



## Annex 2

### List of planned interventions

#### Power of Dialogue Consortium

2022



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# 1. Sahel

## 1.1 Mali

Lead: NIMD Sahel

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 1</b>						
1.1 Share mutual networks to create synergy	Strategic follow-up / Networking of different partners and mobilization of stakeholders in dialogue activities	The aim will be to promote dynamic communication with the implementing partners and to create synergy between them in order to strengthen their local leadership in lobbying and advocacy for political and institutional reforms and the safeguarding of the civic and democratic space	X	X	X	X
1.2 Generate knowledge about the place of democracy in conflict prevention and resolution	Review of democratic processes in the Sahel	Production of a regional report to inform and guide our activities on a regional scale	X			
	Comic book on democracy	Publication of a comic book to explain the precepts of democracy	X		X	
	Awareness campaign on the moralisation of political life	Lobbying and advocacy on the issue of the weight of money in electoral campaigns		X		
	Communication on social networks (Facebook, Twitter, LinkedIn, Benbere)	Engaging youth and women in online debate on the values, principles, institutions and functioning of democracy	X	X	X	X
1.3 Jointly develop lobbying strategies vis-à-vis regional and international institutions (Gorée Institute)	Publication of articles in national and international media Participation of alumni from the Schools of Politics and Democracy and NIMD in meetings on democratic issues Invitation to sub-regional and international actors to an activity on democracy and good governance (IG) Organisation of joint activities with the G5 Sahel youth and women's platforms; the ECOWAS Women's Peace and Security Network	Inform and alert sub-regional and international actors on the protection of the democratic space and the effective implementation of the texts of the 2001 ECOWAS Supplementary Protocol on Democracy and Good Governance			X	X
1.4 Strengthen the capacity of the NIMD Sahel team on gender responsive programming (AMwA)	Gender training	Gender audit and training of the Sahel team on gender sensitive programming	X			
1.5 Share experiences on political and democratic schools (CEMI)	Follow-up of alumni from political and democratic schools (EP-D)	Exchange of good practices and lessons learned with CEMI on the follow-up of alumni of political and democratic schools		X		

	Brainstorming session with FES/NDI on the follow-up of EP-D alumni	Alumni follow-up (outcome stories)	X	X		
1.6 Develop strategies (including risk management) for subsidiarity to further strengthen local leadership	Capacity building of local partners	Monitoring of activities. Working sessions on the technical and financial management of activities.	X	X	X	X
<b>Long-term Outcome 2</b>						
2.1 Strengthen their movements or organizations	Training of youth and women leaders of political parties and civil society	Political and democratic schools. Support to youth and women's organizations of political parties and civil society	X	X	X	X
2.2 Lobby/advocate in decision making	Funding of at least 03 alumni projects in favour of civic engagement and democratic consolidation	Advocacy activities by youth (M/F) from political parties and CSOs, alumni of political and democratic schools on youth and women's participation in decision-making	X	X	X	X
2.3 amplify the diverse voices of youth and women	Support for spaces for political and civic expression in collaboration with youth and women from political parties and civil society - including citizens living with disabilities	Support for dialogue initiatives on issues of general interest related to the specific needs of excluded groups	X	X	X	X
<b>Long-term Outcome 3</b>						
3.3 engage in meaningful dialogue in the public interest	Organization and strengthening of multi-stakeholder dialogue spaces on policy system options	Support for dialogue initiatives between political actors and citizens				
3.4 address the root causes of democratic dysfunction	Support for reflection and advocacy on the reforms needed to rebuild democratic governance	Advocacy around political system options to renew democratic practices				
<b>Long-term Outcome 4</b>						
4.1 promote and protect democratic space	Lobby sub-regional and international actors for the protection of the democratic space and the effective application of texts on good governance.	Support the reflection on the review of the 2001 ECOWAS Supplementary Protocol on Democracy and Good Governance	X	X	X	X
4.2 Safeguarding Civic Space	Support for the National Transitional Council and human rights organizations	Information and training session for political actors and citizens on the need to preserve civic and democratic space	X	X	X	X

## 1.2 Burkina Faso

Lead: NIMD Sahel

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 1</b>						
1.1 Share mutual networks to create synergy	Meeting - exchanges between the partners of the consortium for common strategies.	A series of meetings and exchanges between NIMD Sahel and its consortium partners to deploy a common strategy.	X			
	Strategic monitoring and networking of local NIMD Burkina partners	The aim is to create links throughout the year between the local partners of NIMD Burkina. This is done through a strategic follow-up that guides the collaboration with these partners towards the achievement of NIMD's objectives, but also creates synergies of action between these partners.	X	X	X	X
1.2 Generate knowledge about the place of democracy in conflict prevention and resolution	State of play of the democratic process in the Sahel	In collaboration with the NIMD regional office, this baseline study will provide the reference situation in the Sahel and will also enable the programme to be better adapted to the present context, which is marked by a multiform Sahelian crisis.	X			
	Production of articles, analysis notes, advocacy and lobbying documents	With partners such as the Anndal Institute, it is planned to develop documents and produce press articles and analytical notes on the political context and democracy in general.		X	X	X
	Capacity building of local partners / Accompaniment of local partners	The idea is to accompany local partners (NIMD expertise) or mobilize external expertise to strengthen their capacities for more effective actions.	X			X
1.3 1.4 1.5 1.6	Meeting - exchanges between the partners of the consortium. Lobbying and advocacy. Preparation and dissemination of studies, etc.	Activities that aim to build the capacity of NIMD teams and consortium partners, with a view to making consortium actors effective facilitators of democratic change.	X			X

	Meetings with local partners to discuss, plan and monitor activities and participants	This activity will be carried out continuously in collaboration with local partners. It is part of the daily interventions of NIMD in Burkina. In order to strengthen our interventions and a more effective monitoring of youth and women actors who participate in the activities of NIMD and its partners.	X	X	X	X
<b>Long-term Outcome 2</b>						
2.1 Youth and women leaders strengthen their movements or organizations	Democratic and political schools.	Training on values, skills and knowledge of democratic systems for 40 young people (boys and girls); with a special focus on gender; in the framework of the Democratic and Political Schools.				
	Training and capacity building activities. Political coffees.	Training and capacity building of 30 youth and women leaders within the framework of activities with local partners (CBDF). In sum, it is planned to train 70 youth and women leaders as part of the training and capacity building activities.		X	X	X
	Exchanges/Focus group with young people on youth political participation	This activity is part of the process of raising the issue of political participation of young people in the public debate. It will be held in the first quarter of 2022, with young people who have already participated in the focus groups organized during the development of the PEA 2021. These young people will be monitored by the NIMD with a view to creating opinion leaders on the issue of taking youth into account in politics and governance.	X			
2.2 Lobbying/advocacy in decision-making	Awareness raising; Political café; Lobbying and advocacy	It is about organizing a lobbying and advocacy campaign carried out by young and women leaders who participate in NIMD activities and who aim at making the political system more favourable to young people, women and minority social categories.		X	X	X
2.3 amplify the diverse voices of youth and women	Amplifying women's and youth voices through digital platforms and campaigns	Support to digital platforms of political and citizen expression in collaboration with young people and women from political parties and civil society / Training in blogging and design of video capsules / Digital campaigns to amplify the voices of women and youth.  At the national level, there are plans to create an open space (virtual and physical) for young people and women, with a view to strengthening the democratic space.		X	X	X
<b>Long-term Outcome 3</b>						
3.1 engage in meaningful dialogue in the public interest	Establishment of frameworks for 'Democratic Dialogues' between political actors and citizens.  Political Cafés	Organization of Dialogues and exchanges between political actors, leaders of civil society organizations and ordinary citizens, in the sense of strengthening the democratic culture, networking of opinion leaders. It is planned to organize 12 dialogue meetings in 2022.  It is envisaged to motivate 4 actors (2 civic actors and 2 political actors) to propose measures that strengthen the political representation of youth and women.		X	X	X
	Regional political café: actors and participants from the Democratic Schools of Mali, Niger and Burkina Faso	The regional political café will bring together political actors and participants in the NIMD Democratic and Political Schools. It will involve actors from the three (3) countries which are Burkina Faso, Mali and Niger.		X		

3.2 addressing the root causes of exclusion and conflict	Studies (PEA) to be distributed. Video clips. Political coffees.  Production of articles, analysis notes, advocacy and lobbying documents	It is planned with partners such as Anndal Institute to develop documents/videos and disseminate them. In addition to the political cafés, the documents to be developed will make it possible to disseminate messages related to political inclusion, the importance of democracy for the stability of the State.	X	X	X	X
<b>Long-term Outcome 4</b>						
4.1 Regional and international organizations promote and protect democratic space	Advocacy with national, sub-regional and international actors and organizations	It is envisaged to launch an advocacy campaign in 2022 with regional and international organisations. This campaign will be conducted jointly with NIMD Mali and NIMD Niger. It is therefore a regional activity that will aim to lead to a decision by international actors in the context of strengthening the democratic space.			X	X
4.2 Civic and political actors safeguard civic space	Advocacy and awareness-raising among civic and political actors	It is envisaged that an advocacy process will be launched in 2022 with national civic and political actors. The advocacy process will aim to result in a proposal initiative with a view to strengthening the democratic space.		X	X	X
4.3 Civic and political actors adhere to democratic principles	Meeting with political parties, diplomatic representations, public decision makers	These activities are part of the dynamics of lobbying, advocacy and political dialogue for the consolidation of democracy in Burkina Faso. Presentation of NIMD, strengthening the NIMD network	X		X	

## 1.3 Niger

Lead: NIMD Sahel

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 1</b>						
1.2	Study for the Sahel baseline, Baseline Niger	Participation in the process of conducting the baseline study: TOR's, selection and interaction with consultants.				
1.3	Strategic monitoring and networking with local partners	Meetings and other working sessions, support and networking of partners	X	X	X	X
1.3	Communication	Press releases, articles, posts on social networks.	X	X	X	X
<b>Long-term Outcome 2</b>						
2.1	Political and democratic school	Training of 60 youth and women party activists and 32 youth and women involved in civil society organizations	X	X		
2.2	Political and democratic schools	Alumni follow-up, advocacy	X	X	X	X
2.3	Support for political and civic expression	Forums, debates, article production, blogs, social media	X			X

	Advocating for the inclusion of young people in decision-making bodies	Advocacy on the inclusion of young people in decision-making bodies, multi-stakeholder exchange workshops. Multi-stakeholder debates.		x	x	x	
	Meetings/visits/search for partnerships	Exchanges with donors, meetings with institutions.		x	x	x	x
<b>Long-term Outcome 3</b>							
3.1	Presimeter: monitoring the President's commitments	Accountability forums, youth capacity building		x		x	
3.1	Frameworks for exchange between elected officials and citizens through social networks	Support for networks of young girls and boys to keep an eye on the public and to question elected officials.		x	x	x	x
	Meetings, visits and working sessions, search for partnerships	Participation in workshops and meetings with various partners, representation of organizations and/or institutions.		x	x	x	x
<b>Long-term Outcome 4</b>							
4.1	Support for the network of women parliamentarians in Niger	To build the capacity of these elected women to contribute effectively to parliamentary work (budget, gender and social inequities)			x		
4.1	Support to the Niger Parliamentary Network for the fight against incivism and socio-professional abuses and for a change in behaviour	Strengthen their capacity to make reform proposals for good governance.				x	
	Lobbying and advocacy with the authorities	Participation in meetings, seminars and other working sessions.					

## 1.4 Regional Approach

**Lead: GORIN**

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 1</b>						
1.1.	Research	Undertake One (1) research on the impact of bad governance on civic voices of women and young political leaders in the four target countries in Sahel (Senegal, Mali, Niger and Burkina Faso).	x			
1.2.	Stakeholder Mapping	Undertake one (1) stakeholder mapping exercise.	x			

1.3.	Policy Briefs	Produce two (2) Policy Briefs on peacebuilding, conflict prevention and dialogue.		X			
1.4.	Experience sharing and dissemination of information	Setup online networking platform for experience sharing and dissemination of information and learning materials.	X				
<b>Long-term Outcome 2</b>							
2.1.	Capacity building	Organise One (1) Annual Regional capacity building workshops on youth leadership in peacebuilding, conflict prevention and political decision-making targeting thirty (30) women and youth.	X				
2.2.	Women Political Mentorship	Pilot Women's and youth Mentorship Programme in peacebuilding, conflict prevention and political decision-making. The mentorship programme will focus on thirty (30) aspiring women leaders and young leaders openly affiliated to political parties and other institutions. The programme will be aiming at inspiring women and young political leaders to get involved and participate as leaders and candidates in political processes. Each mentee will be enrolled based on their respective potential political initiative, and will be supported by mentors identify at national level to support their respective political initiatives. The initial training components will conclude confident building in the area of public speaking, and lobbying and promoting political dialogue.	X	X	X	X	X
<b>Long-term Outcome 3</b>							
3.1.	Dialogue	Organise One (1) Multi-stakeholder dialogues between the civilian populace and policy makers targeting thirty (30) representatives drawn from Civic groups, Political Actors including Parliamentarians and Regional Actors.	X				
3.2.	Capacity building	Organise 10 days TTF Building resource in democracy, governance and elections targeting thirty (30) representatives.		X			
<b>Long-term Outcome 4</b>							
4.3.	Fostering Political Stability	Recruit forty (40) young civic actors (10 in each target countries) to monitor structural and proximate indicators related to institutional stability and threat to human security. The indicators monitored will be uploaded in ICT enhanced online platform, statistical analysis conducted, and report produced by respective country experts. The reports will be embedded with recommendations and suggestions to influence policy change as part of an effort to foster political stability.					x
4.4.	Lobbying and Advocacy	Organise (1) Annual regional consultative stakeholders meeting targeting ECOWAS, G5 Sahel and CSOs targeting (30) thirty participants. Part of this will involve sharing of findings of studies conducted GORIN, lessons learned and best practices in the implementation of POD Programme; and to also discuss the need to influence change at national and regional levels with respect to implementation of youth and gender-based advocacy laws and policies.				X	
4.5	Lobbying and Advocacy	Conduct an annual debriefing session with ECOWAS Secretariate involving Goree Institute and NIMD Sahel. This is in line with one of the key outcomes of joint meeting held between NIMD and Goree Institute this year with the need to engage and lobby ECOWAS and other regional actors to positive influence positive outcome of POD Programme in the sub-region.				x	
4.6.	Advocacy	Organize One (1) annual Symposium on Peacebuilding, Conflict Prevention, Political Stability and Governance targeting fifty (50) participants.					

## 2. Middle East and North Africa (MENA)

### 2.1 Tunisia

Lead: CEMI

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 1: The consortium, its network and local CSOs are effective enablers of change</b>						
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	X	X	X	X
<b>Long-term Outcome 2: Aspiring young and women political and civic leaders are influential actors of change</b>						
2.1 strengthen their movements or organizations (Country level)	ToT	4 training sessions + 1 mentoring session for ToT class and 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. Besides the representatives of political parties, the groups will include representatives of 13 organizations. The objective is also helping them strengthen their movements or organizations through our trainings and experts	X	X	X	X
	1st level class (school of politics)					
2.2 strengthen their capacities of lobbying and advocacy in decision-making (Country level)	ToT,	4 training sessions + 1 mentoring session for ToT and 16 training sessions for mixed classes (8 for A group and 8 for B) will be organized including women and youth leaders that will get training sessions about different topics ( judicial, sociological, politic sciences, communication, gender approach, economy....). The objective of this national activity is also to strengthen the capacities of participants in decision-making on the national level	X	X	X	X
	1st level class (school of politics)					
2.3 they will be able to amplify diverse young and women voices (dissemination/duplication (Country level)	1st level class (school of politics)	16 training sessions for mixed classes (8 for A group and 8 for B) will be organized A youth council discussing a youth problems and expressing their proposals The objective is to create different spaces in which young and women voices feel free to express themselves and have the opportunity to be heard	X	X	X	X
	youtube channel					
	youth council					
<b>2. Aspiring young and women political and civic leaders are influential actors of change in MENA countries</b>						
2.1 strengthen their movements or organizations	MENA regional youth Academy	Cemi will continue to organize regional activities, which are Regional Academy, and Regional conference that contains participants from MENA countries presenting their movements, coming to participate in the training sessions about different topics (Knowledge/Skills). The objective is also making CEMI an enabler partner engaged in improving and strengthening MENA countries' participants, organizations and movements	X	X	X	X
	regional conference					

2.2 strengthen their capacities of lobbying and advocacy in decision-making	MENA Regional youth Academy	Cemi will organize Regional Academy for 2022 to host participants from MENA countries.Youth and women will get training sessions about different useful topics. The objective of this regional activity is to make CEMI an effective enabler partner in strengthening the capacities of lobbying and advocacy of participants in decision-making	X	X	X	X
2.3 they will be able to amplify diverse young and women voices (dissemination/du plication)	MENA Regional youth Academy	Cemi will organize Regional Academy for 2022 to host participants from MENA countries.Youth and women will get training sessions about different topics that may improve their expressive level like political communication and leadership. Also the Youtube channel will start working on its content. The objective is to create different spaces in which young and women voices feel free to express themselves in order to be heard	X	X	X	X
	Youtube channel					
	web collaborative platform					
<b>Long-term Outcome 3:Political and civic actors collaborate peacefully on a basis of trust</b>						
3.1 Build trust to enable alliances	CDM	CEMI will continue to make political and civic actors participate in meetings and debate to discuss topic on the actuality in the country so that they build trust and alliances between each other. the result that we want to achieve is the realization of all planned number of activities which are 6 in a peaceful atmosphere between parties	X	X	X	X
	TSoP debate					
3.2 Addressing grievances through mediation	TSoP debate	CEMI continue to organize its dialogue activities as planned which are TSoP and public debates and couscous politic with the presence of MDP participants and organizations to discuss their different point of view and search for solutions the result that we want to achieve is the realization of all planned number of activities and make the political and civic actors engaged and motivated to express themselves on a basis of trust	X	X	X	X
	political couscous		*	*	*	*
	public debate		*	*	*	*
	youth collaborative platform		*	*	*	*
3.3 Participate in meaningful dialogue	political couscous	CEMI continue organizing its dialogue activities as planned, which are TSoP and public debates, couscous politic and MDP meetings with the presence of MDP participants and organizations to discuss multiple topics. The result that we want to achieve is the realization of all planned number of activities and make the political and civic actors participate in meaningful dialogue.	X	X	X	X
	TSoP debate		*	*	*	*
	public debate		*	*	*	*
	CDM					
<b>Long-term Outcome 4:Political and civic actors strengthendemocraticspace</b>						
4.1 Adherenceandexistenceofdemocraticrules	ToT	CEMI will continue toorganizedebatesand training sessionsfor mixed classes andToTandimprovingtheredaction of documents tobepublishedbytheresearchcell in order toacheiveourobjectivewhich is the engagement in democraticrulesbystrengntheningthedemocraticspacegathering different actors	X	X	X	X
	TSoPdebate		*	*	*	*
	1st level class		*	*	*	*
	Researchcell		*	*	*	*
4.2 Set a space of inclusiveness	Youtubechannel	CEMI will continue to organize training sessions for mixed classes about helpful topics; the youth council project will continue its process as well as the creation of youtube channel The objective is to insure the creation of spaces of inclusiveness related to PoD program	X	X	X	X
	Youthcollaborativeplateform		*	*	*	*
	youth council		*	*	*	*
	1st level class (school of politics)		*	*	*	*

## 2.2 Jordan

Lead: NIMD Jordan

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 1</b>						
<p>1.1 Work in alignment and partnership to promote a more inclusive democratic space on local and national levels.</p> <p>1.2 Benefit from expertise within the network to build each other's capacity that of local partners</p>	<p>NIMD Jo and consortium jointly develop and acquire skills needed to become enablers of change</p>	<p>NIMD Jordan coordinates and engage with global NIMD PoD consortium in mutual learning and knowledge sharing, collaborative planning, use complementary strengths through shared responsive programming on best practices and strategies to build capacity of local team and partners including exchange of success stories, best practices, and technical assistance including useful intervention methodologies.</p> <p>Intended result is that NIMD Jordan acquires key 2-3 skills 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.</p>				
<b>Long-term Outcome 2</b>						
<p>2.1 Strengthen themselves, their movements or organizations with their increased advocacy skills and thematic expertise through capacity building programs.</p> <p>2.2 Lobby and advocate in decision-making on thematic and political topics that 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>	<p>Advanced capacity building programme for outstanding PMY.</p>	<p>Starting 2022, a total of 80 persons will be engaged in the "Dialogue Incubators" in the governorates where they will engage in dialogue and receive political training.</p> <p>An additional SoP Capacity building program focusing on advanced political topics will be delivered to the top and most active students from the dialogue incubators.</p> <p>The intended result is that the PMY and women with different civic and political backgrounds are empowered actors of change on specific political and thematic issues.</p>	x	x	x	x
<b>Long-term Outcome 3</b>						
<p>3.2 connect with other fellow 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 incubator in 4 governorates</p>	<p>NIMD Jo jointly with four local CSOs are to hold a series of dialogues that 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	x

<b>Long-term Outcome 4</b>					
4.2 Safeguard civic space by monitoring status of political and civic rights with peers and other civic and political actors.	Democratic Space observatory	Create a dialogue platform with other civic and political actors in Jordan along with outstanding young politically motivated men and women to review status of democratic space in Jordan and especially status of women's political and civic rights and come up with policy papers, position paper, or common communiques.			
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.		Politically motivated young men and women with different civic and political background strengthen democratic space by addressing changes in democratic space and contributing to safeguard democratic values with other civic actors.	x	x	x

## 2.3 Iraq

**Lead: NIMD**

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 2</b>						
Intervention 1.1	Call for application / Publication -	Design of the application, translation of the content and publishing it. The output will be a longlist of applicants which will be the basis for the selection process resulting in a list of 25 participants for the school.				
Intervention 2.1	Training of Trainers (ToT)	An inventory of the team of trainers, identification of new trainers, and execution of a ToT programme both for new trainers and to brush up on skills of existing trainers. The output will be a team of trainers for this round of the school.				
Intervention 2.2	Opening Ceremony (Baghdad)	Opening ceremony together with the participants, trainers, project partners, politicians and members of the diplomatic community.				
Intervention 3.1	Training/ School of Politics	13 training days for the participants divided up over 3 sessions. The topics covered will be: <ul style="list-style-type: none"> <li>- Political systems and political regimes</li> <li>- principles of institutional organization</li> <li>- Rights and freedom</li> <li>- Political parties</li> <li>- Dialogue and mediation</li> <li>- Advocacy and media</li> </ul>				
Intervention 3.2	Coalition building	Coalition building among the participants through dialogue sessions and informal debates between participants and policy and decision makers as well as politicians				
Intervention 3.3	Alumni Event	An event in which the participants of the previous round(s) of schools will be invited to engage with the current participants. In this way we can create an ever expanding group of young politicians and activists that can find each other through this platform. Together with them we will explore ways to expand the programme towards dialogue or other avenues.				
Intervention 3.4	Evaluation and Graduation Ceremony	Final graduation meeting, again with the participants, trainers, project partners, politicians and members of the diplomatic community.				

## 3. Horn of Africa

## 3.1 Uganda

Lead: NIMD Uganda

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 1</b>						
1.1.1	Conduct quarterly civil society round table engagements on the state of civic and democratic space	Four engagements targeting civil society actors from 5 organisations will be held. They will seek to enhance the capacity of civil society organisations to influence state and non-state actors especially on matters relating to the civic and democratic space.	X	X	X	X
1.1.2	Facilitate a meeting between civic and Political actors on democratic and civic space	Two meetings on a semi-annual basis will be held between political and civic actors on protecting and expanding the democratic and civic space. The 5 organisations above will be joined by political actors both in parties and independent.		X		X
1.2.1	Conduct one day peer learning engagements on dialogue facilitation	Two peer learning engagements, each a day will be held in the first and third quarters. NIMD will facilitate the learning engagements targeting the identified CSO partners. Through this activity, NIMD will seek to build the capacity of other civic actors.	X		X	
1.2.2	Conduct a 2 day training for NIMD staff on best practices and trends in gender advocacy	5 NIMD staff including both program and finance staff will be trained on the best practices and trends in gender advocacy. AMWA or any of its partners will conduct the training which will last two days in order to build the capacity of the local organizational staff.		X		
1.3.1	Networking and relationship building	Relationship building by the Country Director on a monthly basis. The activity will seek to strengthen the relationship of NIMD and its partners.				
<b>Long-term Outcome 2</b>						
2.1.1	Train young and women leaders in policy advocacy	The training will seek to empower women leaders in the civic space with policy advocacy skills. The two day training will be facilitated by NIMD.			X	
2.1.2	Facilitate two inter-generational dialogue sessions on different thematic issues.	Two (2) dialogues in the 2 <sup>nd</sup> and 4 <sup>th</sup> quarters will be held. These will be between the young political and civic leaders on inter-generational conflict, inclusive political participation and participatory decision making.		X		X
2.2.1	Facilitate 4 regional youth round tables	Regional youth round tables targeting youth leaders from political parties, youth focused CSOs as well as inter-party youth structures at the district levels will be targeted. These round tables will be held in the Northern, Central, Western and Eastern regions of the Country. These spaces will be used to lobby and advocate inclusive participation in decision making processes.	X	X	X	X
2.3.1	Facilitate reflection meetings between political party youth and women and CSO actors.	Two reflection meetings between political party men and women actors as well as CSO actors will be held. The meetings will be about developing a common lobby and advocacy agenda. Participants will be women and youth leaders, current and aspiring.	X			X
<b>Long-term Outcome 3</b>						
3.1.1	Facilitate periodic political dialogue/inclusion engagements	Political dialogue meetings targeting political leaders, both independent and party based leaders will be targeted. These dialogues will seek to build trust. These are the ordinary IPOD Council meetings.	X	X	X	X

3.1.2	Conduct a training of political and civic leaders on dialogue and mediation	One training targeting political and civic leaders will be conducted on dialogue and mediation. The training will seek to build trust to enable cross party/political actors and civil movements cooperation.		X		
3.2.1	Facilitate political partners' top leadership meetings					
3.3.1	Conduct regional multi-stakeholder dialogue sessions on various thematic issues.	Two regional multi stakeholder dialogues on the state of multiparty politics in Uganda and the shrinking political and civic space will be held. These will target both civic and political actors. They will be held in the North and Western regions.			X	X
3.3.2	Conduct a National multi-stakeholder dialogue session on various thematic issues	One National level multi-stakeholder dialogue session on the political, civic space and the rule of law in Uganda. The sessions will target representatives from political and civic leaders, Religious leaders, law enforcement agencies, the Academia, the diplomatic community as well as general public.				X
3.3.4	Conduct a conflict mapping and assessment study.					
<b>Long-term Outcome 4</b>						

## 3.2 Kenya

**Lead: Mzalendo Trust and NIMD**

Intermediate Outcome	Intervention	Description	Quarter			
<b>LTO 1: Consortium Partners- NIMD, AMWA and Mzalendo Trust are Effective Enablers of Change</b>						
1.1	Peer learning on the use of civic tech - social media, apps, etc	Engagement 2 facilitators from the consortium partners: Undertake 4 (one per quarter) virtual learning engagements.		x		
1.2	Development of an elections and vote tracker	Contract a qualified expert to develop the elections and voter tracker; Host 1 event to launch tracker 1 one off maintenance fee 1 social media activity to publicize the launch	x	x		
1.3	Leveraging regional and global networks and parliamentary monitoring organizations	Undertake 1 regional virtual meeting among consortia partners; Hold 4 (quarterly) virtual meetings Undertake 1 exchange programme (travel)	x	x	x	X
1.4	Enhancement of engagement with regional and international PMOs	Undertake one (1) PMO working group meeting in the region: Undertake 2 (bi-annual) regional meetings and 2 quarterly virtual meetings with consortia partners. Engage one consultant to undertake one (1) joint regional parliamentary legislative index	X		X	X
			x	x	x	X

		Hold quarterly virtual PMO working group meetings, learning and peer exchange meetings.				
1.5	Training of Mzalendo staff and CSPEN members on election observation and conflict prevention	Contract 2 facilitators for development of training materials, Conduct 2 workshops for 35 participants (venue and refreshments, transport, facilitator fees etc)		x	X	
1.6	Organizational Capacity Development – monitoring & evaluation, grant management and report writing (Mzalendo)	Contract 2 facilitators for development of training materials and workshop facilitation: Conduct 2 workshops for 15 staff and board members (as may apply.)	x		X	
<b>LTO 2: Aspiring and Elected Young and Women are influential actors of change within CSOs, Political Parties, Parliament and County Assemblies</b>						
2.1	Continuous sensitization of political parties on youth and women political participation, capacity building and inter-generational learning sessions	Contract one expert to facilitate 2 (two) workshops workshops, Undertake 2 community and mainstream media talk shows; Undertake 2 social media campaigns on women and youth participation in partnership with other CSOs: Undertake 2 town-hall inter-party dialogues for women and youth (county based, includes transport and accommodation costs)	x	x		
2.2	Peer learning, mentorship and exchanges between youth and young women in Kenya and region.	In partnership with MePAW undertake 1 virtual mentorship for youth and young women aspirants on media preparedness; Engage 1 facilitator for virtual capacity building forum for youth and women aspirants;	x		X	
2.3	Relationship/Movement building on electoral preparedness, with youth and women leaders in CSOs targeting youth and women political party youth leagues, parliament and county assemblies	Undertake two town-hall meeting for youth and women (in 2 respective counties) Engage one (1) illustrator to develop materials on youth and women participation.	x		X	
2.4	Induction of Young leaders at County and National level	Conduct 1 induction workshops for youth and women elected MPs and MCAs respectively: Engage 2 facilitators to develop training materials and curricular: Undertake 1 media sensitization forum. Transport reimbursement costs				X
2.5	Citizen engagement tools, public participation tools, publicity materials, social media and Website amplification	Undertake 12 Bonga na Mzalendo Sessions (Q & A) and SMS platform; Facilitate 12 legislative reviews through Dokeza platforms: Undertake 12 social media campaigns on elections and related legislation.	x	x	x	X

2.6	Democracy innovation tools to enhance youth and women participation in the electoral process	Generate bi-monthly (6) Podcasts on key issues relating to governance, legislation, youth and women participation Develop 12 tiktoks videos, youtube skits on youth and women participation Run 4 communication campaigns to encourage youth & women to register, vote and run. (E.g. Vote Run Lead)	x	x	x	X
2.7	Activities Women & Youth (NIMD)					
2.8	Women Political Party Dialogue (NIMD)					
<b>LTO 3: Political and Civic Actors Working in the Governance Sector strengthen public participation in parliamentary processes and civic engagement in Kenya</b>						
3.1	Provide substantive inputs to international reports on Kenya	Attend 1 regional forum; Convene 2 virtual learning dialogues on SDGs and OGP: Develop 1 policy brief on ratified legislation – local and regional parliaments - and impact on youth and women participation	x	x	x	X
3.2	Citizen Engagement, Parliamentary monitoring and awareness creation for greater Participation and Accountability in electoral processes	Develop, design and print 4 policy briefs, accompanied by online learning dialogues on pertinent parliamentary issues e.g. budgets, electoral preparedness, integrity and two-thirds gender rule: Contract 4 research assistants to help with research: Engage 1 consultant for development of annual score card: Design, print and disseminate 2 infographic reports (scorecard): Undertake 4 mainstream and social media campaigns to disseminate policy briefs and score card; Participate in 4 talk shows – radio and TV on elections, participation and integrity issues.	X	X	X	X
			X	X	X	X
				X		
			X	X	X	X
			x	X	x	X
3.3	Media outreach & Advocacy	Host 1 meeting with media practioners and CSO actors for 40 participants on electoral preparedness Engage 1 moderator to facilitate and moderate conversation Host 1 (one) virtual roundtable on elections related legislation for 50 participants		X		
				x		
				x		
3.4	Networking, Relationship and Partnership Building (Mzalendo)	Host 1 partner meetings for 30 CSPEN members; Host 2 influencing meetings for 20 partners on advocacy (ED Roundtable) Monthly Partner check-in meetings/coffee/informal meetings	x	X	x	X

3.5	Work with secretariat of parliament and committees	Convene 2 technical assistance and information sharing meeting with 1 Caucus (35 members) and 1 Committee (35 members) and 35 CSPEN respectively; Undertake 1 learning session with Parliament Secretariat Team for 40 pax: Host 1 meeting for CSOs, County Assembly Forum for 40 participants on inclusion and oversight in counties.	x	x		X
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### 3.3 Ethiopia

Lead: NIMD Ethiopia

Intermediate Outcome	Intervention/indicator name	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 1</b>						
1. The consortium and the NIMD office are effective enablers of change in support of inclusive decision making	OH	<ul style="list-style-type: none"> <li>- Coordination mechanism between PoD consortium members to harmonize activities and create experience sharing mechanisms; learn from each other.</li> <li>- Research, Training and dissemination on gender mainstreaming and political inclusion with AmWA</li> </ul>	X			
1.1 Works complementary on developing gender and youth inclusion awareness and intervention and building networks	OH	<ul style="list-style-type: none"> <li>- Once in a month virtual meeting between country focal persons of consortium members</li> <li>- One in-person meeting with consortium member focal persons</li> </ul>	X	X	X	X
1.2 Builds each other's capacity to implement politically savvy program	# of consortium partners/partners /country office staff trained	<ul style="list-style-type: none"> <li>- Training for staff members on areas of finance, program management, M&amp;E, security, and risk mitigation</li> </ul>		X	X	
<b>Long-term Outcome 2</b>						
2. Aspiring young and women political and civic leaders are influential actors of change within their political parties	of women and youth involved in politics who feel they are able to participate in decision making process	<ul style="list-style-type: none"> <li>- Gender mainstreaming training to political party leaders and aspiring women political party leaders in collaboration with leading organizations working on women empowerment to different registered political parties (NIMD commissioned paper in 2020 will be used as a basis)</li> </ul>	x		x	
2.1 Young and women leaders strengthen their parties through adequate representation	# of political/civic actors taken measures enhancing representation of women and youth	<ul style="list-style-type: none"> <li>- EDAC alumni training to cluster leaders of EDAC group on how to improve the quality and quantity of young leaders in respective political parties</li> </ul>		X		

2.2 Young and women leaders influence the decision-making within their political parties	of women/youth leaders trained	- Training on youth inclusion and decision making power to political party leaders based on studies commissioned by NIMD in 2020		x		
2.3 Young and women leaders amplify diverse young and women voices within political parties	# of agreements reached (reform agendas / policies / legal amendments)	- Documentation mechanism to the percentage of youth in political parties - Political parties adopting decisions to employ quota system to youth and women at the leadership level		x		x
<b>Long-term Outcome 3</b>						
3. Political and civic actors collaborate peacefully on a basis of trust in inclusive dialogue spaces	# of inclusive policy making processes (at national level)	- Training and capacity building support for women political party leaders within the Joint Political Parties Council			x	
3.1 Address grievances of political actors through participation in meaningful dialogue and mediation	# of multi-stakeholder dialogue meetings (at national level)	- Training to Caffee newly elected members on their roles as a representatives to their constituencies - Workshop on representation role of MPs to HoPR and their mandate and tasks as a representative to their constituencies	x		x	
3.2 Build mutual trust and understanding among political actors to enable cooperation across political divides	# of preparation activities to create/consolidate operational space for the consortium partner/partner/country office  Representatives of civic/political actors trained in dialogue/mediation # of CSOs included in the PoD programme (other)	- Political parties dialogue with emphasis to youth and women inclusion at the different echelon of the leadership	X	x	X	x
<b>Long-term Outcome 4</b>						
4. Democratic institutions strengthen democratic space	# of inclusive policy-making processes (at national level)					
4.1 Safeguard inclusive democratic spaces to improve/ encourage/ maintain citizen participation in democratic processes (space creation for citizen usage of DI)	# of preparation activities to create/consolidate operational space for the consortium partner/partner/country office	- Training and capacity building NEBE board members on strategic management and leadership - Training for Caffee higher officials on Caffee plans for inclusion and representation role of MPS	x		x	
4.1 Adhere to democratic rules and principles (DIs stick to rules)	# of representatives (male/female) of political actors	- Training to Caffee Oromia coordinating committee members - Law making training to HoPR new members (MPs)	x			x

	have participated in democratic values oriented training activities (e.g. democracy schools)					
4.2 Set agendas for new internal democratic procedures (Dis develop more/ better rules)	# of studies for evidence-based L&A disseminated	<ul style="list-style-type: none"> <li>- Training of trainers for Caffee Oromia legislatures and Secretariat</li> <li>- Training on oversight for HoPR</li> <li>- Study tour to HoPR MPs and Secretariat to Netherlands</li> <li>- Publication on representational role of MPs to HoPR</li> </ul>	x	x	x	x

### 3.5 Regional Approach

**Lead: AMwA**

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 1</b>						
1.1 Strengthen the capacity and legitimacy of CSOs to influence state and non-state actors.	Regional and national feminist leadership development for political and civic leaders	<p>Two (2) feminist and transformational leadership trainings to be conducted. 1 at national level (Uganda) and the other at regional level (Kenya, Ethiopia and Sudan). Each of these trainings will bring together 25 women leaders from different CSOs within the region.</p> <p>This aims to build the capacity of political and civic actors in feminist leadership in the advancement of gender responsive political processes and democratic governance</p>	X	X		
	Gender transformative programming training for national and regional partner	One (1) training on gender transformative programming to be conducted. This will bring together 25 women leaders across Uganda, Kenya, Ethiopia and Sudan to build their capacity in gender transformative programming/approaches.		X		
1.3 Engage in lobby and advocacy based on the joint Lobby & Advocacy strategy for shared policy objectives	Develop Policy Briefs/Position Papers and engage in lobby and advocacy based on the L & A strategy	Develop 4 joint Policy briefs/position papers and engage in lobby and advocacy based on the joint Lobby & Advocacy Strategy. In Uganda NIMD Uganda and AMwA developed a joint L & A strategy .	X	X	X	
<b>Long-term Outcome 2</b>						

2.1 Strengthen Young and women leaders (women leagues in political parties/pressure groups) movements and organizations with their increased capacity to act, organize and mobilize collective voice and action in political processes	Development and implementation of mentorship and coaching programme	Develop and roll out a mentorship and coaching programme for the 50 women leaders across the region that were trained in feminist and transformational leadership. (under outcome 1.1 and in 2021). This is intended to ground the young and women leaders in transformative leadership and strengthen their agency in political processes.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
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		for national gender responsive political and decision making processes.			
	Quarterly media engagements, briefs and policy dialogues and media engagement to amplify young and women's voice on democracy and civic space	Hold quarterly media engagements as well disseminate media briefs to amplify diverse young women's voices on policy alternatives that will accelerate their participation in political and decision making processes.	X	X	X
<b>Long-term Outcome 4</b>					
4.1 Promote and strengthen democratic and civic space	Conduct Research – A Gendered Post Election analysis	Conduct Gendered Post Election analysis for Uganda, Kenya and Ethiopia to review the key gains and challenges faced by women in the recently concluded elections in the context of the systems and structures in place for them to actively participate in the process. The recommendations from the study will be presented to different actors to ensure safer and inclusive electoral processes for women in the countries of focus.		X	
4.2 Political and civic actors safeguard civic space by reviewing and influencing amendment of legislation to safeguard civic space.	Engage in national policy, advocacy and legal reform processes	Participate in national policy, advocacy and legal reform processes. These will include: Policy dialogue meetings, budget conferences and consultative meetings with key actors and legislative bodies.	X	X	X

## 4. Southern Africa, Latin America and Asia

### 4.1 Mozambique

Lead: IMD Mozambique

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 1</b>						
1.1	Exchange Experiences	Capturing political skills and tools for changing course between leadership and women's leagues of political parties (South Africa).			X	
1.2	Training for IMD staff	training in English language skills and a training on gender in Democracy and Governance programmes.	X	X	X	X
1.3	Institutional retreat	One institutional retreat will be held, on April with the aim to refresh the staff in terms of programmatic and internal administrative regulation tolls and procedures.		X		
1.4	M&E	Conduct Monitoring and Evaluation Process at the end of 1st semestre and at the end of the year.		X		X
<b>Long-term Outcome 2</b>						
2.1	Dialogue sessions	Carry out dialogue sessions between women from political parties, Civil Society youth, from the leagues and political aspirants.	X			
2.2	GRIP Process	Conduct GRIP Process in Political Parties		X		X

2.3	Lobby and Advocacy	Lobby and Advocacy (formal and informal) close to political parties leadership and women of political parties	X	X	X	X
<b>Long-term Outcome 3</b>						
3.1	Training	Training women in the women's leagues of political parties		X		
3.2	dialogue	Conduct political dialogue sessions between women's leagues and male leaders/elites of political parties			X	
3.3	Lobby and Advocacy	Lobby and Advocacy (formal and informal) close to political parties leadership and women of political parties	X	X	X	X
<b>Long-term Outcome 4</b>						
4.1	Bilateral Interaction	Create spaces for political dialogue between women from political parties and civil society.		X		
4.2	Multiparty Dialogue Meetings	Dialogue session between women from the Women's Leagues of political parties, Assembly of the Republic (Commission for Legal Reform and Local Administration), Provincial Assemblies and Civil Society (including young people) on the process of Reform of the Electoral Law and other matters of political scope, of interest to women and young people			X	
4.3	Lobby and Advocacy	Lobby and Advocacy (formal and informal) close to political parties leadership and women of political parties	X	X	X	X
4.4	Interactive dialogue sessions	Interactive dialogue sessions between young people, women of political parties, MPs of Parliament and Provincial Assemblies.	X			

## 4.2 Guatemala

**Lead: NIMD Guatemala**

Intervention		Description	Office responsible	Semester			
				1	2	3	4
<b>Outcome 1</b>							
1.1	Regional PEA update*. <sup>1</sup>	Political and Economic Analysis updates will be conducted in the 2nd and 4th semester of 2022 to design, validate and readjust planned interventions and strategies.	Guatemala		X		X
1.1	Regional alumni meeting*.	Alumni (Escuela de Formación para la Democracia) from Guatemala, El Salvador and Honduras will be invited to generate a space of trust and follow up on their political trajectory that favors the generation of alliances.	Guatemala		X	X	
1.2	Continuation of NIMD strengthening plan	The plan to train and strengthen the NIMD team in topics such as administrative processes, policies, political context, IVE, among others, will continue.	Guatemala	X	X	X	X
1.2	Democracy Training School Alumni Follow-Up*.	Mapping and consolidation of the database of Alumni (graduates) of the School of Democracy Training of the offices of Guatemala, El Salvador and Honduras, this is necessary for monitoring and technical assistance to strengthen their capacity for advocacy and political participation.	Honduras El Salvador	X	X	X	X
1.2	Trainer of trainers workshop	A training workshop for trainers of dialogue processes will be held for multi-party political leaders.	Honduras	X	X	X	X
<b>Outcome 3</b>							
3.2	Political Dialogue Cross-Party Women*.	Based on the experience of Multiparty Youth (which began in 2019 and has been developed with support and coordination of different programs of NIMD Guatemala), a process with Multiparty Women with a regional approach will be carried out in 2022. This intervention will be a hybrid of training and political dialogue and aims to obtain a political agenda for women as a result of the dialogue.	Guatemala	X	X	X	X
3.2	Dialogue and training with the	Support will continue to be given to the dialogue processes between political parties and civil society promoted by the Dialogue Coordinating	Guatemala	X	X	X	X

<sup>1</sup> The activities marked with \* (in grey) are those that will be developed with a regional focus on northern Central America.

	Dialogue Coordinating Group	Group (GAD) on issues related to the Plurinational State and democracy in Guatemala.					
3.2	Citizen dialogues on political context*.	Citizen dialogue (1 national and 1 regional) to discuss the political context on relevant issues such as the election of the PDH, Attorney General of the Public Prosecutor's Office and current issues in the region, among others.	Guatemala		X	X	X
3.2	Citizen Dialogues "Actions to avoid contraction of civic space" *.	A cycle of dialogues will be developed with the objective of socializing, discussing and identifying joint actions to avoid the contraction of civic spaces in El Salvador and the region.	El Salvador		X	X	
3.2	Territorial dialogues between youth organisations and political actors (deputies from the Central American parliament)*.	Support will be given to the creation of a space for dialogue between parliamentarians of democratic parties and civil society, in which the development of a regional vision for the solution and/or management of local problems will be promoted.	El Salvador		X	X	X
3.2	Technical assistance to the Supreme Electoral Tribunal	Technical assistance will be provided to the media and oversight units of the Supreme Electoral Tribunal to develop workshops for political organizations on technical aspects of the 2023 electoral process.	Guatemala	X	X	X	X
3.2	GRIP* Technical Assistance	A pilot process of GRIP will be carried out (taking as a reference the methodology developed by NIMD headquarters) to 2 Guatemalan political parties (Unidad de la Esperanza -UNE- and Winaq) and Salvadoran political parties. Regional exchanges will be carried out to share the experience.	Guatemala El Salvador	X	X	X	X
3.2	Technical assistance Ruta Articulación de Mujeres Indígenas (Indigenous Women's Articulation Route)	We will continue to follow up on the Indigenous Women's Articulation Route that the organization Moloj and indigenous women's deputies are leading, which began in 2021.	Guatemala	X	X	X	X
3.2	Technical assistance to the Congress of the Republic	Technical assistance will be provided to commissions (1 or 2) of the Congress of the Republic, depending on the reconfiguration that will take place in January 2022, on issues related to reforms that favour groups that are underrepresented in politics.	Guatemala	X	X	X	X
3.2	Technical assistance to political and/or civic actors	Technical assistance to political and/or civic actors on issues related to the focus of the Power of Dialogue Program (to citizen collectives, coalitions, dialogue initiatives, political junctures) to contribute to the indicator of inclusive policy-making processes.	Guatemala	X	X	X	X
3.2	Technical assistance to the table of democratic parties and civil society*.	In El Salvador, technical assistance will be provided to the roundtable of democratic political parties in coordination with civil society.	El Salvador		X	X	X
3.2	Strengthening political parties for dialogue*.	Processes of dialogue, training and structuring of political parties will be carried out to improve the capacity for inclusion and promotion of civic-electoral participation, and lessons learned with Guatemala and El Salvador will be shared and exchanged.	Honduras	X	X	X	
3.2	Strengthening electoral reform processes*.	Electoral follow-up and monitoring will be provided to strengthen institutional processes for the improvement of electoral policies and electoral justice, compared to good practices in Guatemala and El Salvador.	Honduras	X	X	X	X
3.4	Plurinational State Diploma Training	Diploma course on the Plurinational State for approximately 40 representatives of civil society organizations, political parties and public institutions.	Guatemala		X	X	
3.4	Generation of training materials for the Democratization of political analysis.	Democratization of political analysis through popular communication tools by means of infographics and/or context analysis to socialize content accessible to citizens on political events. For example, in 2022, the Human Rights Ombudsman's Office (PDH) and the Attorney General's Office of the Public Ministry will be elected. Likewise, in this intervention it is proposed to generate alliances and collaborations with the Guatemalan Federation of Radio Schools (FGER) to create a radio programme.	Guatemala		X	X	X

3.4	Course on Human Rights and Digital Democracy*.	A specialized course on human rights and digital democracy will be designed and implemented for young people and women representatives of civil society organizations in the region. (This intervention will be complemented by another project implemented by the office in El Salvador).	El Salvador	X	X	X	X
<b>Outcome 4</b>							
4.4	Regional Research Operationalization of Inclusive Democracy	Operationalization of inclusive democracy. This study seeks to conceptualize and measure inclusive democracy for Guatemala and the countries of northern Central America.	Guatemala	X	X		
4.4	Research Study of perception of political parties	In the face of a pre-electoral year, the aim is to promote research to raise public awareness of the upcoming elections. The aim of this research is to know the citizenry's perception of political parties in terms of trust and legitimacy.	Guatemala			X	X
4.4	Cost of democracy*.	Conducting a study to identify the cost of democracy, the redistribution of state resources in politics and its comparison with the region.	Honduras	X	X	X	X
4.4	Creation of an App about political violence	This intervention will be the first phase of a broader process to build an Observatory on political violence that will be active in the election year 2023.	Guatemala		X	X	X
<b>"Interventions with no cost"</b>							
Coordination, monitoring and follow-up meetings with political and civic stakeholders				X	X	X	X
Participant database design and management				X	X	X	X
Review and approval of external consultant deliverables				X	X	X	X
Convene and promote the participation of political and civic actors in programme interventions.				X	X	X	X

### 4.3 Colombia

Lead: NIMD Colombia

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 1</b>						
1.	Colombian Network for Democracy Innovation	Year 1 seed funds for the Colombian Network for Innovating Democracy (website, meetings, contribution to joint activities, etc.)	X	X	X	X
1.	Research & Studies on Democracy Innovation	Development of a case-study on democracy innovation and/or deliberative democracy in partnership with Ideemos/Exituto, based on the Paneles Ciudadanos methodology	X	X	X	X
1.3	Capacity building for staff & partners	Online training and in-person workshops on methods for political innovation and NIMD innovation laboratory design processes	X	X	X	X
<b>Long-term Outcome 2</b>						
2.1	Democracy Schools	Democracy Schools for young leaders, with an emphasis on Youth Counsellors			X	X
2.2	Mentoring & Networking Program	Nation-wide program for House of Representatives' young candidates for 2022 Elections	X	X		
<b>Long-term Outcome 3</b>						
3.1.	Multiactor Dialogue Scenarios	Local Dialogue Initiatives and/or innovation laboratories in subnational elected bodies	X	X	X	X
3.3.						
<b>Long-term Outcome 4</b>						
4.1	L&A with MIA	Staff dedication to L&A activities with the Ministry of Internal Affairs	X	X	X	X
	L&A with Congress	Staff dedication to L&A activities with the Congress	X	X	X	X

## 4.4 Myanmar

Lead: MySoP

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 1</b>						
1.1	M&E Training	For MySoP staff members		X		
<b>Long-term Outcome 2: Young, Women and ethnic leaders are politically influential actors of change by voicing, monitoring and advocating for inclusive political agendas at the subnational level</b>						
2.1	Outreach young women, ethnic leaders	Preparation activities to implement democracy schools. In-depth consultations and needs assessments with relevant political actors and relevant stakeholders to ensure trust, effective relationships and ownership of the re-orientated programme.	X			
2.1	Democracy School	A 10-day programme that aims to build the political knowledge and capacity of young, women and ethnic leaders at the subnational level, promote a culture of dialogue amongst them, and assist them to become more influential within their leadership roles in political parties and civil society. First MySoP will develop an e-course format. When the situation allows it we will organize physical programmes outside of Myanmar (if necessary).	X	X	X	X
2.1	Digital Link & Learn Platform	Through this platform MySoP will make resources available that are relevant for political actors, especially marginalized groups with limited opportunities to participate in political (leadership) processes. These resources will be material published by MySoP as well as material by other supporting (I)NGO's. It serves to fill the knowledge gap needed to feed into discussions on future democratic architecture and its implementation.	X	X	X	X
<b>Long-term Outcome 3: Democratic political actors engage in constructive collaboration and dialogue at the sub-national level</b>						
3.1	Conflict Resolution Programme	The programme gives continuous support that includes basic and advanced mediation training, coaching session and eventually the set-up of conflict resolution mechanisms geared towards the elections given democratic order will return. Eventually these will be linked with multistakeholder dialogue platforms at the subnational level.			X	X
<b>Long-term Outcome 4: Political and civic actors engage in joint dialogue to strengthen democratic space.</b>						
4.2	Preparation and sensitization network	Preparations to set-up precedents for the coordination platform. This platform serves for relevant political actors, political parties and CSOs to discuss shared messaging to strengthen democratic space and focus on making the state/regional constitution developments more inclusive				X

## 5. Global

Lead: NIMD

Category	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 1</b>						
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
Consortium Coordination	PoD partner event	Organize a physical networking event, involving representatives from all partners and offices involved in the PoD programme to stimulate mutual learning, engage in programmatic discussion, and exchange on topics that are at the core of the PoD programme		X		
Consortium Coordination	Integrity workshops	Strengthen the NIMD network of confidential advisors, and organize integrity workshops across the PoD network	X	X	X	X
PMEL	1on1 online support	Each country programme team, especially the PMEL focal point, has met on-line with a member of the PMEL team in the Hague 4 times	X	X	X	X
PMEL	Country visits	Each country programme team, especially the PMEL focal point, has met with one of the PMEL team members in the Hague at least 1 time in a country visit or regional meeting (in total 9 missions)	X	X	X	
PMEL	Refresher trainings	Three collective refresher trainings		X		
PMEL	Reflection sessions	One reflection session on annual reports and one strategic reflection session on annual planning	X		X	
PMEL	Democracy School tracer study	Tracer study into longer term effectiveness of Democracy Schools	X	X		
PMEL	Outcome Harvesting support	External support in OH for monitoring and evaluations on demand	X	X	X	X
PMEL	Training of Trainers	Establishing regional support sources by training of trainers (4 session for 4 regional trainers)	X			
PMEL	Capacity strengthening of PMEL team in the Hague	In order to provide effective support to in country PMEL focal points and programme teams, each member of the PMEL team in the Hague (3 staff) strengthens his/hers knowledge and skills based on PoD capacity development plan Capacity strengthening in gender mainstreaming monitoring	X	X	X	X
Learning Agenda	Introduction to political dialogue trainings	Two trainings in 2022, one on dialogue knowledge and one on dialogue skills for all new PoD staff	X		X	
Learning Agenda	Advanced learning trajectory	An advanced learning trajectory for PoD staff experienced and closely involved in dialogue interventions.		X	X	X
Learning Agenda	Peer-to-peer learning exchanges	Different types of peer-to-peer learning exchanges for new, and experienced staff.		X	X	X
Learning Agenda	Jointly developed learning papers	At least two learning papers on innovations and best practices on dialogue and trust-building from across the PoD network		X		X
Learning Agenda	Online learning events on best practices dialogue and trustbuilding	For each report and learning papers developed in 2021 and 2022, we will facilitate online learning events to support knowledge sharing and capacity-building on dialogue and trust-building	X	X	X	X
Learning Agenda	Bilateral dialogue and trust-building advise and support	For each programme with dialogue and trust-building elements, the dialogue lead and team will give specific support and advice to country teams on demand.	X	X	X	X

Learning Agenda	Adaptive programming capacity strengthening Trainings	training and hands-on work on PEA Strategy Notes, and results reflection workshops with country teams					
Learning Agenda	OH and indicator measurements of good quality			X			X
Learning Agenda	Data monitoring , capture best practices and lessons learn and adapt	monitoring data for learning and programme adaptation		X			X
Learning Agenda	Increase accessibility of tools and formats ON learning and adaptive programming	Translation of tools and guidelines for PEA , PMEL, and reflection workshop formats into French and Spanish	X				
Learning Agenda	Sharing experiences in a wider and external network on Learning and adaptive programming	Sharing of learning and programme adaptation experiences, including in wider networks such as KPSRL, DGIS and Partos CoPs on PMEL	X	X	X	X	X
Capacity Strengthening	Technical support to Country Offices & partners to develop institutional policies	Provide technical assistance to NIMD country offices (COs) to develop HR and institutional manuals and policies	X	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 (5 new system)	X	X	X	X	X
Capacity Strengthening	Provide in- country support based on needs captured in the capacity scan	Peer to peer learning, regional and international consultant, NIMD thematic leads and institutional expert staff	X	X	X	X	X
Capacity Strengthening	Provide trainings on relevant thematic areas	Regional and global trainings	X	X	X	X	X
Long-term Outcome 4							
International Lobby & Advocacy	Implementation of the ILA strategy	The document will be developed during the last quarter of 2021	X	X	X	X	X
International Lobby & Advocacy	Cooperation and research with EPD	Based on the established presence and relation with the European Partnership for Democracy as umbrella organization of European practitioner organizations working on democracy, the PoD Consortium will collaborate with EPD to undertake policy research on PoD relevant topics and link these to the lobby activities aimed at the EU level.	X	X	X	X	X
International Lobby & Advocacy International Lobby & Advocacy	Joint Roundtables The Hague/EU	Expert round table on joint interest of PoD partners, the MFA, likeminded organizations in both The Netherlands, Brussels and beyond will be organized.	X	X	X	X	X
	Regional bodies – missions and events	To be specified in the ILA strategy	X	X	X	X	X