



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)	Dynamic communication actions with the implementing partners in order to create a synergy between them to strengthen their local leadership in lobbying and advocacy for political and institutional reforms and the safeguarding of the civic and democratic space Strategic planning workshop with partners Promotion of online debates by young people and women on the values, principles, institutions and functioning of democracy	X	X	X	X
1.2 The 03 NIMD Sahel offices generate knowledge about the place of democracy in conflict prevention and resolution	Production of country case studies on young women's participation in electoral processes Organisation of a capitalisation meeting Support to alumni of political and democratic schools in the Sahel for citizen engagement and democratic consolidation	01 note will be commissioned on women's participation in electoral processes 01 capitalisation meeting on the Burkina, Mali and Niger studies / 01 Sahel annual meeting 01 thematic political café per quarter with alumni from Burkina, Mali and Niger	X	X	X	X
1.3 NIMD and the Gorée Institute jointly develop lobbying strategies towards regional and international institutions	Organisation of the Gorée Forum	01 Forum of 02 days with actors of various profiles from Burkina, Mali, Niger and Senegal. A working session between NIMD Sahel and the Gorée Institute will follow to agree on the steps for post-forum advocacy		X		



1.4 NIMD and Akina Mama Wa Afrika organize webinars to build the capacity of NIMD Mali's partner women's organizations	Organising webinars to strengthen women's political leadership Visit of 03 presidents of women's organisations to the African women leadership Institute (AWLI)	02 experience sharing webinars with at least 03 women's organisations in Mali 01 visit of 03 women political leaders to AWLI		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 organisations	Training of youth and women's organisations in lobbying and advocacy	01 skill-building session on lobbying and advocacy		X			
2.2 lobbying/advocacy in decision-making	Information campaign for young people in the interior of Mali	02 information and exchange meetings of the Consortium in Kayes and Sikasso on advocacy around a 40% quota law for young people Democracy Days (celebration of the International Day of Democracy) (Democracy Bus) Advocacy with CSOs, political parties and institutions		X	X		X
2.3 amplify the diverse voices of youth and women	Supporting spaces for political and civic expression in collaboration with young people and women from political parties and civil society - including citizens living with disabilities	01 Workshop on strategic planning and synergy between different women's organisations 01 school for women politicians		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 meeting every three months of the CPRSE for monitoring and advocacy with political actors and national authorities for more inclusive and consensual reforms		X	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	02 online sessions 02 thematic conferences 01 analysis note 01 press briefing 02 briefing sessions with the NTC/Expert Committee 02 training sessions for partner youth and women's organisations 03 spot/report productions	X	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	Support for the lobbying process with sub-regional and international actors for the protection of democratic space and the effective application of texts on good governance	Exchange and advocacy meetings with ECOWAS and the European Union Post-forum Gorée meeting with national stakeholders	X	X	X	X
4.2 Save civic space	Support to the National Transitional Council	01 information and training session for CNT members Meetings of the Support Committee for the National Transitional Council	X	X	X	X

1.2 Burkina Faso

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 Consortium members share mutual networks in order to create synergy.	Meeting-exchange between the partners of the	Exchange and preparation activity between consortium members to harmonise intervention strategies and also to prepare the NIMD-GORIN regional forum.	X	X		
1.2 Generate knowledge about the place of democracy in conflict prevention and resolution	PEA 2023	Update of the NIMD Burkina political economy analysis. The last study was conducted in 2021. As planned, this activity is to be held every two years. The 2023 PEA will provide an update on the context and thus better guide NIMD's action in Burkina Faso.	X			
	Study on women's political participation in elections	This is an activity that was agreed upon by the NIMD offices in the Sahel. This activity will provide an objective and accurate view of the state of women's political participation in elections in Burkina, Mali and Niger.	X	X		
	Training of Local Partners and	Knowledge sharing on the NIMD team's policy dialogue with local partners. The contours of this activity remain to be defined.	X	X		



	CSOs on policy dialogue					
1.3 Jointly develop lobbying strategies towards regional and international institutions	Regional Forum on Transitions NIMD-GORIN	Following the 2021 forum, this second forum will bring together actors from Burkina, Mali, Niger and Senegal to discuss the current transitions and the elections that will put an end to these transitions. This will be done with a view to lobbying ECOWAS.			X	
	Meeting - exchanges between the partners of the consortium.	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. These meetings can be both virtual and face-to-face.				
	Lobbying and advocacy by consortium members based on the results of the Regional Forum		X	X	X	X
	Development and dissemination of advocacy materials.					
	Meetings with local partners to discuss, plan and monitor activities and participants	Ongoing activity in collaboration with local partners included in the programme. It is part of NIMD's daily interventions in Burkina. With a view to strengthening our interventions and ensuring more effective monitoring of the young people and women involved in the activities of NIMD and its partners.	X	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 Youth and women leaders strengthen their movements or organisations	Democratic and political schools: Democratic Academy of Burkina Faso; more Political Cafés with alumni	Training activity on democratic values, skills and knowledge for 40 young people (boys and girls) in the framework of the Democratic and Political Schools. On the fringes of the democratic schools, political cafés will be organised where alumni will be the main actors. Training and capacity building of women leaders in the framework of activities with CBDF. This activity will be further specified following the development of the new intervention strategy.	X	X		
	Meetings to discuss and plan initiatives with alumni	This activity will take place before and after the lobbying and advocacy initiative that will be carried out by NIMD Burkina and the alumni of NIMD democratic schools	X	X		
2.2 Lobbying/advocacy in decision-making	Alumni Citizenship Initiatives for Inclusive Democracy Lobbying and advocacy: NIMD	It is envisaged to undertake the implementation of citizen lobbying and advocacy initiatives led by NIMD and its alumni. These initiatives could also extend beyond lobbying and advocacy. This could be done, for example, through concrete actions contributing to the strengthening of citizenship and democracy. Details of these initiatives will be given in the final annual plan.		X	X	X



	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 youth 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 / Training in blogging and video design / Digital campaigns to amplify the voices of women and young people. An open space (virtual and/or physical) could be created for young people and women to strengthen the democratic space.	X	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	Policy cafés at national level and policy cafés at regional level (virtual)	Political cafés are multi-actor spaces for exchange and discussion on political and social issues of concern. They contribute to the strengthening of democratic culture in the public space. Two types of political cafés are envisaged: at the national level (between political and civic actors and citizens); and at the regional level (between public actors and participants of the NIMD Democracy Schools in Burkina, Mali and Niger).	X	X	X	X
	Support for policy dialogue at national and local level	This activity remains to be clarified following the analysis of the context and the reflection on the new implementation strategy of the programme.		X	X	X
3.2 addressing the root causes of exclusion and conflict	Studies on women's political participation in elections	As mentioned above, this is an activity that was agreed upon by the NIMD offices in the Sahel. This activity will provide an objective and accurate view of the state of women's political participation in elections in Burkina, Mali and Niger.	X	X		
	Production of articles, analysis notes, advocacy and lobbying documents	These are documents that will be produced in relation to democracy by the NIMD team; and disseminated through traditional and social media.	X	X	X	X
Long-term Outcome 4 <i>National and international political and civic actors strengthen democratic space</i>						
4.1 Regional and international organisations promote and protect democratic space	Advocacy/Lobbying with national, sub-regional and international actors and organisations	It is envisaged that the advocacy campaign will continue in 2023 with regional organisations, including ECOWAS. This campaign will be conducted jointly with NIMD Mali, NIMD Niger and Gorée Institute. This advocacy campaign will focus on the proper conduct of transitions in the Sahel and the organisation of democratic elections.		X	X	X



2.1 Strengthen their movements or organisations	Political and democratic school	<ul style="list-style-type: none"> • Training of 60 young people and women party activists and 32 young people and women involved in civil society organisations. (With the financial support of the Swiss Cooperation) • Networking of alumis • Political Cafés 	x	x	x	x
2.2 lobbying/advocacy in decision-making	Promotion of youth participation in decision-making bodies	<ul style="list-style-type: none"> • Governmental information seminar on the draft law, Parliamentary information, lobbying and advocacy day on the draft law. • Social mobilisation campaign on radio, television and social networks 	x	x		
2.3 amplify the diverse voices of youth and women	Presimeter: monitoring the President's commitments Young Democrats Forum	Accountability forum, opinion polls, social media: support for sectoral policy dialogue initiatives related to the specific needs of excluded groups Support to the digital platform for youth expression on democratic practices	x	x	x	x
	Meetings/visits/search for partnerships	Meetings with bilateral cooperation agencies; ministries and other NGOs.	x	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	Organisation and strengthening of multi-stakeholder dialogue spaces on policy system options	Accountability Award/Democracy Day Celebration Support for dialogue initiatives between political actors and citizens (specifically, dialogue between government and civil society organisations)			x	
3.4 address the root causes of democratic dysfunction	Support for political dialogue	Support to the CNDP on consolidating election-related reforms. Exchanges with political parties, facilitation.	x	x	x	x
	Exchanges/visits	Participation in related workshops or meetings.	x	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	Lobbying stakeholders	Implementation of the recommendations of the joint NIMD-IG regional forum held: lobbying in the executive and the National Assembly.	x	x	x	x
4.2 Save civic space	Support to the Niger parliamentary networks of the National Assembly	Capacity building for parliamentarians; support for citizen interaction initiatives.		x		
	Meetings/visits	Meeting with authorities, participation in meetings initiated by other institutions	x	x	x	x

1.4 Regional approach

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1						
Knowledge Generated to	Political Economy Analysis on	Undertake (1) Regional Political Economy Analysis on shrinking civic space for women and young political actors in Sahel (Senegal, Mali,	x	x		



enhance planning and influence change	shrinking civic space for women and young political actors in Sahel	Niger and Burkina Faso). This will be to update the Regional PEA conducted in 2021 since there have been significant changes in political context of Sahel following the coup d'états, democratic decline and shrinking civic space. This will have helped to update TOC and Actor-based pathway to ease post-POD mid-term planning.				
Knowledge Generated to enhance planning and influence change	Youth participation in political process in Senegal	Undertake one (1) one study on youth participation in political process in Senegal. There was a consensus at Consortium level to undertake country specific study on youth participation in politics as evident-based tool to influence changes. This was also one of the key findings and recommendations from the 2021 PEAs.	X	X		
Cross-consortium partnership learning opportunities created	Peacebuilding and conflict prevention training	Conduct (1) Peacebuilding and conflict prevention training for POD Consortium and Network Partners. This will be an online (via Webinar) training on peacebuilding and conflict prevention with emphasis on cross-comparative experience to enhance peacebuilding and conflict prevention planning of Consortium partners in other countries. This is part of Consortium requirement for partners to use their thematic expertise to enhance the capacity of other partners and network members.	X			
Knowledge Generated to enhance planning and influence change	Policy Briefs Series	Goree Institute's Policy Briefs Series under the emblem "Island Position" will be publishing scholarly articles on various topics. The Island Position will be published every two months with specific focus on peacebuilding, conflict prevention, peace and security as well as democratic governance challenges to influence change. The policy briefs will include action-oriented recommendations to regional and state actors with policy implications.	X	X	X	X
Documentation, information dissemination, Reporting, experience sharing and learning enhanced.	Knowledge Production and Information Dissemination	Management, resourcing and operationalisation of the functional online platform created in 2022. This is intended to ease challenges to access GORIN electronic resources. This will have made it possible for POD Consortium and Gorin Network partners and beneficiaries of PoD Program to access training modules, research publications, policy briefs and other materials uploaded in the platform.	X	X	X	X
Long-term Outcome 2						
Capacity of Women and young political leaders enhanced	Women and Youth leadership in peacebuilding, conflict prevention and political decision-making	Organise One (1) Annual Regional capacity building workshops on women and youth leadership in Peacebuilding, Conflict Prevention and Political Processes targeting thirty (30) women and youth. This is in response to one of the findings of the PEAs which indicated inadequate opportunity and the lack of the civic space to reflect on collective challenges and inadequate knowledge, inexperience, and incompetence of women and youth on the use of peacebuilding, conflict prevention and other advocacy tools to influence political decision making.		X		
Capacity of civic groups, political actors and EMBs enhanced.	Electoral conflict prevention	Organise five (5) days Training of Training (ToT) on building resource in democracy, governance and elections targeting eighteen (18) participants. This ToT workshop will be conducted in response to current political reality vis-à-vis the transitional action plan and electoral agenda of the target countries. Goree Institute will then provide technical and material support including modules to the trainees to cross-fertilise the training in the respective countries targeting young political leaders, Civic groups, and Electoral Management Bodies (EMBs).		X	X	
Long-term Outcome 3						
GOIN-NIMD Sahel partnership strengthen, and relationship	Democratic Transitions and Political Stability in the Sahel	Organise one (1) Joint Annual GORIN-NIMD Sahel Forum targeting fifty (50) representatives from civic, political and regional actors including ECOWAS, G 5 Sahel to collectively discuss and brainstorm on increasing threat to democratic stability; and to also proffer				X



between civic and political actors enhanced		recommendations and corresponding actions to policy makers at national and sub-regional level to influence change in the target countries in Sahel.				
GOIN-NIMD Sahel partnership strengthen, and relationship between civic and political actors enhanced	Democratic Transitions and Political Stability in the Sahel	Undertake Post GORIN-NIMD Forum Civic Engagement. The post-forum civic engagement will be undertaken to disseminate the outcome document as output deliverables from Joint NIMD-GORIN forum through advocacy campaign using various platform including mainstream and social media platform to influence policy directive towards the promotion of peaceful democratic space and inclusive, responsive, and representative political decision-making process at all levels.				X
Young people share experience, partnership and network created to address common challenges to youth participation in political decision making.	Engaging youth as partners in peacebuilding and political decision-making processes	Organise one (1) Youth Forum targeting forty (40) participants. This is in response to inadequate civic space available to youth as partners to share experiences with respect to common challenges, lessons learned and best practice in peacebuilding, conflict prevention and political decision-making. This will be organised in response to one of the recommendations of the PEA conducted in Senegal and Regional one targeting Niger, Mali, and Burkina Faso in 2021. This will have helped to enhanced youth partnership, whilst new network created to enhance cross-comparative experience sharing. This will have also helped to deepen understanding of common challenges, proffer recommendations and corresponding actions.			X	
Women inclusive voices promoted to influence common barriers and challenges to women participations in political decision making	Women's voices for inclusive peace and stability in the Sahel	Organise one (1) Annual Women Forum: Women's voices for inclusive peace and stability in the Sahel targeting forty (40) participants. As documented in 2021 PEAs, evidential lack of commitment by governments to fully implement women's international gender equality standards ratified, patriarchal culture, poverty, and lack of sense of self-confident are part of the common challenges. This annual multi-stakeholder forum will have provided the opportunity for women to reflect on common challenges, share their experience, lessons and good practices on how to address barriers to their participation in peacebuilding, conflict prevention and political decision making. Emphasis will have been placed on how to promote their inclusive voices to promote peace and political stability in Sahel.			X	
Long-term Outcome 4						
Political and civic actors contribute to strengthening democratic stability and peace at the national and regional level.	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 policy dialogue event that civic, political and regional actors, as well as intellectual from diverse field of expertise are brought together to collectively brainstorm on how to promote democratic good governance principles and ideals, as a mutually reinforcing measures instituted by governments and regional institutions to attain political stability. Space will be provided to discuss structural vulnerability of ECOWAS member states, with emphasis on Sahel with respect to political instability resulting from bad governance, unconstitutional change of governments, strangulated civic space and democratic decline with mindset on adoption of common positions on how to address these challenges.				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 (Country level)	ToT 1st level class (school of politics) Advisory council (conseil consultatif)	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. the groups will include representatives of political parties and CSOs -Advisory council meetings will meet twice a year The objective is also helping them strengthen their movements or organizations through our trainings about different subjects with the support of CEMI's experts	X	X	X	X
2.2 strengthen their capacities of lobbying and advocacy in decision-making (Country level)	ToT, 1st level class (school of politics) Advisory council (conseil consultatif)	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 receive training sessions about different topics (juridical, sociological, politic sciences, communication, gender approach, economy....). Advisory council meetings will meet twice a year -The objective of this national activity is also to strengthen the capacities of participants in lobbying and advocacy in decision-making on the national level	X	X	X	X
2.3 they will be able to amplify diverse young and women voices (dissemination/du plication (Country level)	1st level class (school of politics) Youtube channel Youth Council Advisory council (conseil consultatif)	16 training sessions for mixed classes (8 for A group and 8 for B) will be organized -The youth council will continue discussing different problems, networking and expressing their ideas and propositions through conducting more training sessions and workshops -Youtube channel "Freesh" will continue producing videos oriented to youth and related to Tunisian political scene. -Advisory council meetings will meet twice a year The objective here is to create different spaces in which young and women feel free to express themselves and have the opportunity to make their voices heard	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 Regional Conference	CEMI will continue to organize regional activities for 2023, which are Regional Academy, and Regional conference. <ul style="list-style-type: none"> The Regional Academy includes participants from MENA countries presenting their movements, coming to participate in the training sessions that are about different topics to improve their knowledge and skills. The Regional Conference aims to bring experts from MENA countries to share and exchange experience and expertise <p>The objective is also making CEMI an enabler partner engaged in improving and strengthening MENA countries' participants, organizations and movements</p>		X				X
2.2 strengthen their capacities of lobbying and advocacy in decision-making	Regional Academy	CEMI will organize Regional Academy for 2023 to host participants from MENA countries. Youth and women will receive training sessions about different useful topics. The objective of this regional activities is to make CEMI an effective enabler partner in strengthening the capacities of lobbying and advocacy of in decision-making for different participants		X				
2.3 they will be able to amplify diverse young and women voices (dissemination/duplication)	Regional Academy Youtube Channel	CEMI will organize Regional Academy for 2023 to host participants from MENA countries. Youth and women will receive training sessions about different topics that may improve their expressive level like political communication and leadership. Youtube Channel will continue producing videos and social media content dedicated to youth The objective is to maintain different spaces in which young and women feel free to express themselves to make their voices heard	X	X	X	X		X
Long-term Outcome 3: Political and civic actors collaborate peacefully on a basis of trust								
3.1 Build trust to enable alliances	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 Nouabook platform has been suspended when the parliament was dissolved in 2022. The reactivation of this platform will depend on the resumption of the parliament's normal activity. The result that we seek to achieve is the realization of all planned of activities which are 6 TSoP debates and 6 MDP meetings in a peaceful atmosphere between different organizations according to political and electoral changes	X	X	X	X		X
3.2 Address grievances through mediation	TSoP debate, couscous politique, Public debate Youth collaborative platform	CEMI will continue to organize its dialogue activities for political and civic actors that need to accept mediation to resolve conflicts that took place since 25th July 2021 through 6 TSoP debates and 2 public debates and 6 couscous politique and 3 Youth collaborative platform workshops the result that we seek is to realize all planned activities and keep the political and civic actors engaged and motivated to express themselves on a basis of trust	X	X	X	X		X
3.3 Participate in meaningful dialogue	Couscous politique TSoP debate Public debate MDP	CEMI will continue to organize its dialogue activities as planned for political and civic actors that need to reach agreements on reforms and common policies according to the new political situation The result that we seek is to conduct all planned activities and keep the political and civic actors participate in meaningful dialogue and taking into consideration the political and electoral changes	X	X	X	X		X
Long-term Outcome 4: Political and civic actors strengthen democratic space								



4.1 Adhere to existing democratic rules	Tot Tsop Debate 1st Level Class Research Cell	CEMI will continue strengthening the democratic space through the organization of debates and training sessions for mixed classes and ToT. As for the CEMI research cell, it will continue producing policy papers and policy briefs addressing topical issues, democratic values and youth participation in public affairs	X	X	X	X
4.2 Set a space of inclusiveness	1st Level Class Youtube Channel Youth Collaborative Platform Youth Council Nouabook	CEMI will continue to organize training sessions for mixed classes about different topics related to the context the Youth Council will continue its process and the Youtube Channel videos (Freesh) as well as a Youth Collaborative Platform redesigned -The Nouabook platform has been suspended when the parliament was dissolved in 2022. The reactivation of this platform will depend on the resumption of the parliament's normal activity The objective is making political and civic actors and non-organized youth, collaborate through more inclusive approach created within PoD program	X	X	X	X

2.2 Jordan

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1 - The Consortium and NIMD Jordan are effective enablers of change NIMD Jordan is 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.						
1.1 Work in alignment and partnership to promote a more inclusive democratic space on local and national levels. 1.2 Benefit from expertise within the network to build each other's capacity that of local partners	NIMD Jo 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. 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.		X	X	X
Long-term Outcome 2 - Politically motivated young men and women with different civic and political backgrounds are empowered actors of change on specific political and thematic issues						
2.1 Strengthen themselves, their movements, or organizations with their increased advocacy skills and thematic expertise through capacity-building programs.	SoP Capacity building programme for PMY outside PPs. SoP Capacity building programme for PMY in PPs Capacity building programme for PPs.	Starting in 2022, a total of 30 PMY per year 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 PPs. PMY in the SoP will also develop their own proposition for reform which they will advocate for. Capacity building for political parties to become more responsive to the public and more relevant as well as being able to attract and engage youth and women in their ranks and provide	X	X	X	X



<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>leadership paths for youth and women. The capacity building will take two forms:</p> <ol style="list-style-type: none"> 1- Generic education for all PPs 2- Targeted education for select PPs who are ready to benefit from advanced capacity building 					
<p>Long-term Outcome 3 - 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>							
<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, PPs, 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 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	
<p>Long-term Outcome 4 - 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</p>							
<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</p>	<p>Awareness and information sessions to encourage youth and women to engage politically (support candidates and PPs, join PPs, run for elections, etc.)</p> <p>Conduct research that can drive policy setting to promote</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 women’s political and civic rights and come up with policy papers, position papers, or common communique.</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>	x	x	x	x	



<p>continuous reforms and improvements, especially in relation to women's political and civic rights.</p>	<p>a more welcoming democratic space.</p> <p>Dialogue Roundtables to discuss research outcomes.</p> <p>Networking with INGOs to confer and consult on common considerations needed to promote a more inclusive and representative democratic space (zero cost)</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>				
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2.3 Iraq

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1 – WEO is an effective enabler of change through collaboration in the PoD network						
<p>1.2 PoD consortium builds its capacity and knowledge through shared learning</p>	<p>Support to WEO from the PoD network (specifically NIMD and CEMI)</p>	<p>Training of Trainers (ToT) organized by CEMI</p> <p>NIMD HQ staff mission to Iraq</p>	<p>X</p>			
Long-term Outcome 2 – Young political and civic leaders are effective enablers of change in Iraqi political decision-making at national level						
<p>2.1 Women & Youth leaders strengthen their movements and parties with political knowledge and leadership skills</p>	<p>1 round of Democracy School implemented by WEO</p>	<p>Curriculum and selection criteria update</p> <p>Selection of participants</p> <p>School of Politics training sessions (Erbil)</p> <p>Informal dialogue sessions between participants and political actors (Erbil)</p> <p>Alumni Event (Erbil)</p> <p>Evaluation and Graduation Ceremony (Baghdad)</p>	<p>X</p>	<p>X</p>	<p>X</p>	<p>X</p>



3- Horn of Africa

3.1 Uganda

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
LTO 1 - AMwA, NIMD Uganda, local CSOs and informal collectives of practitioners are effective enablers of change						
1.1.1 Strengthen the capacity and legitimacy of CSOs to influence state and non-state actors.	Conduct 4 quarterly civil society round table engagements on the state of civic and democratic space	4 Quarterly reflection meetings with 15 organizations will be held, the focus will be on training them on Dialogue and feminist approaches, reflection on the minimum agenda, and strategies for pushing back on the civic space working with state and non-state actors (<i>This will be the Core Civic Society working group</i>)	X	X	X	X
1.1.2	Facilitate a Research and Policy briefs on thematic areas to support the evidence-based advocacy on critical issues	2 Research and Policy briefs will be done on the shrinking civic space, and the current NGO act and policy to inform the dialogue processes but also guide on evidence-based advocacy initiatives.	X		X	
1.2.1 Build each other's, partner networks' and local CSOs' capacity.	Facilitate policy dialogue as advocacy initiatives with key actors on the critical issues of the civic space, and building trust	Two policy dialogue and advocacy initiatives will be organized and facilitated with POD partners. The Actions will target Parliament of Uganda, the ministry of Internal affairs, and other key actors to expand on the civic space, influence policy on operating environment.		X		X
1.2.2	Conduct a Bi-annual Reflection, training and Resource mobilization retreat with AMWA, and other key partners in gender advocacy	Bi-annual 4 days Reflection meeting Amongst POD partners will be conducted. During this reflection, there will be training to staff of the organization on key approaches, the reflection will serve as an avenue for deep reflection on programming and ideas for joint resource mobilization will hatched and shared. The key target will be NIMD Staffs, the AMwa Staff and a few from our partners.		X		X
1.3.1 Engage in lobby and advocacy based on a joint L&A strategy for shared policy objectives	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.				
LTO 2 - Aspiring young (men and women) and women political and civic leaders in political parties and CSOs are influential actors of change.						
2.1.1 Strengthen their movements and organizations with their increased capacity to act, organize and mobilize	Undertake Democracy schools	2 cohorts Democracy schools will be undertaken with specific target to young leaders in political Parties and young members of Parliament. Manuals will be developed and bench marked from other existing schools. A total of 100 young political leaders will be trained. with more focus on women league of political parties		X		X



collective voice and action in political processes.						
2.1.2	Develop issue-based Policy brief on quarterly basis to inform advocacy initiatives but influence policy at the Parliament	Four policy briefs will be developed and used to have conversations with Parliament and other relevant duty bearers that can effect change. The policy briefs will be based on the minimum agenda developed by young people and their participation in politics. The policy briefs will be on the current national service bill, the Proposed IPOD Bill and other relevant one.	X	X	X	X
2.2.1 Political and civic actors lobby and advocate for inclusive participation in decision-making processes	Facilitate 2 regional youth round tables advocacy engagements with Local government official and	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 and championed by MYF. These round tables will be held in the Western and Eastern regions of the Country. These spaces will be used to lobby and advocate inclusive participation in decision making processes.		X	X	
2.2.2	Facilitate Bi-annual lobby advocacy initiatives spearhead by Young people	NIMD will facilitate two Big advocacy initiatives that will give young people space to speak to duty bearers and for duty bearers to explain and educate young people on government programs (National symposium)		X		X
2.3.1 Amplify diverse young and women voices to develop policy alternatives	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	X
2.3.2	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,				
2.3.3	Support Quarterly media briefings	NIMD will work with women and youths formations under the Multi-Party youth Forum and Interparty women forum to hold media briefings on issues affecting women	X	X	X	X
LTO 3 - Political and civic actors engage in dialogue on a basis of trust.						
3.1.1 Address grievances through dialogue and mediation	Conduct a National multi-stakeholder dialogue session on various thematic issues	Conduct Bi-annual Multi-stakeholder dialogues 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, Religious leaders, law enforcement agencies, the Academia, the diplomatic community as well as general public.		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		
3.3.1 Participate in meaningful dialogue for peaceful resolution of	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 Central regions.			X	X



electoral and political issues.					
3.3.2	Conduct a conflict mapping and assessment study.	NIMD will commission a study to map the conflicts with in the political parties and other actors NIMD will be working with			X
LTO 4 - Political and civic actors strengthen democratic space in Uganda					
4.1.1 Promote and strengthen democratic and civic space	Facilitate Actor based dialogue with Office of Prime-Minister on civic space and youths inclusion	1 National Actor based dialogue will be organized with Office of the Prime-Minister and the Political parties to navigate the shrinking civic space. This will be preceded by a study on the implication of repressive on Political parties organizing efforts and initiatives			X

3.2 Kenya

Outcome			1	2	3	4
Long-term Outcome 1 - Consortium partners (NIMD & AMWA) and Mzalendo are effective enablers of change						
1.1 PoD Consortium Works complementary	Peer learning, information sharing and consortium meetings.	Experience sharing on election tools employed in Kenya during the elections and to track the new administration; planning and MERL consortium meetings.	X	X	X	X
	Leveraging on regional and global networks and regional bodies such as EALA and PAP on inclusion and openness through participation in multi-stakeholder dialogues meetings.	Convene one regional meeting for Consortium Partners	X		X	
1.3 PoD Consortium engages in joint L&A at all levels	Training of Mzalendo, AmWA and NIMD staff on emerging regulatory frameworks e.g PBO Act, Diversity and Inclusivity:	Contract 2 facilitators for development of training materials,		X		X
1.2 PoD Consortium builds capacities	Organizational Capacity Development – Board and Senior Management team on leadership and institutional	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	



	resilience, succession planning and agile governance.					
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.	In partnership with Akina Mama Wa Africa and other local WROS, organize 1 Annual Dialogue	X			
2.1 Y&W leaders strengthen their movements or organizations	Engagement with KYPA, KEWOPA and KEWOSA on Youth and Women on emerging issues to inform legislation.	Engage 2 facilitators to develop training materials and curricular: Undertake 1 media sensitization forum. Transport reimbursement costs	X	X	X	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 bi-monthly (6) Podcasts 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	Reflections, stock taking and Movement building on leveraging the 2022 gains on women political participation for enhanced participation, targetting youth and women political party youth leagues, parliament and county assemblies in partnership with KYPA, KYMCA and CAF.	Undertake two town-hall meeting for youth and women (in 2 respective counties) . The culmination of these townhalls will be production of a Study Paper on Technology as an enabler or disrupter towards youth participation: Reflection on the 2022 elections (special focus on young women)	X		X	



2.3 Y&W leaders Amplify diverse young and women voices	Information Sharing	Parliament Open Day, with a special focus on the youth in partnership with KYPA and the Youth Senate		X		
2.3 Y&W leaders Amplify diverse young and women voices	Continuous sensitization of political parties on youth and women political participation, capacity building and inter-generational learning sessions through the Youth Assemblies.	Contract one expert to facilitate 2 (two) workshops			X	X
		Undertake 2 community and mainstream media talk shows;	X			
		Undertake 2 town-hall inter-party dialogues for women and youth (county based, includes transport and accommodation costs)		X		
		1 University Dialogues		X		
Long-term Outcome 4 - Political, civic actors and citizens working to strengthen public participation in political processes and civic engagement in Kenya						
4.1 Regional and int. bodies promote and protect democracy	Provide substantive inputs to international reports on Kenya	Attend 1 regional forum		X		
		Convene 1 learning session on SDGs – Goal 5 and 16 in Partnership with the Parliamentary Caucus on SDGs, including for new members. Develop 1 policy brief, inclusive of indicators on the implementation of SDG 5 and 16			X	
4.1 Regional and int. bodies promote and protect democracy	Enhancement of engagement with regional and international bodies and parliaments b PMOs	Hold bi-annual Regional and Continental working group meetings, learning and peer exchange meetings in our capacity as the Chair of the African Parliamentary Monitoring Working Group Physical participation in local, regional or global Parliamentary/Open Parliament Convenings.		X	X	X
4.2 Civic and political actors safeguard civic space	Media outreach & Advocacy	Host 2 meetings with media actors and CSO actors and Kenya parliamentary journalists association respectively – AMWIK IWD for 40 participants Engage 1 moderator to facilitate and moderate conversation		X		X



4.2 Civic and political actors safeguard civic space	To be reported in outcome harvesting.				
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 promises.		X	X
	Citizen Engagement, Parliamentary monitoring and awareness creation for greater Participation and Accountability.	Develop, design and print 2 policy briefs (1. On Committee performance and 2. Analysis of government policy impact on the legislative agenda.) accompanied by online	X		X
		Contract 4 research assistants to help with research on parliamentary score card: Design, print and disseminate 2 infographic reports (scorecard)		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 2 technical assistance and information sharing meeting with 2 Caucus (35 members) and 12Committee (35 members) and 35 CSPEN respectively;		X	X
4.4 Civic and political actors set shared policy agendas	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

3.3 Ethiopia

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1 - The Consortium and the NIMD office are effective enablers of change in support of inclusive decision making						
Capacity development	Staff capacity building training and office support	PEA training (online training) Project Management training (f2f) Office equipment/space				X



	(dependings on the available grant)					
The PoD Consortium and NIMD Ethiopia:	Regional women's network (AMwA) regular exchanges via online platform	Support the facilitation of regional women's Network (AMwA) and consortium exchanges (non- cost interventions)	X	X	X	X
Long-term Outcome 2 - Aspiring young and women political actors are influential actors of change within their political parties						
Youth and Women leaders lobby and advocate in decision-making spaces	training and consultation for youth and women on different soft skills	Women leadership skills Training (25 participants)	X			
Amplify diverse young youth and women voices within political parties	consultation for youth and women on different soft skills	Facilitate a consultation between youth and women on political inclusion (25 participants M&F)		X		X
Long-term Outcome 3 - Political and civic actors collaborate peacefully on a basis of trust in inclusive dialogue spaces						
Trust-building and networking with political party representatives	capacity building of political and civic actors to participate meaningfully in dialogue and negotiation platforms	Training for Political party members on Inter-party dialogue skills – EPPJC (60 participants, F&M)	X	X		
Political and civic actors build trust	Consultation workshops to support trust building between NEBE, Civic actors, and Political Parties	NEBE's Consultation meeting with political parties - (60 participants F&M)		X	X	
Political actors becomes more responsive and civic actors address grievances	Interparty dialogue	Political Parties dialogue on agreed agenda NEBE - (60 participants F&M)	X	X	X	X
Long-term Outcome 4 - Democratic institutions strengthen democratic space						
Civic and political actors safeguard civic space	Interventions (e.g. Constituency meetings, public hearings) that support engagement between legislatures and constituents	By taking part in numerous public hearings and consultations, as well as by traveling to their area, MPs increase their responsiveness in carrying out their responsibilities (lawmaking, oversight, and accountability).	X	X	X	X
Civic and political actors safeguard civic space	encourage/ maintain citizen participation in democratic processes - space	Create a mobile application to increase community participation and to enhance the responsiveness of political actors (MPs) at Oromia Caffee. Using the Application, MPs can also make announcements and conduct polls. Users will be required to create and verify accounts with their phone numbers or email	X	X	X	X



	creation for citizen usage of DI	addresses utilizing the Application's simple, standardized interface. Citizens will question and make comments to members of the Caffee.				
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3.4 Regional approach

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	X	
	Provide thought leadership and technical support to partners	Provide feminist thought leadership and technical support to consortium and local partners. Non-funded activity	X	X	X	X
	Facilitate Networking and Partnership Building	AMwA will engage in and facilitate networking and partnership-building across the region to enhance collaboration among political and civic actors. Non-funded activity	X	X	X	X
	Conduct Resource Mobilization Training	1 Resource Mobilization Training for regional consortium partners (to be co-funded by regional consortium partners)		X		
	Joint Resource Mobilization	AMwA and partners will jointly mobilize resources –2 proposals		X	X	X
1.2 Build each other's, partner networks' and local CSOs' capacity.	Conduct Outcome Harvesting Training	1 Outcome harvesting training for regional consortium partners and selected partners from Uganda, Kenya, Sudan and Ethiopia identified in the actor-based pathway	X			
	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	X
1.3 Engage in lobby and advocacy based on a joint L&A strategy for shared policy objectives	Conduct Training in Dialogue, Lobby and Advocacy in Complex Contexts	1 regional training for Consortium partners and selected partners from the Actor Based Pathway on Dialogue, Lobby and Advocacy work in complex contexts given the growing shrinking civic space and intolerance in the countries of operation		X		



	Conduct Joint Lobby and Advocacy engagements	Conduct joint lobby and advocacy engagements with partners which will include policy and multi-stakeholder dialogues		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 4 AWLIs - 2 Regional and 2 National feminist and transformational leadership training for consortium partners, Uganda, Kenya, Sudan and Ethiopia.		X	X	X
	Convene rethink spaces plus reflection and learning spaces	Convene 4 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	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 (CSW) & NGO CSW Africa, GIMAC, African Union (AU), EALA Women's Caucus, EALA Youth Parliament, Pan-African Parliament and the WPL Annual Summit.		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.	Conduct Research, develop policy briefs and dialogues	AMwA in partnership with partners will conduct research, develop briefs and hold policy dialogues		X	X	X



	Conduct exposure and learning visits	Conduct exposure and learning visits for consortium partners and other political and civic actors to build each other's capacity, collaborative effort and dialogue		X	X		
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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	Meeting	Exchange Experience	X			
1.2 PoD Consortium builds capacities	training	Training CSOs on Organizational Management and fundraising (in a crisis context)	X			
Institutional Retreat	Retreat	Institutional retreats aim to serve as a space for team building through joint institutional planning and sharing strategic paths.				
Training Staff	Training	Staff training covers useful materials for the qualitative improvement of staff performance, such as languages, programmatic and financial management, as well as other areas of institutional interest.	X	X	X	X
Long-term Outcome 2						
Aspiring women political leaders are influential actors of change at the provincial and at the national level						
2.1 Training on Lobby and Political Advocacy	Training	The training will target women from women's leagues of political parties and girls from youth leagues. Depending on the context of the time, interventions may favor actions at the provincial level.	X	X		
2.2 Training in Drafting Gender-Sensitive Election Manifestos	Training	This intervention will consist of capitalizing on the electoral moment to influence political parties so that electoral manifestos are designed in the light of a gender perspective. This intervention could bring 2 outcomes: (i) a manifesto that observes the particular and specific interests and needs of women and men, (ii) the manifesto that wins the elections will be transformed into a governance plan and this will be gender sensitive. All the interventions on LTO will be focused on women and girls.	X	X		
2.3 Assistance to Political Parties Drafting Gender-Sensitive Election Manifestos	Technical support	Some political parties have electoral offices that currently prepare the parties' electoral manifestos. Such manifestos have had a general and uncaring approach to the agenda of marginalized groups, especially women. It is in this context that it is necessary to provide tools for political parties to incorporate a gender-sensitive perspective so that they are more inclusive manifestos, with women themselves addressing their needs.	X	X	X	
Lobby and Advocacy	Advocacy	Political Lobby and Advocacy	X	X		
Long-term Outcome 3						
Civic and political actors collaborate peacefully on the basis of trust						
3.1 Political and civic actors address grievances	Workshop	Interactive Dialogue Sessions between political actors and civil society			X	
3.2 Political and civic actors build trust	Dialogue meetings	Facilitate political dialogue sessions between women's leagues, male leaders/elites of political parties and CSOs	X	X	X	X



3.2 Political and civic actors build trust	Advocacia	Lobby and Advocacy		x			
3.2 Political and civic actors build trust	Meeting	Exchange experiences between national, international women leagues of political parties and CSOs					
Long-term Outcome 4							
Political and civic actors strengthen democratic space by improving the position of women and youth in politics							
GRIP	M&E	Monitoring the Implementation of GRIP in Political Parties		x			x
4.1 Regional and int. bodies promote and protect democracy	Advocacy	The meetings between diplomatic entities (one of the actors in the PoD program) have been one of the solid sources for advocacy at the highest level. It is for this reason that in 2023 it is intended to enhance the rapprochement between diplomats and women in politics. And for the year 2023, within the scope of joint planning, it is expected that the Embassy of the Kingdom of the Netherlands will host the initiative.			X		
4.2 Civic and political actors safeguard civic space	Lobby & Advocacy	Lobby and Advocacy		x	x	x	
4.2 Civic and political actors safeguard civic space	Training	Training to empower elected women					x
4.2 Civic and political actors safeguard civic space	Multiparty Meeting	Multiparty Dialogue Meetings Between MP/Provincial Assembly with civil society			x		

4.2 Guatemala

Intermediate Outcome	Intervention	Description	Country responsible	Quarter			
				1	2	3	4
Long-term outcome 1 - NIMD Central America and partners are effective knowledge brokers and conveners to strengthen inclusive democracy							
1.1 Collaboration: Establish (regional) spaces for learning and co-creation between NIMD staff Guatemala, El Salvador, Honduras and partners.	POD NIMD Central America face-to-face workshop day	With the aim of coordinating the activities planned for the year and focusing them on PoD indicators, as well as exchanging successful experiences in each country in order to rethink strategies and processes.	Honduras		X		
1.2: Capacity building: Strengthen organisational and technical capacities of NIMD staff at regional level.	NIMD staff training	Bimonthly training for staff from the three POD offices and partner organisations. Topics: security strategies for human rights defenders, digital security, development of hybrid activities (virtual and face-to-face), facilitation of dialogue.	Guatemala		X		X
Long-term result 3 - Political and civic actors use thematic dialogue spaces for trust-building and strategic collaboration contributing to an inclusive political culture.							
3.2 Build relationships and alliances (national	Strategic policy dialogues	Follow-up to multi-stakeholder dialogue processes between democratic political parties and civil society organisations (including peasant,	Guatemala				X



and regional), across political divides, to lobby and advocate for inclusive and transparent decision-making.		indigenous, women's and youth organisations, etc.).				
	Political communication campaigns	Communication campaigns in alternative media, social media advertising, payment of consultancy fees for the design of campaign materials on citizen participation, importance of conscious voting, transparency of the electoral process.	Guatemala			X
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.	Civic-political training in election year	Support to the electoral institute of the Supreme Electoral Tribunal for training of political party monitors, short courses on politics and power (role of politicians, ethics of service, democratic values, conscious voting, etc.).	Guatemala			X
	Workshop on actions to prevent the shrinking of democratic space	A continuity workshop will be developed. Encouraging sustained dialogue in the year 2022.	El Salvador			X
	Technical assistance against shrinkage of civic space	Results will be followed up in 2022 and results will be shared with Guatemala and Honduras.	El Salvador		X	X
	Technical assistance international protection of defenders	Due to the contraction of civic space, a regional training process will be designed to provide knowledge of international mechanisms for human rights defenders.	El Salvador	X		
	Protection training for human rights defenders	A pilot training programme will be carried out in El Salvador and virtually for Guatemala and Honduras (including a virtual module).	El Salvador			X X
	Diploma in Ecofeminism	A training module on ecofeminism will be designed and has been requested by youth organisations in El Salvador. (including module layout) and training will be conducted at regional level.	El Salvador		X	
	Democracy Training School- Regional Honduras, Guatemala and El Salvador	Aimed at 20 young politicians - new leaders - 6 from El Salvador, 6 from Guatemala and 8 from Honduras. Development of 5 modules, 4 of which will be virtual and synchronous, and a face-to-face meeting in Copán Ruinas for the presentation of public policy projects and/or electoral campaigns with public policy proposals.	Honduras		X	
	Major meeting of political parties for dialogue on democratic issues, analysis of the region and challenges to be overcome in Honduras and the region	Execution of a national day of multi-party dialogue for the analysis of Honduran democracy and proposals for improvement with a regional approach, especially with El Salvador and Guatemala.	Honduras			X
	Gender policy socialisation of electoral body - Consejo Nacional Electoral (CNE)	Document constructed in 2022 - CNE gender policy - with comparative analysis of what has been implemented in Guatemala and El Salvador (parity and alternation reform, rights and political violence against women).	Honduras		X	



Long-term result 4 - Political and civic actors build on existing knowledge and build expertise to strengthen democratic spaces through creating shared democratic polices and legislation.				
4.4 Establish shared democratic policies and legislation (agendas, reforms, initiatives) to strengthen democratic spaces.	Analysis and research	Regional research on the rise of authoritarianism, institutional co-optation and election processes in Guatemala and El Salvador	Guatemala- El Salvador	X
	Analysis and research	Study on political reform in Honduras and the region - Paper for publication	Honduras-El Salvador	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	Meeting meetings with FFF members for coordination of activities, strategy planning and joint work on open and deliberative democracy and political reform.	X	X	X	X
		Working meetings of the Mesa por la Democracia Abierta developed with the House of Representatives to support the modernisation process of the Congress of the Republic.	X	X	X	X
	Research & Studies on Democracy Innovation	Studies on the methodology and implementation of Territorial Dialogue Initiatives, Minipublic and Youth Dialogue Processes.	X	X		
1.3. Enhance their capacities to support collaboration between political and civic actors	Capacity building for staff & partners	Communication Schools for the Legislative Work Units of Congress.		X	X	X
		Dedication of the staff to the Innovation Bootcamp of the deliberative democracy process (Minipublic).	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	Training schools for political leaders intending to stand as candidates for the 2023 local elections.		X		
		Pilot of Democracy Schools 2.0. with hybrid methodology and virtual learning platform expected to reach more than 300 students.		X	X	
		Dedication of the staff to the training phase of the deliberative democracy process (Minipublic).	X			
2.3. Amplify young voices by nominating themselves for decision-making positions	Mentoring & Networking Program	Occupy Politics, now called "Inhabiting Politics" to form a bench of Innovation and Open Democracy with candidates who were elected to the House of Representatives.				X
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	Meetings and technical assistance and accompaniment for the modernisation plan of the Congress.	X	X	X	X
		Multi-stakeholder roundtables and meetings on the follow-up to the Peace Accords and the issue of Total Peace with the Peace Commission of the Congress of the Republic.	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 the Mini Public - national dialogue and innovation initiative for advocacy on the National Development Plan / Political Reform with a focus on gender and youth participation.	X			
		Territorial Dialogue Initiative in Buenaventura and in 3 territories in the North with a gender focus.	X			X
		Agreements reached as a result of the RTD policy papers in Yumbo, Guajira, Cesar and Córdoba; secondly with the results of the three JDPs in Cauca, Caquetá and Tolima; thirdly with multi-stakeholder roundtables and meetings around the theme of peace.	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 MIA	Dedication of staff for networking and meetings to define the methodological proposal for technical assistance to the Ministry of Interior.	X	X	X	
		Dedication of staff for meetings on the follow-up to the Peace Accords with the Peace Commission.	X	X	X	X
	L&A with Congress	Dedication of staff to the construction and implementation of the proposed House transformation plan developed with the House of Representatives and spearheaded by NIMD.	X	X		
		Dedication of staff to support the technical secretariat of the Open Democracy Roundtable for the modernisation of the Congress of the Republic.			X	X
		Dedication of staff to technical assistance and methodological support for accountability and the creation of effective spaces for citizen participation.	X	X	X	X

4.4 Myanmar

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1: The PoD Consortium, NIMD Myanmar and local partner CSOs are effective enablers of change						
1.1 NIMD Myanmar works complementary	Experience sharing sessions	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		X
1.2 The PoD Consortium, NIMD Myanmar and local partner CSOs build each other's expertise and partner networks	Capacity building / training for team members	Team members of NIMD Myanmar are to receive training on dialogue training methodology, and other topics that are relevant to the growth of the team. The M&E focal will continue to receive training in the coming year. Also, financial management training will be provided to current and incoming staff as needed. Specific times and dates will be decided together with NIMD and Demo Finland in the coming year based on training opportunities available.	X	X	X	X
Long-term Outcome 2: Young, women and ethnic leaders are politically influential actors of change by voicing, monitoring and advocating for inclusive political processes at the subnational level (Shan, Kayin, Kayah, Mon)						
2.1 Women, youth, and ethnic leaders have	Democracy school for young, women,	NIMD Myanmar will provide Democracy school training for youth, women, and ethnic political leaders equipping them with the necessary democratic skills and values-- including communication	X	X		



strengthened capacity to voice, monitor and advocate for democratic values in their networks.	ethnic political leaders	and advocacy skills -- to voice and monitor public interests. Both the curriculum as well as the format will be adapted to address the expressed needs of the target groups and the dynamic political situation in the country. The participants will be from Kayin, Mon, and Kayah state. 2 online training courses for 20 participants in Q1, Q2				
	Learning and networking (i.e. mentoring, organizing seminars and exchange forum)	NIMD Myanmar will organize learning seminars for democracy school alumni on topics related to democracy, Federalism and other topics which are relevant to the political situation. This will occur once in Q1, 2, and 3. These 3 informal online events will also act as a platform for alumni to discuss freely and political topics that are of interest to them under the current country context. These will take place in the form of informal tea talks between alumni & civic stakeholders.		x	x	x
	MyDemocracy School App public roll out, promotions and content updates	The public roll out for MyDemocracy School app will take place in 2023. The public roll out will entail marketing and communications activities including the creation of Promotion Materials such as – Online Ads, Promotion Videos, Social Media Boosting. NIMD Myanmar will also create a space for political actors to safely interact around political knowledge content through the MyDemocracy School App. Content will be updated regularly after the public launch of the app.	x	x	x	x
	MyDemocracy School App based Online Training (Shan, Kayah, Kayin, Mon)	The MyDemocracy School app will provide 1 Democracy education course within the application. This will occur once in Q3. Participants will include 20 members of women and youth from the general public in target states and the training period will last 1 month.			x	
Long-term Outcome 3 Democratic political actors at the subnational level address grievances by engaging each other in dialogue. (Shan, Kayin)						
3.1 Democratic political actors engage in emerging dialogue at the sub-national level (Shan, Kayin)	Preparation for emerging dialogue platform (PEA and design)	Contextual analysis of targeted areas through updated activity-focused PEA, actor mapping and need assessments of target groups; Preparation to organize dialogue meetings at Subnational level from Shan and Kayin states to train Mediators, local dialogue facilitators to engage democratic political actors for dialogue meetings; The PEA will be finalized in Q1, but will be continuously updated	x			
3.2 Democratic political actors have built trust	Coaching and mentoring support for dialogue local	Advance (ToT) of conflict resolution, mediation and dialogue training and coaching session. Specific training and coaching session for Mediators, local dialogue facilitators. This training will target democratic political actors from a diverse array of political and civic			x	x



across political divides.	dialogue facilitators	groups—from political actors, democracy support CSOs/NGOs, youth/women’s groups. Due to the fluidity of the political situation, a more specific target group will be specified through the findings of the PEA and actor mapping as described above.				
3.3 Democratic political actors understand the need for dialogue, root causes and consequences of exclusion and conflict.	Conflict resolution and mediation training	Basic mediation & dialogue training to democratic actors; 2 Trainings, 5 days each. Target areas will be Kayin and Shan. In-person training for Kayin in Q1 and online training for Shan in Q2		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
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		
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	X	X	X	
PMEL	Reflection sessions	One reflection session on annual reports and one strategic reflection session on annual planning	X		X	
PMEL	Mid-Term Review	As consortium facilitate the Midterm review process and organize validation and learning workshops around the findings		X	X	X
PMEL	Outcome Harvesting support	External support in OH for monitoring and evaluations on demand	X	X	X	X
PMEL	PoD PMEL community of practice	Meet collectively once a quarter to learn and discuss issues around PMEL hosting and agenda setting on rotational basis	X	X	X	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	X	X	X	X
PMEL	Brown bag sessions	Internal presentations on PMEL topics	X		X	



Learning Agenda	Introduction training	One online 'Introduction to political dialogue' training in 2023 for all new PoD staff (all languages)	X			
Learning Agenda	Advanced learning week	An offline peer advanced learning week for PoD staff experienced and closely involved in dialogue interventions (English)		X		
Learning Agenda	Peer-to-peer learning exchanges	Different types of peer-to-peer learning exchanges for new and experienced staff, online and offline		X	X	X
Learning Agenda	Jointly developed learning paper	One learning paper on best practices of including marginalized groups in dialogue and trust-building		X		X
Learning Agenda	Setting up dialogue expert group (ToT)	One ToT to set up dialogue facilitation expert group who can train and support colleagues and facilitators throughout the network (Spanish)			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	Training and hands-on support to PEA processes with country teams, online and offline	X	X	X	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	
Learning Agenda	Outcome Harvesting and indicator measurements of good quality	Using monitoring data for learning		X		X
Learning Agenda	Capture best practices and lessons learned on adaptive programming	Case research and documentation of the adaptive programming pilot countries (Myanmar, Colombia & Ethiopia)	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 AEA, EES, KPSRL, DGIS and Partos CoPs on PMEL	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, finance and institutional manuals and policies . Three regional financial trainings (two on-line and one off line) Internal audits as part of building a quality management system for COs (5 countries) Capacity support to implement the ISO across the network (two 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 (All countries will have a Birches salary scale)	X	X	X	X
Capacity Strengthening	Support to create safety and security protocols and training for staff	Finalize the safety and security protocols and provide trainings for POD network	x	x	x	
Capacity Strengthening	Promote integrity policy and practices	Three on-line trainings , one per region		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
Capacity Strengthening	Provide trainings on relevant thematic areas	Global trainings on Lobby & Advocacy strategies	X	X	X	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. Furthermore, it helps establish the network as experts	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/elections in PoD countries (NL)	Discussing positive or negative democratic developments and their impact			X	
International Lobby & Advocacy	Round table elections, electoral process and democratic developments (EU)	With EU institutions and possibly European Parliament. The event will give visibility to our work as supporting EU EOM recommendations	X			
International Lobby & Advocacy	Meetings with European Commission and Member States on democratic and programme developments (EU)	Share PEA, knowledge and insight on democratic developments and programme results	X	X	X	X
International Lobby & Advocacy	Missions to New York, Washington to liaise with NIMD (funding) partners, the UN and permanent representations. The missions should result in at least one visibility event for the consortium during the SDG summit or HLPF (UN)	The goal is to position ourselves as a reliable partner for political economy analysis and inclusive democracy. We can do this by showing results of our work that contribute to the SDGS and the UN resolutions			X	
International Lobby & Advocacy	Events and communication products around youth political participation (Global)	By bringing together all our knowledge and showing what the consortium does to include young politicians in decision making around environmental politics, fighting poverty and supporting the rule of law, we can convey a strong expert message to policymakers	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