

THE **POWER**
OF DIALOGUE
CONSORTIUM

Annex 2
List of planned interventions

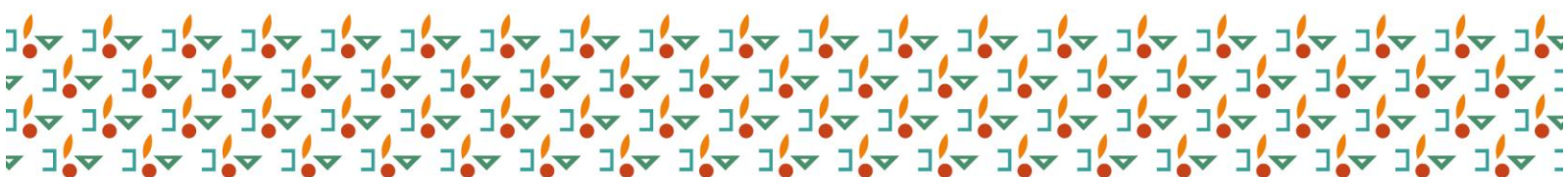




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1- Sahel

1.1 Mali

Intermediate Result	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1						
<i>The consortium, partner networks and local CSOs are effective facilitators of democratic change</i>						
1.1 Share mutual networks to create synergy	Strategic follow-up / Networking of different partners and mobilisation of stakeholders in dialogue activities Communication on social networks (Facebook, Twitter, LinkedIn, Benbere)	Planning and review workshop with partners; strategic follow-up and networking; Promoting online debates among young people and women on the values, principles, institutions and functioning of democracy; Promoting dialogue activities; Distribution of the comic strip on preconceived notions of Malian democracy.	X	X	X	
1.2 The 03 NIMD Sahel offices generate knowledge about the place of democracy in conflict prevention and resolution	Capitalizing on case studies	The 03 NIMD Sahel offices will contribute to the study on youth employment in the Sahel as part of the PREDIRE program; Organization of a retreat for NIMD Sahel offices to take stock and think strategically beyond 2025.		X		
	Feminist political leadership academy in the Sahel	Training women leaders from Burkina, Mali and Niger through the second edition of the Academy		X		
	Networking of alumni from NIMD Sahel's political and democratic schools	Media action - communication 01 online Sahel masterclass per quarter with alumni from Burkina, Mali and Niger	X	X	X	
1.3 NIMD and the Gorée Institute jointly develop lobbying strategies towards regional and international institutions	Sharing experiences and networking between young people (M/F) benefiting from the various programs	Participation of NIMD staff or partners in joint activities	X	X	X	
1.4 NIMD and Akina Mama Wa Afrika organize webinars to build the capacity of NIMD Mali's partner women's organizations	Sharing experiences and networking between young people (M/F) benefiting from the various programs	Participation of NIMD staff or partners in joint activities	X	X	X	



1.5 NIMD and CEMI share experiences on political and democratic schools	Sharing experiences and networking between young people (M/F) benefiting from the various programs	Participation of NIMD staff or partners in joint activities	X	X	X	
Long-term outcome 2						
<i>Young people and women who aspire to be political and civic leaders are influential agents of change</i>						
2.1 Strengthen their movements or organizations	Technical support for youth and women's organizations	Support for reflection on fundraising and sustainability issues; support for project formulation	X	X		
2.2 lobbying/advocacy in decision-making	Roundtable for young people in the interior of Mali on the Consortium's advocacy document	02 information and exchange meetings for the Consortium in the interior of Mali on advocacy for a 40% quota law for young people.	X	X		
2.3 amplify the diverse voices of young people and women	Support for spaces for political and civic expression in collaboration with young people and women from political parties and civil society - including citizens living with disabilities.	Capitalization activity with partners for the International Day of Democracy			X	
		Talks at women's tontines in Bamako's surrounding areas (Vision Femmes Mali)	X	X	X	
		Observatoire du civisme et de la citoyenneté (GRADI Mali)	X	X		
		Espace DJEMU 4th edition (Promotion Thomas Sankara)	X	X		
		Consortium advocacy with OSCs, political parties and institutions (COCPJF)	X	X	X	
Long-term Outcome 3						
<i>Political actors and citizens work together peacefully on a basis of trust</i>						
3.3 Engage in meaningful dialogue in the public interest	Support to the Advocacy and Monitoring Committee on Electoral Reforms	01 thematic CPRSE meeting every three (3) months on political reforms	X	X	X	
3.4 Address the root causes of democratic dysfunction	Support to OCGS for reflection and advocacy on the reforms needed to rebuild democratic governance through the PRGD	Exchanges on the context, information sharing and reflection on future avenues of collaboration	X	X	X	
Long-term Outcome 4						



<i>National and international political and civic actors strengthen democratic space</i>			
4.1 Promote and protect democratic space	Advocacy with national, regional and international players on post-transition political stability in the Sahel (see results 1.3 and 1.4)	Support for the Sahel reflection and advocacy framework	X X
4.2 Safe civic space	Support to the National Transitional Council	Advocacy actions aimed at members of the National Transitional Council; Meetings of the Support Committee for the National Transitional Council	X X

1.2 Burkina Faso

Intermediate outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term result 1						
<i>The consortium, partner networks and local CSOs are effective facilitators of democratic change</i>						
1.1 Consortium members share mutual networks to create synergy	Meetings - exchanges - training - experience sharing between consortium partners	Exchange and preparation activity between consortium members to harmonize intervention strategies and finalize the advocacy document.	X	X	X	
1.2 Generate knowledge about the role of democracy in conflict prevention and resolution	Studies	Capitalization study on PoD implementation. At the end of the five years of PoD implementation, the impact of the actions carried out needs to be measured. A case study covering the three Sahel countries will be carried out on employment and youth in the Sahel. It is part of the PREDIRE program in Mali and will be taken into account in the PoD.		X	X	
	Dialogue training for local partners and CSOs	Strengthen local partners' knowledge of policy dialogue. This activity will involve all NIMD/BF local partners.		X	X	
	Training women political leaders with NIMD Mali	Capacity-building for women political leaders as part of the ongoing Sahel Feminist Leadership Academy with NIMD Mali.				
	Meetings and exchanges between consortium partners.	Activities aimed at building the capacities of NIMD teams and consortium partners, with a view to making consortium players effective facilitators of democratic change. These meetings can be virtual, face-to-face or abroad.	X	X	X	
	Meetings with local partners to discuss, plan and monitor activities and participants	Ongoing activity in collaboration with local partners included in the program. It is part of NIMD's day-to-day work in Burkina Faso. This is part of our drive to strengthen our interventions and more effectively monitor the young people and women involved in the activities of NIMD and its partners. These include planning activities for alumni to implement the civic initiatives they develop.	X	X	X	



		This is all the more relevant as 2025 marks the completion of the PoD.				
Long-term result 2						
<i>Young people and women who aspire to be political and civic leaders are influential agents of change</i>						
2.1 Young and women leaders strengthen their movements or organizations	Political and democratic schools	Training activity on democratic values, skills and knowledge for young people (boys and girls) as part of the Political and Democratic Schools.				
	Political Cafés with alumni	Alongside the democratic schools, political cafés will be organized, with alumni as key players. Training and capacity building of women leaders in the framework of activities with CBDF. This activity focuses on women political leaders who have participated in the NIMD and CBDF project since 2021. It is also accompanied by lobbying and advocacy activities for political decisions in favor of women and girls.	X	X	X	
	Meetings to exchange ideas and plan initiatives with alumni	This activity will take place both upstream and downstream of the political and democratic schools. It will be led by alumni of NIMD's democratic schools. In addition, NIMD will monitor the activities carried out by alumni already trained by NIMD.	X	X	X	
2.2 Lobbying/advocacy in decision-making	Alumni citizen initiatives for inclusive democracy and social cohesion	NIMD alumni will continue to implement lobbying, advocacy, training and awareness-raising initiatives. The alumni have set up training and action frameworks in favor of democracy and social cohesion at two schools in Ouagadougou. As part of this initiative, training activities will be organized for young learners in secondary schools.	X	X	X	X
	Lobbying and advocacy: NIMD team, young NIMD alumni and local partners					
2.3 Amplify the diverse voices of youth and women	Activities to amplify the voices of women and young people through digital platforms and campaigns	Setting up and supporting digital platforms for political and civic expression in collaboration with young people and women from political parties and civil society / Leadership training / Digital campaigns to amplify the voices of women and young people.	X	X	X	
Long-term Outcome 3						
<i>Political actors and citizens work together peacefully on a basis of trust</i>						
3.1 Participate in a meaningful dialogue for the public interest	Regional political cafés (virtual)	Political cafés are forums for exchange and discussion on political and social issues of concern. These regional political cafés involve public actors and participants in the NIMD Democratic Schools in Burkina, Mali and Niger. They contribute to the	x	x	x	
	Support for multi-stakeholder dialogue at national and local level	NIMD will continue the dialogue process begun in the commune of Bama, the results of which are satisfactory and relevant. Once the Conflict Prevention and Management Committee has been set up, the actors will continue the process of resolving local and community conflicts. In addition, NIMD will collaborate with stakeholders to consolidate the multi-stakeholder dialogue in Burkina Faso initiated in 2024. NIMD aims to capitalize on the technical expertise in multi-stakeholder dialogue that it has contributed to ensure the sustainability of multi-stakeholder dialogue processes.	x	x	x	



		Collaboration with organizations with the same objectives as NIMD is also envisaged.				
	Production of communications and visibility tools (leaflets, NIMD flyers)	This is in keeping with the aim of making the NIMD more present in the public arena, and thus communicating more about the democratic values promoted by the NIMD. Also, given that the PoD ends in 2025, it makes sense to publicize the results achieved, i.e. the achievements made in relation to the monitoring indicators. This will make it easier to identify NIMD's contribution to the promotion of democratic values, dialogue and the strengthening of social cohesion.		x		x
3.2 Addressing the root causes of exclusion and conflict	Follow-up to the recommendations of studies on women's political participation in elections	A study has been carried out in the NIMD Sahel countries. This activity was jointly decided by the NIMD Sahel offices. The study report focused on the factors blocking women's political participation in elections in Burkina Faso, Mali and Niger. Relevant recommendations were made. The aim here is to monitor the implementation of these recommendations. This action must continue over the next few years, because given the country's context, the issue of women's participation in elections is not yet on the political agenda.	x	x	x	x
	Production of articles, analysis notes, advocacy and lobbying documents	These documents will be produced by the NIMD team and disseminated through traditional and social media. The aim is for NIMD to play a more active role in public debate in Burkina Faso. It will also be useful to summarize the achievements of the NIMD and carry out advocacy and lobbying activities.	x	x	x	x
Long-term result 4						
<i>National and international political and civic actors strengthen democratic space</i>						
4.1 Regional and international organizations promote and protect democratic space	Advocacy/Lobbying of national, sub-regional and international actors and organizations	It is planned to continue the advocacy campaign in 2025 with regional organizations, notably ECOWAS. This campaign will be conducted jointly with NIMD Mali and NIMD Niger. This advocacy campaign will focus specifically on maintaining ECOWAS's collaboration with the three Sahelian states that have withdrawn from this sub-regional organization.		x		x
4.2 Civic and political actors safeguard civic space	Advocacy meetings and lobbying of civic actors.	In collaboration with its local partners and alumni, NIMD is considering the possibility of carrying out advocacy with civic actors (political and civil society). The advocacy process will be aimed at strengthening the democratic space and getting players to adhere to a process of strengthening citizenship and promoting peace.	x	x		x
4.3 Civic and political actors adhere to democratic principles	Meetings and networking with political and civil society organizations, diplomatic representations and public decision-makers	These actions are aimed at lobbying and advocating with identified players in favor of consolidating spaces for the promotion of citizenship in Burkina Faso. They will also enable NIMD to become better known and strengthen its network in Burkina Faso. This will also involve strengthening collaboration with NIMD partners such as the Dutch embassy in Burkina Faso and the European Union, NGOs and local organizations such as CGD, IGD, Labo Citoyenneté, etc.	x		x	x

1.3 Niger

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4



Long-term Outcome 1					
1.1 Share mutual networks to create synergy	Meetings and exchanges between consortium partners for common strategies	Exchanges have enabled us to capitalize on experience and share activities.	X	X	
1.2 Generate knowledge about the role of democracy in conflict prevention and resolution	Context analysis and specific study	Context analysis and AEP updating are ongoing exercises that keep our programs relevant. Contribution to the regional study on decent employment in the Sahel	X	X	X X
1.3 Jointly develop lobbying strategies vis-à-vis regional and international institutions	Exchange and discussion	Contribution to the drafting of an advocacy document to the Conseil de l'Entente Consolidating team building Sahel Organization of the Sahel Women Leaders Academy Consolidation of links with ANWA, IG and CEMI	X	X	
1.5 Share experiences on political and democratic schools	Follow-up of alumni from political and democratic schools (EP-D)	Support for the organization of quarterly masterclasses/virtual cafés (Burkina, Mali and Niger) Consolidating the alumni network	X	X	X
Long-term Outcome 2					
2.1 Strengthen their movements or organizations	EPD training session	Training for 76 young men and women who are party activists and/or involved in civil society organizations. Political cafés / Coffee shops	X	X	X
2.2 Lobbying/advocacy in decision-making	Promoting youth participation in decision-making bodies	Support for alumni advocacy/lobbying initiatives	X	X	
	Meetings/visits/search for partnerships	Meetings with bilateral cooperation agencies, ministries and other NGOs.	X	X	
Long-term Outcome 3					
3.1 engage in meaningful dialogue in the public interest	Support for the organization of the alumni forum	This interactive forum is a forum for dialogue with the authorities.		X	
	Exchanges/visits	Participation in related workshops and meetings.		X	
Long-term Outcome 4					
4.1 promote and protect democratic space	Meeting with the Council of Accord	Exchanges with the <i>Conseil de l'Entente</i> provided an opportunity to discuss democracy in the community and relations between ESA countries and ECOWAS.	X	X	X
4.2 Save civic space	Meeting between alumni and authorities	Alumni discuss and propose reforms to include young people in decision-making spheres.	X	X	X
	Meetings/visits	Meetings with authorities, participation in meetings initiated by other institutions	X	X	X

1.4 Regional approach (Gorée Institute)

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1						
The Consortium and local partners are positive drivers of change, working in complementary ways and generating knowledge.						



1.1	Policy briefs	Produce a series of 04 Policy Briefs "Island Position" that the Gorée Institute will publish in the form of advocacy articles on participation mechanisms for young people and women in public policies, political processes and conflict prevention in the Sahel.	X	X	X	X
1.2	Partnership and documentation of best practices on youth involvement in political and conflict prevention processes	Production of an analysis document on best practices related to youth involvement in political processes and conflict prevention in the Sahel: GYLA experiences.			X	
Long-term Outcome 2						
Women and young civic and political leaders are agents of change in conflict prevention, peacebuilding and decision-making processes						
2.1	Gorée Youth Leadership Academy (GYLA) Encouraging dynamic dialogue between young people and decision-makers	<ul style="list-style-type: none"> - Select the 20 young GYLA alumni - Development and deployment of dialogue mechanisms between young people and decision-makers - Strengthening young people's leadership skills - Creation of video concepts or web series giving a voice to young people 		X	X	
2.2	Youth Leadership, Civic Space, Digital Democracy and Political Participation	Organize (01) training workshop for young people on strengthening youth participation in the development of public policies by creating bridges between young people and decision-making bodies, using digital technology as a lever for active participation in public debate.		X	X	
Long-term Outcome 3						
Civic and political actors collaborate peacefully in multi-stakeholder dialogues to positively influence change.						
3.1	Visits, studies, exchanges - of experience and capacity-building for the Women's leadership in political processes in the Sahel	Selection of 05 elected women from each PoD country (Senegal, Mali, Niger and Burkina Faso) for a study visit, exchanges of experience and capacity-building for women's political leadership in the Sahel, in partnership with NIMD Benin. The capacity-building, dialogue and experience-sharing sessions will take place in Benin.				X
Long-term Outcome 4						
Political and civic actors contribute to strengthening democratic stability and peace at national and regional levels.						
4.1	Annual Symposium on Peacebuilding, Conflict Prevention, Political Stability and Governance	Organize one (1) annual symposium on peacebuilding, conflict prevention, political stability and governance, targeting fifty (50) participants. This is an intellectual and political dialogue event where civic, political and regional actors, as well as intellectuals from various fields of expertise are brought together to collectively reflect on how to promote the principles and ideals of democratic good governance, as mutually reinforcing measures instituted by governments and regional institutions for political stability.		X		

2- Middle East and North Africa (MENA)



2.1 Tunisia

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1						
The consortium, its network and local CSOs are effective enablers of change						
1.1 Works complementary	Mutual learning and knowledge sharing	CEMI and its partners will continue to share information and work together in the realization of the common objectives. The objective is to continue participating and sharing knowledge and best practices within the consortium.	X	X	X	X
1.2 Build each other's, its partner network's and local CSO's capacity	Collaborative planning use complementary strengths through shared gender- and youth-responsive programming"	CEMI will continue to support the regional programs and partners through its experience and expertise. The objective is to continue supporting each other's programs	X	X	X	X
1.3 Engages in joint lobby and advocacy at all levels	L&A activities and knowledge	No activity planned for the international L&A campaigns				
Long-term Outcome 2: Aspiring young and women political and civic leaders are influential actors of change						
2.1 Strengthen their movements or organizations; 2.2 strengthen their capacities of lobbying and advocacy in decision-making; 2.3 they will be able to amplify diverse young and women voices (Country level).	1 st level mixed class (Tunisia School of Politics 1)	16 training sessions for mixed classes (8 for A group and 8 for B) will be organized during the year to deepen the knowledge and strengthen the skills of participants on several topics. the groups will include representatives of political parties and CSOs	X	X	X	X
	2 nd level (Tunisia School of Politics 2)	5 training sessions for TSoP 2 (second level class for PP Alumni) will be organized during the year to deepen the knowledge and strengthen the skills of participants related to strategic planning and change management and to design and elaborate policy papers. the groups will include only representatives of political parties.	X	X	X	
	Organizational Organization Capacitating (OOC)	5 training sessions for OOC (second level class for CSOs Alumni) will be organized during the year to deepen the knowledge and strengthen the skills of participants related to organization organizational aspects. the groups will include only representatives of CSOs.	X	X	X	
	ToT	1 training session for ToT will be organized during the year dedicated to Alumni who have achieved both second level classes: TSoP2 & OOC. This program aim to reinforce their skills related to disseminating their knowledge within their respective political parties and organizations, support their capacities to become effective enablers of change and reach leading positions.				X
	Women and youth MPs Academy	5 training sessions for Women and youth MPs Academy will be organized during the year dedicated to young and women MPs	X	X	X	X



		This activity aims to deepen their knowledge related to notably legal and economic topics and equip them with necessary skills.				
2.3 they will be able to amplify diverse young and women voices (dissemination/duplication (Country level)	Youtube Channel Freesh		X	X	X	X
Long-term Outcome 2:						
Aspiring young and women political and civic leaders are influential actors of change in MENA countries						
2.1 strengthen their movements or organizations	Regional Academy I	The Regional Academy I will include participants from MENA countries presenting their movements, who will participate in the training addressing different topics to improve their knowledge and skills.	X			
	Regional Academy II	The Regional Academy II will include participants from Sahel-francophone- Regions who will participate in the training addressing different topics to improve their knowledge and skills.		X		
	Regional Conference	The Regional Conference aims to bring experts from MENA and Sahel-francophone- Regions to share and exchange experience and expertise				X
2.2 strengthen their capacities of lobbying and advocacy in decision-making	Regional Academy I Regional Academy II	CEMI will organize the Regional Academies (I&II) for 2025 to host participants from MENA countries and from Sahel-Francophone-Region. Youth and women will receive training sessions about different useful topics.	X	X		
2.3 they will be able to amplify diverse young and women voices (dissemination/duplication)	Regional Academy I Regional Academy II	CEMI will organize the Regional Academies (I&II) for 2025 to host participants from MENA countries and from Sahel-Francophone-Region. Youth and women will receive training sessions about different topics that may improve their expressive level like political communication and leadership.	X	X		
Long-term Outcome 3: Political and civic actors collaborate peacefully on a basis of trust						
3.1 Build trust to enable alliances 3.2 Address grievances through mediation 3.3 Participate in meaningful dialogue	MDP TSoP debate Noabook	CEMI will continue trying to play its role as a facilitator between different political and civic actors who need to reach consensus through dialogue even after the contextual changes. The result that we seek to achieve is the realization of all planned of activities which are 6 TSoP debates, 2 public debates, 6 Couscous politique sessions, 6 youth collaborative platform workshops and 2 meetins for the advisory council (Conseil Consultatif).	X	X	X	X
Long-term Outcome 4:						
Political and civic actors strengthen democratic space						
	Youth Council	The Youth Council will continue its process supporting youth who are not affiliated to any form of organization.	X	X	X	X



4.1 Adhere to existing democratic rules	Research Cell	CEMI research cell will continue producing policy papers and conducting and analyzing surveys addressing topical issues, democratic values and youth participation in public affairs.				
4.2 Set a space of inclusiveness			X	X	X	X

2.2 Jordan

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1						
1.1 Work in alignment and partnership to promote a more inclusive democratic space on local and national levels.	NIMD Jordan and consortium jointly develop and acquire skills needed to become enablers of change.	NIMD Jordan coordinates and engages with the global NIMD PoD consortium in mutual learning and knowledge sharing, collaborative planning, use of complementary strengths through shared responsive programming on best practices and strategies to build the capacity of local teams and partners including the exchange of success stories, best practices, and technical assistance including useful intervention methodologies.				
1.2 Benefit from expertise within the network to build each other's capacity that of local partners.	Networking with INGOs to confer and consult on common considerations needed to promote a more inclusive and representative democratic space (zero cost).	The intended result is that NIMD Jordan acquires key 2-3 skills/knowledge areas from other consortium partners and becomes recognized as a platform, along with local partners (persons, governmental, and/or CSOs), for empowering solution-oriented politically motivated men and women who believe in democratic values and want to advocate for reforms. NIMD Jordan also started coordinating a non-formal working group that consist of all the INGOs working on democracy support in Jordan in order to foster coordination, avoid overlap, and better exchange of experiences under the Jordanian context. This coordination group will continue and expand to include more actors (zero direct cost and covered by staff time).	X	X	X	
Long-term Outcome 2						
2.1 PMY Strengthen themselves, their movements, or organizations with their increased advocacy skills and thematic expertise through capacity-building programs.	SoP Capacity building programme for PMY inside and outside PPs. Engaging with political parties in dialogue activities.	In 2025, a total of 22 PMY will be engaged in SoP capacity building where they will receive political training in areas needed to become effective politicians and to engage in party politics. The intended result is that the PMY and women with different civic and political backgrounds are empowered actors who are ready to participate in politics through political parties. PMY in the SoP will also develop their own proposition for reform which they will advocate for. Expanding the level of interparty dialogue, and the dialogue between political parties and the government through providing facilitation to these levels of dialogue by utilizing NIMD experience in this area.	X	X	X	
2.2 Lobby and advocate in decision-making on thematic and political topics that	Engaging with CSOs in dialogue activities and youth-led initiatives.	Collaboration with CSOs specialized in L&A and connecting them with young people (especially SoP alumni) to come up with youth-led initiatives that will amplify the voices of young men and women in politics.				



<p>target decision-makers and build public support.</p> <p>2.3 Amplify diverse young and women voices through promoting youth and women issues and empowerment.</p>						
Long-term Outcome 3						
<p>3.2 connect with other politically motivated peers online and offline to build trust.</p> <p>3.3 Participate in meaningful dialogue with peers to gain knowledge, develop their views, and align over reforms in key thematic civic, and political topics.</p>	<p>Dialogue sessions between youth, senior politicians, and government.</p> <p>Continuous consultations with the government and official stakeholders for the purpose of identifying rooms for trust building and priorities for political development. (Zero direct cost and covered by staff costs).</p>	<p>NIMD is to hold a series of dialogue activities to bring together politically motivated young men and women with their peers and other local and national civic and political actors to discuss political and thematic topics that build their knowledge and drive a positive change attitude.</p> <p>The intended result is that politically motivated young men and women with different civic and political backgrounds develop greater trust between themselves and with other political actors through open and transparent dialogue.</p>	X	X	X	
Long-term Outcome 4						
<p>4.2 Safeguard civic space by monitoring the status of political and civic rights with peers and other civic and political actors.</p> <p>4.4 Promote setting shared and democratic policy agendas by advocating for continuous reforms and improvements, especially in relation to women's political and civic rights.</p>	<p>Awareness and information sessions and round table discussions to encourage youth and women to engage in safeguarding and improving the civic space.</p> <p>Produce papers that initiate a national level dialogue on issues related to safeguarding and improving civic space and connecting these papers to youth-led initiatives aimed at designing and implementing L&A activities around them.</p>	<p>Create a dialogue platform with other civic and political actors in Jordan along with outstanding young politically motivated men and women to review the status of democratic space in Jordan and especially the status of freedom of expression, free press, and women's political and civic rights.</p> <p>Politically motivated young men and women with different civic and political backgrounds strengthen democratic space by addressing changes in democratic space and contributing to safeguarding democratic values with other civic actors.</p> <p>Conduct research that is applied and geared to specific policy areas and not absolute academic. This research will be coordinated with stakeholders in the government.</p> <p>Producing policy papers prepared by specialized CSOs to promote democratic values and advocate for policy reforms in issues of importance to PMY, especially freedom of expression, free press, and inclusion.</p>	X	X	X	



	Supporting events and conferences aimed at improving the civic space and addressing issues related to civic freedoms and free press.	NIMD to continue its support to the Defending Freedom of Journalists Conference and contribute to intercuing content related to democracy, youth, and political parties.				
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2.3 Iraq

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 2 – Young political and civic leaders are effective enablers of change in Iraqi political decision-making at national level						
2.1 Women & Youth leaders strengthen their movements and parties with political knowledge and leadership skills	Design phase: Opening the call to receive applications from interested candidates and selecting the top 25 participants	Call for application / Publication - Design of the application, translation of the content and publishing of it	X			
	Selection: interviewing selected candidates and introducing them in an Opening Ceremony	Opening Ceremony	X			
	Piloting phase: this includes a series of training/dialogue sessions, closing ceremonies, and implementing initiatives	Intervention 1: Training/ School of Democracy Intervention 2: Evaluation and Graduation Ceremony Intervention 3: Supporting Alumni through Initiatives		X	X	

3- Horn of Africa

3.1 Uganda

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1						
1.1	Facilitate One CSOs, Political Parties round Reflection and 2 board room on the state of	One Reflection meeting with Political parties, Political actors, CSOs, Electoral commission and Ministry of Internal affairs will be organized on the state of civic and Democratic state and the Elections. Prior to this Board Room meetings will be	X	X		



	civic and democratic and Elections Environment	organized with the Ministry of Internal Affairs and Electoral commission to discuss some critical aspects.				
	Internal Quarterly Reflections of Staff and 1 Bi-Annual Reflection with NIMD and AMWA Staff on sustainability	Quarterly Staff meeting will organize for Staff of NIMD and one Bi-Annual for Staff of AMWA and NIMD to continuously reflect on sustainability of the result of the project	X	X	X	X
1.2	Support staff Capacity in critical areas of need	NIMD will support two staff members to undertake capacity development in relevant areas relevant to work	X	X		
1.3	Networking and relationship building	Relationship building by the Country Director monthly. The activity will seek to strengthen the relationship of NIMD and its partners.	X	X	X	X
Long-term Outcome 2						
2.1	Youth and Women political clinics (Support Aspiring youth and women fellowships)	Identified aspiring young people and women will be supported to learn on various aspects of Electoral processes and given necessary skills to participate in 2026 Elections, including mentorship sessions for the young people to actively engage in leadership. Priority will be given to young participating in local council elections compared to parliament for purposes of influence at the local level.	X	X	X	
	Develop issue-Paper and Digital stories on critical obstacles to youths Participation	Attention will be drawn to generating evidence to support advocacy engagements of youth and women with key stakeholders in Democratic space		X		
2.2	Support Joint interparty Youths and women actions at Sub-National level	Facilitate Regional Interparty Women and youth actions focusing on enabling youth and women leaders to dialogue and mentor other leaders at the grass root. The Actions will focus on regions of Northern Uganda and Western Uganda for 2025.		X	X	
2.3	Facilitate reflection meetings between political party youth and women (MYF) and CSO actors.	The MYF-Steering committee and CSOs will meet on quarterly basis to evaluate strategies, plan for joint advocacy and share notes on progress made in the journey of youth inclusion in politics.	X	X	X	
	Support advocacy Initiatives on International Days for example the International Youth days and Democracy Day	NIMD will work with Multi-Party Youth Forum to organize specific advocacy events on international youths and democracy day, that resonate with Youths inclusion in the political space,	X		X	
Long-term Outcome 3						
3.1	Conduct sub-Regional Board room engagements with key actors in Democracy.	Conduct at least 2 sub-regional board room engagements with key political actors on Democratic and civic space. NIMD will support board room meetings bring together state and non-state actors on issues of Democracy, Party cooperation and working together and deepening trusts. The sessions will target representatives from political and civic leaders	X	X		
	Facilitate Interparty Reflection sessions on the Democratic state ahead of 2026	One training targeting political and civic leaders at sub-Regional will be conducted on dialogue and mediation. The training will seek to build trust to enable cross party/political actors and civil movements cooperation. In bid-to manage conflict processes.		X		



3.2 Kenya

Outcome			1	2	3	4
Long-term Outcome 1 - Consortium partners (NIMD & AMwA) and Mzalendo are effective enablers of change						
1.2 PoD Consortium builds capacities	Fundraising and Sustainability Consultancy	Consultancy		X		
	Mzalendo Trust 20-year Anniversary	Anniversary event in Nairobi		X	X	
	Strategic Plan reflective workshops and draft development for 2026+4 strategy	Development of Strategic Plan	X	X		
	Organizational Capacity Development – Board and Senior Management team on leadership and institutional resilience, succession planning and agile governance.	Annual staff work planning retreat 2025		X		
Long-term Outcome 2 - Aspiring and elected young and women are influential actors of change within CSOs targeting youth and women, political party youth leagues, parliament and county assemblies						
2.1 Y&W leaders strengthen their movements or organizations	Peer learning, mentorship and exchanges between youth and young women in Kenya and region.	Organize 01 dialogue in partnership with other women-led organizations		X		
2.2 Y&W leaders lobby and advocate in decision-making spaces	Citizen engagement tools, public participation tools, publicity materials, social media and Website amplification	Undertake 6 Bonga na Mzalendo Sessions (Q & A) and SMS platform;				
		Facilitate 6 legislative reviews through Dokeza platforms: Undertake 6 social media campaigns on selected legislation and emerging issues.	X	X	X	X
	Democracy innovation tools to enhance youth and women participation in the electoral process	Generate at least 04 Podcast episodes on key issues relating to governance, legislation, youth and women participation Develop 6 tiktoks videos, youtube skits on youth and women participation Run 4 communication campaigns to amplify the voices for the youth and women elected leaders at both national and county levels.	X	X	X	X



2.3 Y&W leaders Amplify diverse young and women voices	Information Sharing	Parliament Open Day (National Youth Bunge), with a special focus on the youth in partnership with KYPA and the Youth Senate		X			
	Continuous sensitization of political parties on youth and women political participation, capacity building and inter-generational learning sessions through the Youth Assemblies.	01 University Dialogues 01 Policy dialogue at the county level (County Youth Bunge) with youth and KYMCA members				X	
Long-term Outcome 4 - Political, civic actors and citizens working to strengthen public participation in political processes and civic engagement in Kenya							
4.2 Civic and political actors safeguard civic space	Media outreach & Advocacy	Media engagement – Consultants and researchers		X			
4.3 Civic and political actors adhere to democratic rules	Support, maintenance and enhancement of the Promise Tracker	Publicity and data dissemination on implementation of the Kenya Kwanza mid-term promises.		X	X	X	X
	Citizen Engagement, Parliamentary monitoring and awareness creation for greater Participation and Accountability.	A policy brief on Kenya Kwanza mid-term promises			X		
4.4 Civic and political actors set shared policy agendas	Awareness creation for greater Participation and Accountability.	Learning dialogues on pertinent parliamentary issues such as budgets making process. (Online/ Physical)		X	X		
		One physical Event to mark the International Day of Parliamentarians			X		
	Work with secretariat of parliament and committees	Convene 1 technical assistance and information sharing meeting with 2 Caucus (35 members) and CSPEN (35 participants).			X		
	Networking, Relationship and Partnership Building (Mzalendo)	Host 2 Brown Bag/Learning Circles for 30 CSPEN members; Host 2 influencing meetings for 20 partners on advocacy (ED Roundtable/Uchaguzi Platform) Monthly Partner check-in meetings/coffee/informal meetings		X	X	X	X



3.3 Ethiopia

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1						
Consortiums, partner networks, and local civil society organizations are effective enablers of change						
1.1 PoD Consortium and NIMD Build each other's capacity to implement politically savvy program	Training on Financial management and project proposal development to NIMD and local implementing partner staffs.	One round of training for NIMD staff and local implementing partners on basic financial management and proposal development (10 participants). This training will focus on enhancing proposal development skills and providing a basic understanding of financial management principles. The goal is to equip NIMD staff with the necessary knowledge and tools to effectively lead teams and make informed financial decisions. Additionally, the training will include interactive activities and case studies to ensure the practical application of the concepts learned.	X	X		
	Exchange visit between NIMD Local implementing partner and NIMD staff, with Consortium Partners	The exchange visit will enhance comparative lesson learning and sharing on more programme design and implementation aspects of our work	X	X		
Long-term Outcome 2						
Aspiring young and women political and civic leaders are influential actors of change within their political parties						
2.1. Youth and women leaders strengthen their parties through adequate representation	Consultation workshop on the role of youth and women in politics	A 2-day (one-round) consultation workshop on the role of youth and women in politics to EDAC alumni, EPPJC wings, and a coalition of women members of Ethiopian political parties. This workshop will focus on strategies that highlight the role of youth and women in empowering and encouraging the participation of young people and women in political processes. The workshop would aim to address the barriers and challenges faced by these groups, while also highlighting the importance of their perspectives and contributions in shaping policies and decision-making. Through interactive discussions, participants would explore strategies to increase youth and women's representation in politics, such as mentorship programs, capacity-building initiatives, and advocacy campaigns. The workshop would also provide a platform for networking and collaboration among participants,	X	X		



		fostering a supportive environment for aspiring young politicians.				
2.2. Youth and women leaders influence the decision-making within their political parties	Training on Team Building and Collaboration, and lobbying and advocacy for their parties.	Two rounds of training to the executive member of EDAC/EDAW Alumni Network and EDAC/EDAW Women association members (35 participants for each round) This training program is designed to equip the executive committee members with the essential skills and knowledge to build effective teams and foster collaboration. By focusing on team dynamics, communication, and conflict resolution, we aim to empower alumni to enhance team effectiveness, foster a culture of collaboration, strengthen organizational performance, and build stronger relationships among executive committee members and other members. By investing in this training, young politician alumni executive committees can enhance their leadership skills, build effective teams, and strengthen their organizations to achieve their goals more effectively.		X	X	
Long-term Outcome 3						
Political and civic actors collaborate peacefully on the basis of trust in inclusive dialogue spaces						
3.1. Political and civic actors address the grievances of political actors through participation in meaningful dialogue and mediation	Training on how to conduct political debate for EPPJC members (1 st round), and on effective strategies of dialogue, conflict resolution, and mediation (2 nd round).	A two-day (two-round) training among representatives of each political party and the executive committee of EPPJC to political parties will develop a stronger sense of trust and understanding. This will help to counteract the tensions that is likely to arise from policy differences and will foster ongoing collaboration between opposition and ruling parties A two-day (one round) training to political party executive members and EPJJC wings (50 ppts) The training will focus on developing active listening skills, fostering empathy, and promoting effective communication techniques. Participants will also learn how to identify underlying interests and needs in order to facilitate productive discussions and find mutually beneficial solutions. Additionally, the training will provide practical tools for managing emotions and de-escalating tense situations, ensuring that participants are equipped with the necessary skills to navigate conflicts peacefully and constructively. The training would emphasize the importance of cultural sensitivity and understanding diverse	X	X	X	



		perspectives to ensure inclusive and successful dialogue and mediation processes.				
3.2 Political and civic actors build mutual trust and understanding among political actors to enable cooperation across political divides	A debate among political party representatives and other stakeholders on topics selected in consultation with NEBE and EPPJC.	Two rounds of debate among political party representatives (70 participants) The debates will focus on specific, timely topics or issues. This intervention will equip leaders to better manage conflicts arising from policy disagreements, mitigating the risk of undermining progress in political collaboration. Through effective political debate techniques, leaders can express differences without causing irreparable damage to relationships between parties.	X	X	X	
	Organizing dialogue platforms for the different factions of the TPLF, members of the Tigray Interim Administration, opposition parties, and civic actors operating in the region	The dialogue aimed at bridging their differences and avert another round of bloodshed in the region. By the end of the intervention, NIMD aims to achieve enhanced trust and collaboration among conflicting parties, contributing to the prevention of violence in the region. Additionally, through persistent engagement efforts, NIMD will strive to secure the participation of Tigray in the National Dialogue, ensuring a more inclusive and representative process that addresses the concerns of all regions in Ethiopia.	X	X	X	
Long-term Outcome 4 Political and civic actors strengthen democratic space						
4.1. Political actors in democratic institutions safeguard inclusive democratic spaces for political actors to improve/ encourage/ maintain citizen participation in democratic processes (space creation for citizen usage of DI)	Capacity Building Training for Caffe and HPR on topics to be identified with the institutions.	A one-day training to NIMD stakeholders (Caffe, HPR) on topics to be identified with the institutions. (20 participants) The training will depend on the needs of Caffe and HPR.	X	X	X	
	Support Caffe Conducting user surveys and interviews to gather feedback on the mobile application, as well as engaging with stakeholders through consultation sessions	Conducting surveys and interviews to collect feedback can be done by Caffe and NIMD will push and support them to do it. This activity will involve conducting surveys and interviews with app users and relevant stakeholders to gather their input on the app's effectiveness and identify any areas for improvement. Additionally, Caffe would actively seek feedback from users and stakeholders through online platforms to ensure continuous improvement of the app's features and functionality.	X	X	X	
4.2. Political actors in democratic institutions adhere to democratic rules	Training on compliance with internal rules and regulations of parties	A one-day training to active political parties' executive committee members on compliance with internal rules and regulations of parties (20 participants)	X	X	X	



and principles (Dis stick to rules)		The training will focus on enhancing the participant's understanding of the party's internal structure and decision-making processes. Additionally, the training would provide practical guidance on how to effectively implement and enforce these rules within their respective party and will give them a chance to reflect on bi-laws of their political parties and share their best practices.				
	Training on how to build an effective and strong organisational structure and processes for the EPPJC	<p>A two-day training on how to build an effective and strong organisational structure and processes for EPPJC and its executive committee members</p> <p>The training will focus on various aspects such as organizational structure, decision-making processes, and strategic planning. Participants would learn about the importance of clear communication channels within the council and how to foster collaboration among different parties. Additionally, the training would emphasize the need for transparency and accountability in order to build trust among council members and ensure the smooth functioning of the system.</p>	X	X	X	

3.4 Regional approach (Akina Mama wa Afrika)

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1 - AMWA and other Consortium and regional partners are positive drivers of change						
1.1 Strengthen the capacity and legitimacy of CSOs to influence state and non-state actors.	Conduct Organizational Development	Capacity building for AMWA based on the Organizational Development Plan	X	X		
	Provide thought technical support to partners	Provide technical support to consortium and local partners. Non-funded activity	X	X	X	X
1.2 Build each other's, partner networks' and local CSOs' capacity.	Conduct Quarterly PMEL meetings and PEAs with Regional Consortium partners	Conduct quarterly (4) PMEL meetings PEAs with regional consortium partners (to be co-funded by partners)	X	X	X	
1.3 Engage in lobby and advocacy based on a joint L&A strategy for	Conduct Joint Lobby and Advocacy engagements	Conduct joint lobby and advocacy engagements with partners which will include policy and multi-stakeholder dialogues. These will include regional and national, existing and created L&A spaces.		X	X	X



Long-term Outcome 2						
Aspiring and elected young and women political and civic leaders are able to effectively influence various national and regional processes and act as actors of change						
2.1 Strengthen their movements and organizations with their increased capacity to act, organize and mobilize collective voice and action in political processes	Conduct Regional and national feminist and transformational leadership training for political and civic leaders using AMWA's AWLI Course Outline	Conduct Regional and national feminist and transformational leadership development for political and civic leaders. This will build on gains made by various selected actors in Uganda, Kenya, Sudan and Ethiopia	X	X		
	Convene rethink spaces plus reflection and learning spaces	Convene 3 rethink, reflection and learning spaces with partners and alumni to enhance feminist dialogue and action toward women and youth's political participation directly and as part of the AWLI programme	X	X		
2.2 Political and civic actors lobby and advocate for inclusive participation in decision-making processes..	Facilitate implementation of gender action plans in political parties and by political and civic actors	Support the implementation of gender action plans in political parties and by political and civic actors	X	X		
2.3 Amplify diverse young and women voices to develop policy alternatives	Engage in national, regional and global policy and advocacy engagements and spaces	Engage in national, regional and global policy and advocacy spaces to advance women's political participation and inclusive democratic governance - Commission on the Status of Women 69 (CSW 69) & NGO CSW Africa , GIMAC , African Union (AU) , East African Legislative Assembly (EALA Women's Caucus), Beijing Declaration and Platform for Action plus 30years review processes (BPfA+30).	X	X	X	
Long-term Outcome 4						
Political and civic actors strengthen democratic space in their various countries and regionally.						
4.1 Promote and strengthen democratic and civic space.	Publish & Disseminate Policy Brief/Positions Paper	Publish & Disseminate 2 Policy Brief/Positions Paper	X	X		
	High Level Evidence Based multi-stakeholder dialogues	2 High Level Evidence Based multi-stakeholder dialogues	X	X		



4- Southern Africa, Latin America and Asia

4.1 Mozambique

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1						
Consortium, partner networks and local civil society organizations are effective facilitators of change						
1.1 PoD Consortium Works complementary	Sharing lessons and good practices from the Power of Dialogue consortium on political and civic engagement of women and young people.	This activity will be virtual and aims to bring together all partners of the Power of Dialogue consortium with the main objective of capturing good practices and lessons learned from each other and contributing to improving the implementation of the PoD Program and others with the same programmatic scope. For better implementation of this initiative, the involvement of NIMD is expected.		X		
1.2 PoD Consortium builds capacities	Training session for members of the Power of Dialogue consortium on fundraising	Resource mobilization is an increasingly important action, particularly in a context in which the international political and economic crisis has influenced the allocation of resources for some types of programs in many countries. Therefore, it is appropriate for partner organizations to be strengthened on this topic in order to strengthen its implementation and guarantee the maintenance of its programmatic execution. During the training, the sustainability component will be capitalized to reduce external financial dependence.		X		
	Final evaluation of the Power of Dialogue Program.	The implementation of the Power of Dialogue Program began in 2021. During this journey, monitoring and evaluation actions are carried out annually on the implementation of the Program. However, we believe it is important to carry out a more in-depth analysis of advances or possible setbacks in a “macro dimension” of implementation, taking into account the indicators and results expected from the baseline.			X	
Long-term Outcome 2						
Aspiring young and women political and civic leaders are influential actors of change						
2.1 Y&W leaders strengthen their movements or organizations	Facilitate spaces for political mentoring for young people of both genders.	The Power of Dialogue Program is coming to an end and it is very important to ensure that it effectively leaves positive results/effects after its end in 2025. Therefore, it is intended that the mentoring to be carried out will involve the involvement of party leaders or people influential groups of political parties and civil society so that these young people continue to strengthen their political organizations and the civil society organizations of which they are part and serve as a fertile space for the continued political, inclusive and democratic engagement of young people and women.	X	X	X	
2.2 Y&W leaders lobby and advocate in decision-making spaces	Training for political and civic actors in leadership, political communication and campaign strategies and civic and political advocacy.	The aim is to carry out (2) two actions to strengthen the capacities of civic and political actors, the main objective of which is to contribute to their institutional development, making these actors more capable and skilled in responding to the need to maximize advocacy in political decision-making spaces. of representation so that their main interests and initiatives are met by decision makers within political parties and at the level of political, democratic and representation institutions.	X			



Long-term Outcome 3					
Civic and political actors collaborate peacefully on the basis of trust					
3.1 Political and civic actors address grievances	At least 3 provincial dialogue sessions between elected politicians and local civil society	It is intended that at least 3 public dialogue sessions will be held, which will be participated by civic and political actors, as a way of contributing to local voices being included in political dialogue and helping to strengthen the foundations of trust between them.		X	X
3.2 Political and civic actors build trust	Informal meetings between leaders of the main parties and civil society	It is intended that these) bilateral and collective meetings (at least 2 during the year are held in informal spaces and without presence and media as a way of establishing and reinforcing spaces for dialogue and coexistence between political actors among themselves and between them and the political actors civics.	X	X	
Long-term Outcome 4					
Political and civic actors strengthen democratic space by improving the position of women and youth in politics					
4.1 Regional and international bodies promote and protect democracy	Hold 1 (one) advocacy meeting between diplomatic entities and political and civic actors in partnership with the Embassy of the Kingdom of the Netherlands.	It is planned to hold 1 (one) meeting between diplomatic entities and political actors, mainly women's and youth leagues and civil society with the main objective of contributing to the strengthening of the civic and democratic space.		X	
4.2 Civic and political actors safeguard civic space	Induction to political institutions elected in the 2024 elections: Assembly of the Republic and 3 Provincial Assemblies.	After the general and provincial elections in which the President of the Republic, Deputies and members of the Provincial Assemblies were elected, and considering that a large part of those elected will be new, there is a need to induct those elected into tools of good, inclusive and representative governance.	X	X	

4.2 Guatemala

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1						
Consortium, partner networks and local civil society organizations are effective facilitators of change						
1.1 Collaboration: Establish (regional) spaces for learning and co-creation between NIMD staff Guatemala, El Salvador, Honduras and partners.	Strengthening of collective of indigenous organizations	Technical assistance to strengthen the consolidation of the Kablajuj Batz collective for the elaboration of their Multiannual strategic plan	X			
	Regional training	Capacity strengthening for NIMD offices in the Caribbean: dialog and elaboration of public policies.	X			
1.2: Capacity building: Strengthen organisational and technical capacities	Strengthening of Congress departments	Strengthening the Protocol and Citizen Attention Office and the Legislative Studies Office of the Congress		X		
	Regional training	Training of Trainers on Popular Education Methodologies. This training is increasingly necessary given the need to		X		



of NIMD staff at regional level.		work with local, community, and grassroots leaders. The aim is to strengthen NIMD offices to adapt their work accordingly.				
Long-term Outcome 3						
Civic and political actors collaborate peacefully on the basis of trust						
3.2 Build relationships and alliances (national and regional), across political divides, to lobby and advocate for inclusive and transparent decision-making. 3.4 Address the root causes of exclusion and shrinking democratic spaces through inclusive multi-stakeholder dialogue environments, leading to joint lobbying and advocacy actions to overcome stereotypes and facilitate meaningful participation of currently under-represented groups.	Territorial dialogues	The territorial dialogues in Guatemala for the elaboration of public policies (e.g. By national dialogue In collaboration with Alliance Motagua).			X	
	Political Parties Forum	Relaunch of NIMD Guatemala's pioneering initiative implemented in 2011, which led to outcomes such as the Shared National Agenda. Conducted in partnership with Asociación Política Caminemos. 40 participants and at least 6 political parties.	X			
	Central American Ecofeminism Gathering	Organise a Central American gathering of women environmental defenders will be held. 40 women participants from 3 countries.	X			
	Regional Multi-Party Dialogues (2025 Electoral Year)	Fostering dialogue in preparation for the 2025 elections (60 participants).	X			
Long-term Outcome 4						
Political and civic actors strengthen democratic space by improving the position of women and youth in politics						
4.4 Establish shared democratic policies and legislation (agendas, reforms, initiatives) to strengthen democratic spaces.	Dissemination of research materials	Efforts will be made to disseminate the analysis and research materials produced by the Program during its years of operation. (Non-funded activity)			X	

4.3 Colombia

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
LTO 1: NIMD Colombia and its local partners establish themselves as facilitators of change.						
1. Consolidate their own approach/model to foster collaboration between political and civic actors on lessons of the implementation of innovative multiactor dialogue scenarios	Colombian Network for Democracy Innovation	Working meetings of the Steering Committee of the Alliance for Congress to define strategies and joint activities.	X	X	X	X
		Meetings with the training axis to define the chronogram and agenda for joint work	X	X	X	
		Meeting of the participation axis for the definition of the schedule and joint work agenda	X	X	X	
		Meeting of the transparency axis for the definition of the activities of the IX Congress Action Plan	X	X	X	
	Research & Studies on Democracy Innovation	By 2024, the PoD program has already satisfactorily completed studies and research on democratic innovation. However, if there is an opportunity for support such as the one presented in the narrative in points 3 and 4, support can be provided to meet these conditions.				
1.2 Implement innovative multi-	Capacity building for staff & partners	Materialization of Action Plans derived from the development of the Multiparty Gender Roundtables in Bogota and the National	X	X	X	



actor dialogue scenarios to foster collaboration between political and civic actors		Multiparty Roundtable to strengthen women's political participation within political parties and movements in coordination with L4P.				
		Publication and socialization of the follow-up report to CONPES 4080 in coordination with the Observatory on Violence against Women in Politics.	X	X		
LTO2. Emerging young political and civic leaders are influential actors of change in their communities and in the prioritised peacebuilding territories.						
2.1. Strengthen their organizations with increased abilities to partake in political and social processes	Democracy Schools	Fourth (IV) iteration of the School of Open Democracy (EDA) aimed at officials of the Congress of the Republic, within the framework of AxCA, of which NIMD is a member.	X	X		
2.3. Amplify young voices by nominating themselves for decision-making positions	Mentoring & Networking Program	Considering that the compliance indicator regarding the # of people trained has already been reached, no further interventions are proposed that do not respond to an agreement or commitment acquired				
LTO3. Political and civic actors collaborate to address community grievances through meaningful, trust-based dialogue across political, generational and gender divides.						
3.1. Build trust in safe spaces to enable alliances across political or ideological divides for shared agenda development	Multiactor Dialogue Scenarios	Implementation of scenarios to strengthen citizen confidence in the actions of the Congress with a multi-stakeholder approach and citizen participation derived from the IX Action Plan.	X	X	X	
		New trust-building spaces for joint work with the Ministry of the Interior framed in the elaboration of joint agendas for candidates to the Youth Participation Subsystem.	X	X	X	
3.3. Participate in meaningful dialogue to diagnose and address community grievances at local level	Multiactor Dialogue Scenarios	Dedication of staff to technical assistance and methodological support for the creation of effective spaces for citizen participation.	X	X	X	
LTO4. Political and civic actors strengthen the democratic space to make it more open and inclusive, and to advance the peacebuilding agenda.						
4.4. Set and lobby a shared agenda on democracy strengthening	L&A with Congress	L&A's actions with the Congress of the Republic to position the Alliance for Congress (AxCA).	X	X	X	
	L&A with MIA	Dedication of staff for networking and meetings to define the methodological proposal for technical assistance to the Ministry of the Interior.	X	X	X	
		Dedication of staff for the adaptation and transfer of NIMD dialogue methodologies for the construction of collaborative spaces of the Ministry of the Interior.	X	X	X	

4.4 Myanmar

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1						
1.2 POD consortium build capacities	Experience sharing	NIMD Myanmar will share experience and expertise on trust building, democracy schools, ownership creation, multiparty dialogue at subnational level, conflict resolution (specific topics to be chosen based on the expressed needs of CSOs)			X	
Long-term Outcome 2						



2.1 Youth and Leaders strengthen their movements or organisations	Learning seminar	(4) Learning Seminar for the Alumni – 70-80 person* 2 days* 4 Events - Q1, Q2, Q3 In 2025, NIMD Myanmar will organize four online learning seminars for Democracy School alumni, engaging 70-80 participants per session. These seminars will focus on topics such as inclusive political participation, governance, federalism, and resilience building in conflict situations. The sessions will provide a platform for alumni to discuss the current political context, share insights, and network. The seminars will also produce a political briefing paper based on the discussions, offering recommendations for enhancing inclusive political processes and local governance in Myanmar.	X	X	X	
	Monitoring outcomes of Alumni	1 Monitoring outcomes of Alumni and published outcomes stories of alumni (Result: 1 document/paper)	X	X	X	
	MDS application ongoing updates and facilitation	1 Maintain and Promote the usefulness of MDS app users increased to 1000 <ul style="list-style-type: none"> New Contents; Peace and conflict resolution for the Application – 1 content includes 10 subtitles Voice Over for new contents 	X	X		
Long-term Outcome 3						
3.1 Democratic political actors engage in emerging dialogue at the sub national level	Key stakeholders dialogue meeting with dialogue members and Key decision makers (Kayin and Karenni State)	Two in-person meetings (three days each in Q2 and Q3) In 2025, NIMD will facilitate two three-day in-person meetings with democratic political actors and key decision-makers in Kayin and Karenni States. These meetings will focus on promoting inclusivity in state constitutions and governance structures, with 20-25 participants discussing ethnic representation. Key outcomes include strengthened trust, shared understanding of governance, and actionable recommendations for the Kayin State Dialogue Members (KSDM). Expected results are the establishment of an inclusive Karenni State Constitution and progress on ceasefire discussions among ethnic groups, enhancing inclusive governance and policy coordination in Karenni’s Interim Executive Committee (IEC).	X	X	X	
3.2 Democratic political actors have built trust across political divides.	Continue dialogue meetings (Kayin and Karenni State)	6 online meetings (3 hours a day, three days per meeting), 2 meeting each in Q1, Q2, Q3. The meeting will involve approximately 25 participants from Kayin State and 10 to 15 participants from the Interim Executive Committee (IEC) of Karenni State. Each state will have separate dialogue meetings. Dialogue members will have the opportunity to invite new participants and expand their platform according to their own criteria and needs. Expected results include enhanced collaboration among political actors, improved grievance resolution focused on state-building and peace, and the creation of a more inclusive dialogue platform that addresses local issues within the context of peace-building missions and interim governance.	X	X	X	



5- Global

Category	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1						
Consortium Coordination	Steering Committee meetings	Meeting between the four Consortium Executive directors, at least on a quarterly basis	X	X	X	X
Consortium Coordination	Programme Management Team meeting	Meeting between programmatic staff of the four Consortium Partners, at least on a monthly basis	X	X	X	X
PMEL	End-Term Evaluation	Coordinate and facilitate the ETE process and organize validation and learning workshops around the findings	X	X	X	X
PMEL	Outcome Harvesting support	External support in OH for monitoring and evaluations on demand	X	X	X	X
PMEL	Outcome Indicators Measurement	Support PoD Consortium Partners, local partners and offices in their final measurements of Outcome level indicators			X	X
Learning Agenda	Dialogue training for mentees	Involve dialogue expert mentors from the Baobab steering group in a training for 'mentees' from the PoD network, who will take up dialogue facilitation roles in the future	X			
Learning Agenda	Adaptive programming capacity strengthening trainings	Training and hands-on work on PEA update, and results reflection workshops with country teams	X	X	X	
Learning Agenda	Sharing experiences in a wider and external network	Sharing of learning and programme adaptation experiences, in relation to all the themes related to PoD.	X	X	X	X
Capacity Strengthening	Technical support to Country Offices & partner	Provide technical assistance to NIMD country offices (COs) and PoD partners, in light with the needs expressed in their respective capacity scans / assessments, but also in relation to the institutional and financial sustainability of these organization beyond the end of the programme. This includes missions from NIMD Headquarters staff to the various programme countries.	X	X	X	X
Capacity Strengthening	Creating a salary structure for COs towards a harmonized policies	Support COs with Birches salary system that is relevant to their local context	X	X	X	X
Capacity Strengthening	External audit	Support PoD consortium partners, local partners and offices in carrying out the final audit of the programme, in line with the audit protocols				X
Long-term Outcome 4						
International Lobby & Advocacy	Democracy Drinks (NL)	This networking event is part of an international format and is aimed at raising awareness for the importance of democracy.	X	X	X	X
International Lobby & Advocacy	Ambassador Event (NL)	Gathering of Ambassadors accredited in The Netherlands. An external speaker will link democracy dilemma's in the Netherlands with democracy abroad		X		
International Lobby & Advocacy	Event on democratic developments/election s in PoD countries (NL)	Discussing positive or negative democratic developments and their impact in PoD programme countries. The first event will be on the relations between the Netherlands and the Latin American and Caribbean (LAC) region in January.	X		X	



International Lobby & Advocacy	Round table elections, electoral process and democratic developments (EU)	With EU institutions, Member States and possibly European Parliament, in collaboration with the European Partnership for Democracy	X	X	X	X
International Lobby & Advocacy	Public campaigns (Global)	Advocacy work is raising awareness. NIMD has been successful with public campaigns in the past. To increase the impact, we will explore developing a multi-year campaign as network	X	X	X	X