISONGA will also be able to recruit these CSOs to participate in their Second Tier CSO advocacy training programs. This will provide both WLR and MISONGA with an excellent opportunity to leverage limited resources through strategic work focused on key CSOs that are already emerging from the previous series of trainings on advocacy and women's legal rights.

Key activities. The key activities to support this component are:

- Develop the technical assistance and monitoring and evaluation approach together with Focus Development Association with input from MISONGA. This activity will be

completed by November 2005. The legal specialist will lead the negotiation process and the local coordinator will facilitate communications and processes.

- Strengthen CSO capacities to implement their action (advocacy) plans that will cover violence against women, family law, raising public awareness of women's legal rights and include a clear M&E approach through ongoing communication and technical assistance. This activity will be implemented through September 30, 2006. Focus Development Association will take the lead on this component, supported by the local coordinator and legal specialist.

Resources. Key resources under this component include: Focus Development Association and its team of multi-disciplinary experts; key selected CSOs from four regions, namely, Antananarivo, Fenerive Est, Fianarantsoa and Fort Dauphin; MISONGA; and USAID/Madagascar, as well as other donor agencies. The WLR Madagascar coordinator will ensure performance under this component with oversight and technical support from the Washington, DC-based legal specialist.

Benchmarks for 2005-2006. The benchmarks for this action plan period are:

- Stronger partnership developed with Focus Development Association and MISONGA.
- Successful CSO M&E strategy in place in four regions.
- CSOs in four regions implementing their action (advocacy) plans.
- Final impact, success stories, and lessons learned report produced by Focus Development Association and WLR Madagascar.

Sustainability strategies. To ensure that capacity building efforts are sustained, WLR will work more closely with Focus Development Association, a locally established and highly acknowledged firm. By enhancing this partnership, both WLR and Focus will ensure that CSOs develop a strong M&E capacity as they implement their action plans. This capacity will remain within the organizations, and they will be able to build on them in new and future programs. MISONGA will also be able to recruit them to participate in their Second Tier CSOs and advocacy training programs as a way of continuing leveraging resources among the two projects.

B. Component Two: Raising Public Awareness

Overview and strategy. WLR Madagascar efforts to raise awareness on women's legal rights have helped lay the grounds for increasing CSO capacities to become better advocates, and created other opportunities for doing more strategic work across sectors. The Ministry of Justice attended the CSOs workshops facilitated by WLR and Focus Development Association. The Ministry of Justice's Magistrates were in charge of running specific sessions on the family code and women's legal rights. This type of intervention was highly evaluated by all workshop participants. The Ministry of Justice saw this interaction as a strategic opportunity to reach out to CSOs located in different regions of the country and discuss with them reforms that will enhance women's legal rights, such as increasing the age of marriage and establishing equal head of household and legal guardianship rights for women. WLR will enter into a MOU with this institution to facilitate a series of consultations and public debates with CSOs in the regions

where WLR workshops took place on issues such as the proposed draft amendments to the Family Code on the age of marriage, head of household, and legal guardianship. These are all issues that USAID/Madagascar and WLR identified as an important area of law to work on as family law has a direct impact on the daily lives of women. WLR will also help in the process of sensitizing the public once the law has been passed in cooperation with the Ministry of Justice and key radio and television stations, selected CSOs in the four different regions. WLR will also work with the CSO *SOS aux Victimes du Non Droite* to develop a series of cassettes and brochures in Malagasy for both men and women who have been victims of specific crimes to explain how they can access the justice system with an accurate knowledge of both their rights and responsibilities.

Key activities. The key activities to support this component are:

- Enter into a MOU with the Ministry of Justice to be signed by December 2005. The legal specialist will lead the negotiation process and the local coordinator will facilitate communications and logistics.
- Conduct four consultations and public debates/meetings with CSOs on the proposed draft amendment legislation. This activity will be concluded by March 2006. The local coordinator will facilitate these local events in cooperation with the Ministry of Justice, MISONGA, and WLR local partner CSOs.
- Develop a dissemination strategy of the new law via radio and television spots, and brochures in Malagasy in Antananarivo (Radio National de Madagascar, Madagascar Broadcasting System, Radio Television Analamanga, Radio Television Soavinandriana), Fenerive Est (Radio Feom, Bahoaka), Fianarantsoa (Radio Mampita, Radio Evangelique Jiro sy Fanasina) and Fort Dauphin (Radio Kaleta, Radio Fanjiry). This activity will be implemented in cooperation with Focus Development Association and MISONGA. The local coordinator will facilitate the process with technical guidance from the legal specialist. It will be completed by September 2006.
- Produce brochures and cassettes in Malagasy together with *SOS aux Victimes du Non Droit* (SOS Victims DND) for both men and women who have been victims of crimes on how to seek justice; disseminate these materials as part of a series of regional workshops. This activity will be completed by April 2006; the local coordinator will facilitate the process together with SOS Victims DND and with the technical guidance of the legal specialist.

Resources. Key resources under this component include: the Ministry of Justice and its Legal Reform Unit, Focus Development Association, SOS Victims DND, MISONGA, and WLR local CSO partners. The WLR Madagascar coordinator will ensure performance under this component with oversight and technical support from the legal specialist.

Benchmarks for 2005-2006. The benchmarks for this action plan period are:

- MOU signed with the Ministry of Justice.

- Successful implementation of series of public debates with CSOs in key selected areas.
- Successful dissemination of new law via radio and television stations.
- Successful development and implementation of materials with SOS Victims DND.

Sustainability strategies. The MOU will be seminal for establishing the technical assistance that WLR will provide to the Ministry of Justice and for ensuring that these efforts become institutionalized and are monitored at the institutional level. By working with Focus Development Association and SOS Victims DND, WLR will also ensure that these initiatives and government-CSO dialogues and cooperation will continue beyond the life of the project and will also work in cooperation with MISONGA to achieve this objective.

C. Component Three: Justice Sector and Legal Professional Capacity Building

Overview and strategy. The Ministry of Justice and its Legal Reform Unit have requested assistance from WLR, specifically technical guidance on women's legal rights and on how to prepare and write gender-aware legislation. This type of training is very important for its team of magistrates, judges and legal professionals who are tasked with developing draft legislation to be submitted to the Council of Ministries and the Council of Government. The same MOU that will address public awareness will also address technical assistance that WLR will provide through Focus Development Association and an international expert. WLR will also invite the School of Magistrates to also nominate magistrates and judges to attend this training event. This component will contribute to the Ministry of Justice's capacity to draft amendments to laws that will increase the age of marriage and establish equal head of household and legal guardianship rights for women.

Key activities. The key activities to support this component are:

- Enter into an MOU with the Ministry of Justice to be signed by December 2005. The legal specialist will lead the negotiation process and the local coordinator will facilitate communications and logistics.
- Develop training on gender-aware legislative drafting and women's legal rights with an international expert and Focus Development Association.
- Design a monitoring strategy.
- Train 25 magistrates and legal professionals in women's legal rights and on how to draft gender-aware legislation.

Resources. Key resources under this component include: the Minister of Justice and its Legal Reform Unit, Focus Development Association, the School of Magistrates, UNDP and MISONGA. The WLR Madagascar coordinator will ensure performance under this component with oversight and technical support from the legal specialist.

Benchmarks for 2005-2006. The benchmarks for this action plan period are:

- MOU signed with the Ministry of Justice.
- Training on gender aware legislation and women's legal rights completed.

Sustainability strategies. The MOU will establish the kind of technical assistance that WLR will provide to the Ministry of Justice and will ensure that assistance become institutionalized and is monitored at the institutional level. By working with Focus Development Association and SOS Victims DND, WLR will also ensure that these of initiatives and government-CSO dialogues and cooperation will continue beyond the life of the project.

SECTION III

Program Management

A. Staff and Management

Program Coordinator Vololona Razafindrainibe and Program Assistant Nathalie Randriamihamitsoa will continue to be responsible for the day-to-day management of the program in the field (a local program accountant is needed and will be identified). The core team, Chief of Party David Vaughn and Legal Specialist Lelia Mooney, together with Program Manager Rebecca Mischel, will continue to travel to Madagascar regularly to check the status of projects, provide necessary technical assistance, management, and troubleshooting as needed. The core team will also identify technical experts needed to travel to Madagascar to provide specific program assistance and/or training. Local staff, in coordination with partner organizations, will identify local experts and organizations needed to achieve the goals of the project. This will involve incorporating Focus Development Association as an implementing partner to provide technical assistance under the three action plan components and in the areas of M&E, legal assistance, and gender awareness training. Lastly, an international expert on women's legal rights and drafting gender-aware legislation will be identified to provide technical assistance.

We have developed effective communication systems during the past year and we will continue those systems through daily e-mails, weekly telephone conferences, action items lists, and additional communications as needed between the offices in Madagascar and Washington, D.C.

B. Performance Management Plan

The WLR team prepares quarterly reports, trip reports, and annual reports on best practices, lessons learned, and success stories. WLR's performance management strategy includes the collection of specific statistics and data, and effectiveness measures designed with input from local civil society organizations, and other interested and involved local partners, as well as the use of pre-and post-tests during training programs, follow-up questionnaires, and the inclusion of monitoring and evaluation (M&E) requirements in agreements, i.e., contracts and memoranda of understanding, with partner organizations and institutions. The table below details action plan activities, relevant EGAT/WID SO 3 Intermediated Results (IRs), the applicable indicators, and expected results.

Component One: Civil Society Strengthening

Activity	Relevant IRs	Indicators	Expected Results
CSOs implementing their action plans after attending M&E and technical assistance workshop conducted by WLR and Focus Development	IR 3	Indicator 4: Number of legislative and/or policy actions taken as a result of civic advocacy Indicator 1: Percent of	Increased capacity of CSOs to plan campaigns, engage in public awareness, and influence government policy on women's legal rights issues and strong partnership with WLR will also result in long-term influence. Understanding strategic advocacy for

Association.		CSOs utilizing training on women's legal rights and international human rights to advocate for women's legal rights	women's legal rights and having a long-term plan to implement will ensure that the women's rights CSOs are better able to work with government to create policy change. Well trained legal aid providers and CSOs will advocate for the protection of women from violence and the proper enforcement of the law. These efforts will empower women to utilize the services and legal processes available to protect themselves.

Component Two: Raising Public Awareness

Activity	Relevant IRs	Indicators	Expected Results
MOU signed with Ministry of Justice	IR 4	Indicator # 2: Number of publications or campaigns developed to educate women and the public on women's legal rights.	Greater education and public awareness about the reform of the age of marriage and the CSOs participating will establish linkages and more coordination with the Ministry of Justice.
Development of 4 consultations/public debates with CSOs in 4 regions	IR4	Indicator# 2: Number of publications or campaigns developed to educate women and the public on women's legal rights.	Great education and public awareness about the reform of the age of marriage and the CSOs participating will establish linkages and more coordination with the Ministry of Justice. More information and awareness will therefore result in more advocacy for law reform of women's legal rights legislation. Wider Malagasy awareness of women's legal rights issues will assist the CSOs to advocate for law reform and implementation of existing laws.
Dissemination strategy of new law through brochures	IR4	Indicator# 2: Number of publications or campaigns developed to educate women and the public on women's legal rights.	Great education and public awareness about the reform of the age of marriage and the CSOs participating will establish linkages and more coordination with the Ministry of Justice. More information and awareness will therefore result in more advocacy for law reform of women's legal rights legislation. Wider Malagasy awareness of women's legal rights issues will assist the CSOs to advocate for law reform and implementation of existing laws.
Development of public awareness materials in Malagasy on how to access the justice system for both men and women victims of violent attacks	IR 4	Indicator # 2: Number of publications or campaigns developed to educate women and the public on women's legal rights.	Better informed citizens that are knowledgeable of their rights and responsibilities are fully equipped to seek justice after being victims of different violations. These efforts will empower both- men and women- to utilize the services and legal processes available to protect

			themselves.
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Component Three: Justice Sector and Legal Professional Capacity Building

Activity	Relevant IRs	Indicators	Expected Results
MOU signed with the Ministry of Justice	IR2	Indicator 2- # of legal professionals trained in women's legal rights and international human rights law.	Legal professionals with a better understanding and increased knowledge on gender and women's legal rights and how to draft gender aware legislation will lead to proper enforcement of national and international human rights at the national level and to drafting gender sensitive laws.
Develop training for Justice Sector and Legal Professionals on how to draft gender aware legislation and women's legal rights	IR2	Indicator 2- # of legal professionals trained in women's legal rights and international human rights law.	Legal professionals with a better understanding and increased knowledge on gender and women's legal rights will lead to proper enforcement of national and international human rights at the national level and to drafting gender sensitive laws.

Annex A

Action Plan Timeline

Objectives	Activities for Achievement	Oct	Nov	Dec	Jan	Feb	March	April	May	June	July	Aug	Sept	Responsible Parties
Component 1 - Civil Society Strengthening Initiatives	Develop SOW for Focus	■	■											LS, LC, PM, Focus
	CSOs implement their action plans		■	■	■	■	■	■	■	■	■	■	■	LC, Focus, LS, PM
	M&E strategy in place	■	■	■	■	■	■	■	■	■	■	■	■	LC, Focus, LS, PM
Component 2- Public Awareness Initiatives	Sing MOU with Ministry of Justice	■	■	■										LS, LC, Partners
	4 consultations/public debates with CSOs in 4 regions	■	■	■	■	■	■							LS, LC, Partners
	Dissemination strategy of new law									■	■	■	■	LC, Partners
	SOS victims materials developed and disseminated			■	■	■								LC, Partners
	Implement M&E strategy for trainings	■	■	■	■	■	■	■	■	■	■	■	■	LC, PM, Partners
Component 3- Gender aware drafting legislation Training for Magistrates and Legal Professionals Initiatives	Develop and sign MOU with Ministry of Justice	■	■	■										LS, LC, Partners
	Develop training on gender aware legislation										■			LS, LC, Partners
	M&E strategy in place	■	■	■	■	■	■	■	■	■	■	■	■	LS, LC, Partners
	Hire 1 international expert on gender aware drafting legislation and women's legal rights									■	■	■		LS, LC, PM

Prepare quarterly and annual reports				■			■			■			LS, PM
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Legend: COP- Chief of Party; LS - Legal Specialist; LC - Local Coordinator; PM - Project Manager; PA - Project Associate