THE **POWER**
OF DIALOGUE
CONSORTIUM

Annex 2
List of planned interventions

Contents

1- Sahel
1.1   Mali

Intermediate Result	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1 _The consortium, partner networks and local CSOs are effective facilitators of democratic change_						
1.1 Pool mutual networks to create synergy	Strategic monitoring / Networking of different partners and mobilization of stakeholders in dialogue activities Communication on social networks (Facebook, Twitter, Linkedin, Benbere)	Strategic planning workshop with partners / Dynamic communication actions with implementing partners in order to create synergy between them to strengthen their local leadership in carrying out lobbying and advocacy actions in favor of political and institutional reforms and safeguarding civic and democratic space Promotion of online debates by young people and women on the values, principles, institutions and functioning of democracy Printing of the comic strip on the received ideas of Malian democracy	X	X	X	X
1.2 The 03 offices of the NIMD Sahel generate knowledge concerning the place of democracy in conflict prevention and resolution	Production of country case studies on the place of the media in democratic renewal Support for alumni of political and democratic schools in the Sahel in favor of citizen engagement and democratic consolidation	01 note will be sponsored on the place of the media in democratic renewal 01 discussion workshop around the results of the study 01 thematic virtual political café per quarter with alumni from Burkina, Mali and Niger	X	X		
1.3 The NIMD and the Gorée Institute jointly develop lobbying strategies vis-à-vis regional and international institutions	Development of an advocacy document for regional organizations on democratic transitions and post-transition political stability	01 advocacy document will be developed by 01 expert and will be used for actions at ECOWAS and the African Union / Participation in the training of trainers at the Gorée Institute	X	X	X	X
1.4 NIMD and Akina Mama Wa Afrika organize webinars to strengthen the capacities of NIMD Mali partner women's organizations	Establishment of a Women's Leadership Institute in Mali in collaboration with AMwA	Women's Leadership Institute in Mali in collaboration with AMwA / Visit of 3 presidents of women's organizations to the African Women Leadership Institute (AWLI)	X	X	X	

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Long-term Outcome 2						
Young people and women who aspire to become political and civic leaders are influential agents of change						
2.1 Strengthen their movements or organizations	Training session for youth and women's organizations on the theory of feminism	01 introductory workshop on the theory of feminism	X			
2.2 lobby/advocate in decision-making	Public meetings for young people inside Mali on the Consortium's advocacy document	02 information and exchange meetings of the Consortium in Kita and San on advocacy around a 40% quota law in favor of young people Democracy Days (celebration of the international day of democracy) Advocacy actions with 0SCs, political parties and institutions	X	X	X	
2.3 amplify the diverse voices of young people and women	Support for spaces of political and civic expression in collaboration with young people and women from political parties and civil society – including citizens living with disabilities	01 school of political women in the women's tontines in the 06 communes of Bamako Sharing and exchanges on comics of received ideas through the DJEMU in the school space	X	X	X	
Long-term Outcome 3						
Political actors and citizens collaborate peacefully on a basis of trust						
3.3 participate in meaningful dialogue for the public interest	Support for the Advocacy and Reform Monitoring Committee	01 thematic meeting every three months of the CPRSE for monitoring and advocacy around more consensual reforms with political actors and national authorities 01 discussion session every 3 months with key players on the content of the CPRSE thematic meetings	X	X	X	X
3.4 tackle the root causes of the dysfunction of democracy	Support for OCGS in favor of reflections on democratic governance through the PRGD	Update of the research study on the values of cultural areas (PRGD) Development of a document proposing avenues for building a democratic model adapted to the Malian context (access to power, representation of young people and women, balance of powers, justice, secularism, traditional, customary and religious authorities, management of public goods, etc.) Discussion workshop around the results of the PRGD Action to popularize the results	X	X	X	X

			Q1	Q2	Q3	Q4
Long-term outcome 4 *National and international political and civic actors strengthen the democratic space*						
4.1 promote and protect the democratic space	Support for the lobbying process with national, regional and international actors for the protection of the democratic space and the effective application of texts on good governance	Exchange and advocacy meetings with ECOWAS, the African Union and the European Union (see results 1.3 and 1.4)	X	X	X	X
4.2 Safeguard civic space	Support for the National Transitional Council	Information and training session / Advocacy action for CNT members Meetings of the Support Committee for the National Transitional Council		X	X	X

1.2 Burkina Faso

Intermediate Result	Intervention	Description	Quarter 1	2	3	4
Long-term Outcome 1						
1.1 Consortium members pool mutual networks to create synergy	Meeting - exchanges - training - sharing of experiences between the consortium partners	Discussion and preparation activity between the members of the consortium to harmonize intervention strategies and also to finalize the advocacy document.	×	×	×	×
1.2 Generate knowledge regarding the place of democracy in conflict prevention and resolution	Carrying out a study	Carrying out a study on the media and democracy in the context of Burkina Faso. A context marked by a multifaceted crisis, fake news and other propaganda. The aim will be to show how the media have difficulty playing their role and how we must envisage their future. But also to highlight the role of the media in the construction of democracy.	×			
	Training of local partners and CSOs on dialogue Training of women political leaders in collaboration with Akina Mama wa Afrika	Knowledge sharing on policy dialogue from the NIMD team with local partners. This activity will concern all local partners of the NIMD/BF and other actors who will be identified. Strengthening the capacities of women political leaders following on from the Niamey forum on women's political participation.		×	×	
	Meeting and exchanges between the consortium partners.	Activities which aim to strengthen the capacities of NIMD teams and consortium partners, with the aim of making consortium actors effective facilitators of democratic change.	×	×	×	×

	Lobbying and advocacy by consortium members based on the results of the Regional Forum Development and dissemination of advocacy documents.	These meetings can be virtual as well as in person or even abroad.				
	Meetings for exchanges, planning and monitoring of activities and participants with local partners	Continuous activity in collaboration with local partners included in the program. It is part of the daily interventions of the NIMD in Burkina. With a view to strengthening our interventions and more effective monitoring of young and women actors who participate in the activities of the NIMD and its partners. These include planning activities for alumni activities with a view to implementing the citizen initiatives that they will develop .	×	×	×	×
Long-term Outcome 2						
2.1 Young and women leaders strengthen their movements or organizations	Political and democratic schools Political cafés with alumni	Training activity on democratic values, skills and knowledge of young people (boys and girls) within the framework of political and democratic schools On the fringes of democratic schools, political cafés will be organized where alumni will be the major players. Training and capacity building of women leaders as part of activities with the CBDF. This activity focuses on women political leaders who have participated in the NIMD and CBDF project since 2021. It is also accompanied by lobbying and advocacy activities for political decisions in favor of women and young girls.	×	×	×	×
	Discussion meetings and planning initiatives with alumni	This activity will be held upstream and downstream of the training of political and democratic schools. It will be worn by alumni of the NIMD democratic schools. Added to this is the monitoring of activities which will be implemented by alumni already trained by the NIMD	×	×	×	
2.2 Do lobbying/advocacy in decision-making	Alumni citizen initiatives for inclusive democracy and social cohesion Lobbying and advocacy: NIMD team, young NIMD alumni and local partners	It is planned to continue the implementation of citizen initiatives for lobbying and advocacy, training and awareness, led by NIMD alumni. These initiatives could also be deployed beyond lobbying and advocacy. In 2023, alumni decided to set up training and action frameworks in favor of democracy and social cohesion within two schools in Ouaga. The actions of these executives will also target the transition authorities.	×	×	×	×
2.3 Amplify the diverse voices of youth and women	Activities to amplify the voices of women and young people through	Establishment and support for digital platforms for political and civic expression in collaboration with young people and women from political parties and civil society / Training in leadership, blogging	×	×	×	×

	digital platforms and campaigns	and design of video capsules / Digital campaigns for the amplification of voices women and young people. Another open space (virtual and/or physical) will be created for young people and women, with a view to strengthening the democratic space.				
Long-term Outcome 3						
3.1 participate in meaningful dialogue for the public interest	Political cafés at national level and political 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 and promote multi-actor dialogue mechanisms . 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 in the NIMD Democratic Schools of Burkina, Mali and Niger).		×	×	×
	Support for multi-actor dialogue at national and local level	The NIMD will continue the dialogue process started in the commune of Bama, the results of which are satisfactory. The NIMD will also collaborate with local stakeholders to launch a multi-stakeholder dialogue process in Burkina Faso. The NIMD aims to provide technical expertise in multi-actor dialogue and spark a deep and lasting dialogue process. Thus the task of the NIMD will consist of supporting dialogue and creating a dynamic of multi-actor dialogue.		×	×	×
	ReCit du Faso (with probable collaboration with the Dutch Embassy in Burkina Faso).	The aim is to create a safe space for dialogue and meetings between emerging political and community leaders (20 to 40 years old) with a view to discussing the central issues of Burkina Faso in a context of multifaceted crisis. The ReCit du Faso will aim to contribute to the return to inclusive democracy, the strengthening of social cohesion and the construction of peace.				
	Production of communications and visibility tools (leaflets, NIMD flyers)	This is part of making the NIMD more present in the public space, and therefore communicating more about the democratic values that the NIMD promotes.	×	×		
3.2 address the root causes of exclusion and conflict	Follow-up of the recommendations of studies on the political participation of women in elections	A study was carried out in the NIMD Sahel countries. It is an activity decided jointly in agreement between the NIMD Sahel offices. The study report having focused on the factors blocking the political participation of women in elections in Burkina, Mali and Niger, recommendations were made. This involves	×	×	×	×

			Q1	Q2	Q3	Q4
		monitoring the implementation of the various recommendations.				
	Production of articles, analytical notes, advocacy and lobbying documents	These are documents that will be produced in relation to democracy by the NIMD team and disseminated through traditional media and social media. This is with a view to more active participation of the NIMD in the public debate in Burkina Faso.	×	×	×	×
Long-term Outcome 4						
4.1 Regional and international organizations promote and protect democratic space	Advocacy/Lobbying with national, sub-regional and international actors and organizations	It is planned to continue the advocacy campaign in 2024 with regional organizations, notably ECOWAS. This campaign will be carried out jointly with NIMD Mali, NIMD Niger and Gorée Institute. This advocacy campaign will focus specifically on the proper conduct of transitions in the Sahel and the organization of democratic elections.	×	×	×	×
4.2 Civic and political actors safeguard civic space	Advocacy meetings and lobbying with national political actors. Meetings and networking for advocacy and lobbying with civil society actors in Burkina Faso	In collaboration with its local partners and alumni, the NIMD is considering the possibility of carrying out advocacy with national civic and political actors. The advocacy process will aim to strengthen the democratic space and the support of stakeholders for a more inclusive democracy process; for peace.		×	×	×
4.3 Civic and political actors adhere to democratic principles	Meeting and networking with political parties, diplomatic representations, public decision-makers	These actions aim to lobby and advocate with identified stakeholders in favor of the consolidation of democracy in Burkina Faso. They will also make it possible to further present the NIMD and strengthen its network in Burkina Faso. As such, it will also be a question of strengthening collaboration with NIMD partners such as the Dutch embassy in Burkina Faso and the European Union.	×	×	×	×

1.3 Niger

Intermediate Result	Intervention	Description	Quarter 1	2	3	4
Long-term Outcome 1						
1.1 The consortium works in complementarity). 1.1 Pool mutual networks to create synergy	Meeting and exchanges between consortium partners for common strategies	Exchanges between NIMD and the other members of the consortium made it possible to implement the commitments made jointly.	X		X	
1.2 Generate knowledge regarding the place of democracy	Contextual analysis and specific study	Updating our PEA is an ongoing exercise through regular observation of changes in the context.	x			

in conflict prevention and resolution		Production of a note on the role of the media in the new democratic context.				
1.3 Jointly develop lobbying strategies vis-à-vis regional and international institutions (Institut Gorée	Meeting and exchanges	Contribution to the development of an advocacy document Exchange and advocacy meetings with ECOWAS and the European Union 01 visit of 03 female political leaders to AWLI Strengthening female leadership in connection with ANWA	x	x	x	
1.4 Share experiences on political and democratic schools	Monitoring of alumni of political and democratic schools (EP-D)	Organization of a thematic virtual political café per quarter with alumni from Burkina, Mali and Niger	x	x	x	x
Long-term Outcome 2						
2.1 Strengthen their movements or organizations	Political and democratic school	Training of 76 young men and women party activists and/or involved in civil society organizations. Support for alumni initiatives Political cafés/conferences	x	x	x	x
2.2 lobby/advocate in decision-making	Promotion of youth participation in decision-making bodies	Young people through their organizations are supported and equipped to influence reforms with a view to better inclusion.		x		
2.3 amplify the diverse voices of young people and women	Opinion polls.	Young girls and boys express themselves through a virtual platform on the transition process. Spaces called "Citizens' Tribunes" in which young people express themselves and challenge decision-makers.			x	
	Meetings/visits/search for partnerships	Meetings with bilateral cooperation; ministries and other NGOs.	x	x	x	x
Long-term Outcome 3						
3.1 participate in meaningful dialogue for the public interest	Support for the establishment of multi-actor dialogue spaces	Multi-actor dialogue spaces are initiated and debate national issues and the definition of the new social contract.		x		
3.2 address the root causes of the	Support for political dialogue	Create the conditions for dialogue between political and civic actors in order to significantly contribute to calming the political and social climate.		x	x	

dysfunction of democracy							
	Exchanges/visits	Participation in related workshops or meetings.					

Long-term Outcome 4

4.1 promote and protect the democratic space	Lobbying stakeholders	Exchange and advocacy meetings with ECOWAS and the European Union National advocacy on women's political participation.					
4.2 Safeguard civic space	Support for the reform process	The transitional "parliament" is supported and contributes to defining the basis of virtuous and functional governance.					
	Meetings/visits	Meeting with the authorities, participation in meetings initiated by other institutions					

1.4 Regional approach (Gorée Institute)

Intermediate Result	Intervention	Description	Quarter			
			1	2	3	4
Long- term Outcome 1						
1.1	Policy Briefs Series	The Policy Briefs "Island Position" series that the Gorée Institute will publish in the form of scientific articles on various subjects. The Island Position will be published every two months and will focus on peacebuilding, conflict prevention, peace and security and the challenges of democratic governance in order to influence change among decision-makers . The policy briefs will include action-oriented recommendations for regional and national actors, with policy implications.	x	x	x	x
1.2	Production of strategic advocacy document post symposium and Post Regional Youth Forum	Collection of all deliverables from the annual symposium and the annual Regional Youth Forum of Gorée Institute (report, outcome document, declarations, calls etc.) for the production of an advocacy document and an information note for influence the policies of the Sahel States. The Policy Briefs and Advocacy Paper series will serve as advocacy tools at national and regional levels.		x	x	
1.3	Production of strategic advocacy document post youth and women forums	Collection of all deliverables from the Gorée Institute forums (report, outcome document, declarations, appeals, etc.) for the production of an advocacy document and an information note to influence the policies of the Sahel States. The Policy Briefs and Advocacy Paper series will serve as advocacy tools at national and regional levels.			x	x
Long-term Outcome 2						
2.1	Women's leadership in peacebuilding, conflict prevention and political processes.	Organize one (1) annual regional capacity building workshop on women's leadership in peacebuilding, conflict prevention and political processes, targeting thirty (30) women. This is to respond to one of the conclusions of the AEP, which highlighted the lack of opportunities and civic space to reflect on collective challenges, as well as the insufficient knowledge, inexperience and incompetence of women in using peacebuilding, conflict prevention and other advocacy tools to influence political decision-making.		x		
2.2	Political leadership, civic space and	Organize one (1) capacity building training in political leadership, civic space and electoral conflict prevention targeting thirty (30) participants. These training courses will be carried out in response to	x			

Intermediate Outcome	Intervention	Description	Q1	Q2	Q3	Q4
	prevention of electoral conflicts	the political context marked by upcoming elections in Senegal and other Sahel countries. The training will be aimed at young political leaders, civic groups and election management bodies (EMBs).				
2.3	Country training on political leadership and prevention of electoral conflicts	The young people who completed the ToT in 2023 will continue the training series in the regions of their respective countries (Mali, Burkina Niger and Senegal) on Political Leadership and the prevention of electoral conflicts. These country training courses will make it possible to train other people in certain target areas of their countries through its multiplication sessions which will be supervised by the Gorée Institut staff.	x	x	x	
2.4	GYLA program for youth and women in the field of peacebuilding, conflict prevention and political decision-making	Undertake a GYLA program for women and youth in the area of peacebuilding, conflict prevention and political decision-making. The mentoring program will focus on twenty (20) young leaders openly affiliated with political parties, gender equality groups and other civic groups. The program will aim to inspire women and young political leaders to get involved and participate as leaders and candidates in political processes. Each mentee will be selected on the basis of their project and will be supported by mentors identified at the national level. The mentoring will include different phases, including online training (MOOC) on various themes.		x	x	x
Long-term Outcome 3						
3.1	Sub-regional youth forum "Engaging women and youth as strategic partners in peacebuilding and political decision-making processes"	Organize one (1) youth forum targeting fifty (50) participants. This is to address the insufficient civic space for young people as partners to share experiences on common challenges, lessons learned and best practices in peacebuilding, conflict prevention and of political decision-making. This initiative will be organized in response to the recommendations of the PEA to offer young people opportunities to exchange and share experiences.			x	
Long-term Outcome 4						
4.1	Annual Symposium on Peacebuilding, Conflict Prevention, Political Stability and Governance	Organize one (1) annual symposium on peacebuilding, conflict prevention, political stability and governance, targeting fifty (50) participants. It is an event of intellectual and political dialogue where civic, political and regional actors, as well as intellectuals from various fields of expertise are brought together to collectively reflect on how to promote the principles and ideals of good democratic governance, as mutually reinforcing measures instituted by governments and regional institutions for political stability.				x
4.2	Networking, partnership and advocacy in the Sahel	To strengthen the network of Gorée Institute partners, trips are made to take part in meetings at the regional and international level but also to carry out advocacy on the basis of documents produced in terms of recommendations to influence practices and policies.	x	x	x	x
4.3	Consultative advocacy workshop with ECOWAS and other national and regional actors	Organize an advocacy workshop with the ECOWAS Secretariat involving the Gorée Institute at the regional and continental level such as WADEMOS, FOSCAO, PANPAPS, ECOSOCC, AU, MISAHEL etc. This is to promote the support of stakeholders but also to engage and to bring ECOWAS and other regional actors to positively influence the results of the POD program in the sub-region.		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)	OOC 1st level class (school of politics) Advisory council (conseil consultatif)	6 training sessions for OOC (Organizations-Organizational Capacitating)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)	OOC, 1st level class (school of politics) Advisory council (conseil consultatif)	6 training sessions for OOC (Organizations-Organizational Capacitating) 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/duplication (Country level)	1st level class (school of politics) Youtube channel Freesh 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 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 I Regional Academy II	In addition to the regional activities, which are Regional Academy I, and Regional conference, CEMI will conduct a second Regional Academy for Africian young and women political and civic actors		X		

			Q1	Q2	Q3	Q4
	Regional Conference	• The Regional Academy I includes participants from MENA countries presenting their movements, who will participate in the training addressing different topics to improve their knowledge and skills. • The Regional Academy II includes participants from Sahel-francophone- Regions who will participate in the training addressing different topics to improve their knowledge and skills. • The Regional Conference aims to bring experts from MENA and other regions to share and exchange experience and expertise The objective is also making CEMI an enabler partner engaged in improving and strengthening MENA countries' participants, organizations and movements and expanding its program to the Sahel-francophone-Region				X
	Youth learning event	In continuation of the 2023 youth product, CEMI will organize a youth learning event where participants can explore youth political participation in their country programs, fostering networking and discussion of broader issues.				X
2.2 strengthen their capacities of lobbying and advocacy in decision-making	Regional Academy I Regional Academy II	CEMI will organize the Regional Academies (I&II) for 2024 to host participants from MENA countries and from Sahel-Francophone-Region. 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 I Regional Academy II Youtube Channel	CEMI will organize the Regional Academies (I&II) for 2024 to host participants from MENA countries and from Sahel-Francophone-Region. Youth and women will receive training sessions about different topics that may improve their expressive level like political communication and leadership. Youtube Channel Freesh 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

			Q1	Q2	Q3	Q4
3.1 Build trust to enable alliances	MDP TSoP debate Nouabook	the MDP will remain suspended The Nouabook platform will be reactivated 6 TSoP Debates are planned The result that we seek to achieve is the realization of all planned of activities	X X	X 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

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
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 except for the MDP which will remain suspended 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
Long-term Outcome 4 _Political and civic actors strengthen democratic space_						
4.1 Adhere to existing democratic rules	OOC 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 OOC training program (Organizations-Organizational Capacitating). As for the CEMI research cell, in addition to producing policy papers and policy briefs addressing topical issues, democratic values and youth participation in public affairs, it will be conducting and analyzing surveys addressing specific topics related to the national context.	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 -The Nouabook platform reactivated. 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						
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						
2.1 PMY Strengthen themselves, their movements, or	SoP Capacity building programme for PMY	In 2024, a total of 50 PMY will be engaged in SoP capacity building where they will receive political training in areas needed to become effective politicians and to engage in party politics. The intended	X	X	X	X

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organizations with their increased advocacy skills and thematic expertise through capacity-building programs.
 	
2.2 Lobby and advocate in decision-making on thematic and political topics that target decision-makers and build public support.
 	
2.3 Amplify diverse young and women voices through promoting youth and women issues and empowerment.
	inside and outside PPs.
	
	Capacity building programme for PPs.
		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 leadership paths for youth and women. The capacity building will take two forms:
		   1. Generic education for all PPs.
		   2. Targeted education for select PPs who are ready to benefit from advanced capacity building.				

Long-term Outcome 3						
3.2 connect with other politically motivated peers online and offline to build trust. 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.	Dialogue sessions between youth, PPs, CSOs, and government. 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)	NIMD is to hold a series of dialogues in cooperation with women CSOs and youth-led organizations to bring together politically motivated young men and women with their peers and other local and national civic and political actors to discuss political and thematic topics that build their knowledge and drive a positive change attitude. 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.	X	X	X	X
Long-term Outcome 4						
4.2 Safeguard civic space by monitoring the status of political and civic rights with peers and other civic and political actors. 4.4 Promote setting shared and democratic policy agendas by	Awareness and information sessions to encourage youth and women to engage politically (support candidates and PPs, join PPs, run for elections, etc.) Conduct research that can drive policy setting to promote a	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. 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.	X	X	X	X

| advocating for continuous reforms and improvements, especially in relation to women's political and civic rights. | more welcoming democratic space.

Produce policy recommendations.

Networking with INGOs to confer and consult on common considerations needed to promote a more inclusive and representative democratic space (zero cost). | 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.

Producing policy papers prepared by participants of the SoP to promote democratic values and advocate for policy reforms in issues of importance to PMY. | | | | |

2.3 Iraq

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 2						
2.1 Young and women political leaders strengthen their political parties by increased capacity to voice, monitor and advocate public's interest	Call for applications and Opening Ceremony	In 2024, 50 participants will be selected for the Training Program in consultation with NIMD and the RNE in Baghdad. The application process will consist in the publication of the call for applications, translation of content, and a interviewing phase to interested candidates.	X		X	
	Opening Ceremony	Introduction of the candidates to the program and each other.	X		X	
	Training Program to the selected participants	The program is divided in three sessions of a two week training cycle. The first session is meant to enhance participants' understanding on the foundations of Governance and Human Rights. The second one is meant to investigate the challenges and prospects in Iraqi politics and develop leadership skills. The third session is meant to allow participants to explore political systems, civil liberties and social justice concepts in Iraq more practically.		X		X
	Advanced-Level Training and Coaching to Alumni	Coalition building among the participants through dialogue sessions and informal debates between participants and policy and decision-makers as well as politicians		X	X	
	Supporting Alumni initiatives	The team will provide technical support on an as-need basis for initiative led by Alumni of the School of Democracy.		X	X	
	Project Symposium	Alumni reunion events will be organized, bringing together past and current School of Democracy participants. These gatherings provide a platform for the exchange of ideas, knowledge, and experiences.				X
	Graduation Ceremony			X		X

3- Horn of Africa

3.1 Uganda

Intermediate Outcome	Intervention	Description	Quarter 1	2	3	4
Long-term Outcome 1						
1.1.1	Facilitate bi-annual round table with political parties and CSOs on the state of civic and democratic space	Two joint reflection sessions will be organized by the consortium on the operating context and civic space together with CSOs, political parties. The outcome of the meetings will inform the actions and advocacy initiatives of the consortium and CS partners.	x			
1.1.2	Training on how to undertake political economy analysis and conflict sensitive programming	Two trainings will be organized for staff of AMWA, NIMD and 6 partners on how to undertake political economy analysis and conflict sensitive programming to ensure to feed into the consortium's flexibility and adapt to unforeseen changes in the context.	x	x		
1.2.1	Training for staff on fundraising and resource mobilization	NIMD will support two staff members to undertake capacity development in resource mobilization and fundraising. This will boost NIMD's chances of raising more funds to support her efforts to expand her resource envelope.		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.	x	x	x	x
Long-term Outcome 2						
2.1.1	Monthly fellowship meetings in support for UDA alumni.	2 cohorts of alumni (total of 70 young men and women) of the Uganda Democracy Academy from seven political parties, Uganda National Students Association and National Youths Council will take part in monthly sessions to discuss relevant key issues on civic education, leadership, good governance and personal development for young people.		X		X
2.1.2	Develop issue-based policy brief on electoral reforms and youth inclusion to influence policy makers.	1 policy brief to inform the regional dialogue and advocacy platforms for young people on critical issues regarding electoral reforms ahead of the 2026 general elections.	X			
2.2.1	Facilitate The creation of sub-national platforms and spaces for youth from different regions in Uganda to collaborate on peaceful coexistence and electoral reform.	Sub-national youth platforms targeting youth leaders from political parties, youth focused CSOs as well as inter-party youth structures at the district level will be targeted and championed by Multiparty Youth Forum (MYF). These round tables will be held in the Western, Central, and Eastern Northen regions of the country. These spaces will be used for dialogue but also pushing for electoral reforms that support participation in decision making processes of young people in political parties and outside the political parties.	x	x	x	x
2.3.1	Facilitate reflection meetings between political party youth and women 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	NIMD will work with Multiparty Youth Forum to organize specific advocacy events on international			X	

			1	2	3	4
	Days for example the International Youth and Democracy Days	youths and democracy day, that resonate with Youths inclusion in the political space,				
Long-term Outcome 3						
3.1	Conduct a national multi-stakeholder dialogue will be facilitated on an issue selected by youth platforms at both sub-national and national levels.	Conduct at least 4 dialogue processes in the identified hot spots that have political tensions. While these will be political, NIMD will support 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 at sub-regional will be conducted on dialogue and mediation. The training will seek to build trust to enable cross party/political actors and civil movements cooperation. In bid-to manage conflict processes.			x	
3.3.1	Conduct a conflict-mapping across the country that will require support and dialogue initiatives	NIMD will commission a study to map the conflicts hot spots within the political parties, that require dialogue processes to mitigate potential conflicts	x			

3.2 Kenya

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1						
1.1 PoD Consortium Works complementary	Peer learning, information sharing and consortium meetings.	2 meetings on experience sharing on digital tools ;planning training and MERL consortium meetings	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	A regional meeting with a regional parliament together with the Consortium Partners and other PMOs to cultivate collaboration, knowledge sharing and also increasing awareness among citizens on the regional bodies.		X		
1.3 PoD Consortium engages in joint L&A at all levels	Training of Mzalendo, AMwA and NIMD staff on emerging issues	1 training on emerging contextual issues Contract a facilitator to facilitate the session and development of learning materials,			X	
1.2 PoD Consortium builds capacities	Organizational Capacity Development – Board and Senior Management team on leadership and institutional resilience, succession	1 Capacity strengthening workshop for staff and board members (as may apply.)			x	

	planning and agile governance.					
Long-term Outcome 2						
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 meeting		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	Undertake 1 media sensitization forum.		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 broadening the number of youth to be reached and further deepen and create new dialogue spaces through movement building targeting youth and women, political party youth leagues, parliament and county assemblies in partnership with KYPA, KYMCA and CAF.	Undertake two town-hall meetings for youth and women in collaboration with KYMCA and other grassroot organizations.		X		X
2.3 Y&W leaders Amplify diverse young and women voices	Information Sharing And Continuous sensitization of political parties on youth and women political participation, capacity building and inter-generational learning sessions through the Youth Assemblies.	Parliament Open Day, with a special focus on the youth in partnership with KYPA and the Youth Senate			X	
		Policy dialogue at the county level with youth and KYMCA members		x		

Outcome	Activity	Description	Q1	Q2	Q3	Q4
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.	1 University Dialogues		x		
2.3 Unite, showcase, and amplify diverse young and women voices within parliament and county assemblies (KYPA, KEWOPA KYMCA)	Regional youth dialogues for young Members of County Assemblies and other stakeholders on policy issues that affect Kenyan youth.	Dialogue assistance training young MCAs	X			
		Pilot regional youth dialogue meeting		X		
		Pilot regional youth dialogue meeting			X	
		Pilot regional youth dialogue meeting				X
Long-term Outcome 4						
4.1 Regional and int. bodies promote and protect democracy	Provide substantive inputs to international reports on Kenya	Pilot regional youth dialogue meeting			X	
		Pilot regional youth dialogue meeting				X
4.1 Regional and int. bodies promote and protect democracy	Enhancement of engagement with regional and international bodies and parliaments b PMOs	Hold 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		
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, on emerging issues		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 collection and dissemination on implementation of promises (Promise Tracker).	X	X	X	X
	Citizen Engagement, Parliamentary monitoring and awareness creation for greater Participation and Accountability.	Develop, design and print 2 policy briefs on parliamentary topical issues accompanied by online publicity			X	X
4.4 Civic and political actors set shared policy agendas	Awareness creation for greater Participation and Accountability.	Learning dialogues on pertinent parliamentary issues such as budgets making process. (Online/ Physical)	X		X	
		One physical Event to mark the International Day of Parliamentarians		x		

	Work with secretariat of parliament and committees	Convene 1 technical assistance and information sharing meeting with 2 Caucus (35 members) and (35pax) CSPEN respectively;				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 **Consortiums, partner networks, and local civil society organizations are effective enablers of change**						
PoD Consortium and NIMD Build each other's capacity to implement politically savvy program	Training on Leadership to NIMD and local implementing partner staffs. Training on Basics of Financial Management to NIMD, local implementing partner staff, exchange visit between NIMD ET, Consortium Partners, NIMD country or other partner offices	One round of training for NIMD staff and local implementing partners on leadership (10 participants) Another round of training on basic financial management to the same target (10 participants) These trainings will focus on enhancing leadership skills and providing a basic understanding of financial management principles. The goal is to equip NIMD staff with the necessary knowledge and tools to effectively lead teams and make informed financial decisions. Additionally, the training will include interactive activities and case studies to ensure the practical application of the concepts learned. The exchange visit will enhance comparative lesson learning and sharing on more programme design and implementation aspects of our work			X	
Long-term Outcome 2 **Aspiring young and women political and civic leaders are influential actors of change within their political parties**						
Youth and women leaders strengthen their parties through adequate representation	Consultation workshop on the role of youth and women in politics	A 2-day (one-round) consultation workshop on the role of youth and women in politics to EDAC alumni, EPPJC wings, and a coalition of women members of Ethiopian political parties This workshop will focus on strategies that highlight the role of youth and women in empowering and encouraging the participation of young people and women in political processes. The workshop would aim to address the barriers and challenges faced by these groups, while also highlighting the importance of their perspectives and contributions in shaping policies and decision-making. Through interactive discussions, participants would explore strategies to increase youth and women's representation in politics, such as mentorship programs, capacity-building initiatives, and advocacy campaigns. The workshop would also provide a		X		

		platform for networking and collaboration among participants, fostering a supportive environment for aspiring young politicians.				
Youth and women leaders influence the decision-making within their political parties	Training on leadership and networking, and lobbying and advocacy for their parties.	Two rounds of training to a coalition of women members of Ethiopian political parties, EPPJC women and youth wing, and EDAC alumni members (30 participants for each round) The training will focus on equipping politicians with essential skills and knowledge to effectively lead their teams and navigate complex political landscapes. Additionally, the training would emphasize the importance of building strong networks and alliances, enabling politicians to forge valuable connections and collaborations for the benefit of their parties and the role they assumed. Furthermore, it would provide insights into effective lobbying and advocacy strategies, empowering politicians to effectively communicate their party's goals and interests to key stakeholders and decision-makers.	X			
Youth and women leaders amplify diverse young and women voices within political parties	Consultation workshop among political parties on women and youth participation and empowerment in politics.	A two-day consultation workshop among representatives of political parties including youth sections (if any), youth and women wing of EPPJC, and a coalition of women members of Ethiopian political parties, women and youth participation and empowerment in politics (61 participants) The consultation will focus on identifying barriers and challenges faced by women and youth in political participation, as well as discussing strategies and solutions to promote their empowerment. The workshop aims to foster collaboration among political parties and other stakeholders/participants of the consultation to create inclusive policies and initiatives that encourage greater representation of women and youth in decision-making processes. Additionally, participants will agree on specific actions and targets to be implemented to address the identified barriers and challenges. This will include setting goals for increasing the number of women and youth in political leadership positions, implementing mentorship programs, and providing training and resources to support their active participation.				X
Long-term Outcome 3 **Political and civic actors collaborate peacefully on the basis of trust in inclusive dialogue spaces**						
Political and civic actors address the grievances of political actors through participation in meaningful dialogue and mediation	An Interparty and EPPJC dialogue to address political grievances and reform processes. Retreat for senior leaders of major political parties under EDAC executive level	A one-day (five-round) interparty dialogue among representatives of each political party and the executive committee of EPPJC to address political grievances and reform processes. (66 participants each) The dialogue will focus on identifying common ground and finding solutions to improve the political system and address contentious issues such as state creation and boundary delineation. It would provide an opportunity for representatives to openly discuss their concerns and	X	X	X	X

Outcome	Activity	Description	Q1	Q2	Q3	Q4
		propose innovative ideas for reform. Additionally, the dialogue would aim to foster a sense of collaboration and cooperation among parties, with the ultimate goal of strengthening democracy and ensuring effective governance. A One-day Retreat for senior leaders of major political parties under the EDAC executive level (30 participants) The retreat will focus on strategies for effective governance and collaboration between political parties. Participants would engage in discussions to explore ways to enhance transparency, accountability, and inclusivity in the political system. Additionally, the retreat would provide a platform for the leaders to address key challenges and develop innovative solutions for the betterment of the nation.				
Political and civic actors build mutual trust and understanding among political actors to enable cooperation across political divides	A dialogue among political party representatives and other stakeholders on Collaborative approach to democratization"	A one-day open dialogue among political party representatives, local CSOS, political parties, and EPPJC (70 ppts) The dialogue will focus on identifying issues related to the democratisation process and proposing a common platform to work in collaboration. This can also involve creating platforms such as constructive discussions, where all parties can express their concerns, share perspectives, and actively listen to one another.			X	
	Training on effective strategies of dialogue, conflict resolution, and mediation	A two-day (one round) training to political party executive members and EPJJC wings (50 ppts) The training will focus on developing active listening skills, fostering empathy, and promoting effective communication techniques. Participants will also learn how to identify underlying interests and needs in order to facilitate productive discussions and find mutually beneficial solutions. Additionally, the training will provide practical tools for managing emotions and de-escalating tense situations, ensuring that participants are equipped with the necessary skills to navigate conflicts peacefully and constructively. The training would emphasize the importance of cultural sensitivity and understanding diverse perspectives to ensure inclusive and successful dialogue and mediation processes.	x			
	Engaging with EDAC alumni association, (women and female) Cinris Ethiopian Civil Society Organizations Council (ECSOC), and Center for National and Regional Integration Studies-CeNRIS	The engagement with these organizations would involve collaboration on various initiatives aimed at fostering mutual trust and understanding among political actors. This could include organizing joint workshops or training sessions to promote dialogue and cooperation, facilitating networking opportunities between political actors and CSOs, and supporting the exchange of best practices in building trust and understanding across political divides. Additionally, NIMD may also explore opportunities for joint advocacy efforts or partnerships to address common challenges in the political landscape.	X	X	X	X

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Long-term Outcome 4
Political and civic actors strengthen democratic space

Political actors in democratic institutions safeguard inclusive democratic spaces for political actors to improve/ encourage/ maintain citizen participation in democratic processes (space creation for citizen usage of DI)	Capacity Building Training for Cafee and HoPR on topics to be identified with the institutions. Capacity Building Training for Regional Council Members Support Caffe Conducting user surveys and interviews to gather feedback on the mobile application, as well as engaging with stakeholders through consultation sessions	A one-day training to NIMD stakeholders (Cafee, HoPR) on topics to be identified with the institutions. (20 participants) The training will depend on the needs of Caffe and HoPR. A one-day capacity-building training for participants to be drawn from three regions Parliament or council. The training would mainly focus on experience sharing among participants providing them with practical knowledge and skills to enhance their performance in their respective roles within the parliament or council. The training will include interactive sessions allowing participants to learn from each other's experiences and best practices. Conducting surveys and interviews to collect feedback can be done by Caffe and NIMD will push and support them to do it. This activity will involve conducting surveys and interviews with app users and relevant stakeholders to gather their input on the app's effectiveness and identify any areas for improvement. Additionally, Caffe would actively seek feedback from users and stakeholders through online platforms to ensure continuous improvement of the app's features and functionality.		X		
Political actors in democratic institutions adhere to democratic rules and principles (DIs stick to rules)	Training on compliance with internal rules and regulations of parties Training on how to build an effective and strong organisational structure and processes for the EPPJC	A one-day training to active political parties' executive committee members on compliance with internal rules and regulations of parties (20 participants) The training will focus on enhancing the participant's understanding of the party's internal structure and decision-making processes. Additionally, the training would provide practical guidance on how to effectively implement and enforce these rules within their respective party and will give them a chance to reflect on bi-laws of their political parties and share their best practices. A two-day training on how to build an effective and strong organisational structure and processes for EPPJC and its executive committee members The training will focus on various aspects such as organizational structure, decision-making processes, and strategic planning. Participants would learn about the importance of clear communication channels within the council and how to foster collaboration among different parties. Additionally, the training would emphasize the need for transparency and accountability in order to build trust among council members and ensure the smooth functioning of the system.			X	

3.4 Regional approach (AMwA)

Intermediate Outcome	Intervention	Description	Quarter 1	2	3	4
Long-term Outcome 1						
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 the 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
1.2 Build each other's, partner networks' and local CSOs' capacity.	Conduct Quarterly PMEL meetings, PEAs and Peer Learning with Regional Consortium partners	Conduct quarterly 3 PMEL meetings PEAs with regional consortium partners (to be co-funded by partners)	X	X	X	
1.3 Engage in lobby and advocacy based on a joint L&A strategy for shared policy objectives	Conduct Joint Lobby and Advocacy engagements	Conduct 1 joint lobby and advocacy engagements with partners which will include policy and multi-stakeholder dialogues	X	X	X	
Long-term Outcome 2						
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 2 AWLIs - 1 Regional and 1 national feminist and transformational leadership development for legislators and consortium partners in Uganda, Kenya, Sudan and Ethiopia.	X	X		
	Convene rethink spaces plus reflection and learning spaces	Convene 3 rethink, reflection and learning spaces with partners and alumni to enhance feminist dialogue and action toward women and youth's	X	X	X	

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
		political participation directly and as part of the AWLI programme.				
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 4 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 8 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	X
Long-term Outcome 4						
4.1 Promote and strengthen democratic and civic space.	Conduct Research, develop policy briefs and dialogues	AMwA in partnership with partners will conduct 2 research, develop briefs and hold policy dialogues	X	X	X	
4.2 Political and civic actors safeguard civic space by reviewing and influencing amendment of legislation to safeguard civic space.	Conduct dialogues and engagements	AMwA in partnership with partners will conduct 3 dialogues to safeguard the civic and democratic space		X	X	
4.4 Set shared political agendas for political tolerance and inclusiveness.	Conduct dialogues and engagements	Conduct dialogues and engagements to set share and review agendas plus strengthen movement building. This will include women, youth, political and civic actors	X	X	X	

4- Southern Africa, Latin America and Asia

4.1 Mozambique

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1						
Insert intermediate outcome statement from ToC (i.e. 1.1 Consortium works complementary)	*Insert title of intervention (i.e. M&E training for staff member)*	*Insert a description of the intervention (i.e. information on the topic, participants, frequency, etc.)*				
1.1 PoD Consortium Works complementary	Exchange of Experiences Mozambique and Kenya	This activity will be carried out once in partnership with Akina Mama Wa Afrika (AMwa), and following the Theory of change foreseen in the Program and aims to broaden the horizons of political participation, collecting good practices from other African countries to do better in		X		

		Mozambique. Women leaders in politics, Civil Society and the IMD will participate in these activities.				
1.2 PoD Consortium builds capacities	Institutional Retreat	The Retreat will be held at the end of the year (2024) and aims to serve as a space for institutional planning and preparation of annual programmatic and administrative reports.				X
	Training in Human Rights: Civil and Political Rights	Strengthening the capabilities of civil society organizations will consist of providing them with more knowledge and tools that enable them to better work in defense, protection and advocacy for Human Rights, particularly civil and political rights. This intervention will be carried out once.			X	
Long-term Outcome 2						
2.1 Y&W leaders strengthen their movements or organizations	Round Table on Electoral Manifestos	The aim is to hold a round table that will bring together political parties competing in the general elections to influence them to include the interests of women, young people and people with disabilities in their electoral manifestos. Therefore, properly organized civil society will address/sell its political agenda to be purchased by electoral actors competing in the 2024 general elections.	X			
	Technical assistance during the process of preparing manifestos by political parties	During the preparation of electoral manifestos, political parties have required technical support. This support is given to parties with parliamentary representation and separately, where the IMD/expert in electoral manifestos works with the training offices or electoral offices.	X			
2.2 Y&W leaders lobby and advocate in decision-making spaces	Training on Gender and Youth Sensitive Electoral Manifestos	The training will aim to strengthen the capacity of competing political actors, to improve the techniques and practices of preparing electoral manifestos, and these will bring the budgeting component so that politicians can make realistic promises and know the powers and competencies of the bodies to which they are responsible. which compete for the manifestos are contextualized and oriented.	X	X		
	Carry out 1 Analytical report on the Candidacy Lists for the 2023 Local Elections from a gender perspective.	In 2023, the IMD prepared a policy brief that analyzed the candidate lists looking only at the heads of lists of electoral competitors. In 2024, it is intended to prepare a Study that analyzes the candidacy lists in depth. Therefore, consider all members of each competitor's lists and compare with the 2018 lists (previous municipal elections).	X			
Long-term Outcome 3						
3.1 Political and civic actors address grievances	Dialogue session between candidate parties for the 2024 General Elections and Civil Society	This activity will be carried out once and basically aims to bring together electoral candidates for the presidential elections to present and discuss their electoral manifestos with civil society. The CSOs will have space to ask questions to the candidates taking into account the agenda of their organizations, which mostly work on the protection of Human Rights of women, young people, people with disabilities, children, sexual minorities and other groups with rights.	X			

			Q1	Q2	Q3	Q4
3.2 Political and civic actors build trust	Intraparty Dialogue Sessions	These meetings will be held between women from women's leagues and political party leaders from each party with parliamentary representation, with the aim of promoting greater rapprochement, internal dialogue and breaking down barriers to the exercise of women's freedom of expression. This intervention could contribute to expanding women's voices in political parties.		X		
	Advocacy for inclusive reforms (agendas / policies / legal amendments)	2024 is also an election year and therefore, it will be maximized to reinvent strategies for the adoption of inclusive electoral laws i) that are drawn up with the effective participation of women and young people and ii) that are sensitive to gender and young people in the sense that they include your interests. These advocacy sessions can be formal and informal, and the latter has proven to be very effective for change. The main actors will be i) the parliamentary committees on Human Rights and Local Governance, i) the Parliamentary Women's Office, ii) political parties, and Civil Society.	X	X		
	Lobby and Advocacy (permanent)	Informal meetings with politicians and CSO's	X	X	X	X
Long-term Outcome 4						
4.1 Regional and international bodies promote and protect democracy	International Conference on Women, Governance, Peace and Elections	The IMD, through the Women's Political Academy, will hold an international conference on Women, Governance, Peace and Elections that will last 2 days. The initiative will take place in Maputo and will bring together political parties (women's and youth leagues), the Ombudsman, diplomatic entities, civil society, religious entities, deputies, members of the Provincial and Academic Assemblies. It is expected to have the participation of speakers from countries in Africa, Europe and America and a report is expected to be produced, to serve as a tool for lobbying and political advocacy, before political parties, the Parliamentary Women's Office, Provincial Assemblies and Organizations Civil Society in addition to Diplomatic Entities.		X		
4.2 Civic and political actors safeguard civic space	Meetings between Diplomatic entities and Women and Men Leaders in Politics *(chatham house)*	Meetings between women political leaders and women diplomats are annual and have been taking place since 2018 as part of the implementation of the Strategic Partnership Program (SP). This initiative's main objective is to promote the exchange of experiences between and serve as a space for political coaching, always with the aim of contributing to Mozambican women politicians being more active and exercising their political rights with more freedom and quality. For 2024, it is planned to hold 1 meeting between these groups.		X		
	Lobby and Advocacy	Policy briefs, press releases and others will address various issues that the PoD Advocates Program has as its main objective to serve as a tool for political advocacy before program actors, to promote change and improve political practices and behaviors.		X	X	

4.2 Guatemala

Intermediate Result	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1						
1.2 Organizational strengthening and technical capacity of NIMD Guatemala staff and partners	Training of Trainers (ToT) "Polarization and dialogue for inclusion"	Training for staff and partners on facilitating dialogue initiatives in polarized contexts	x			
	NIMSYS system	Support platform for the Monitoring and Evaluation system	x			
	Training on gender focus	Training on gender, human rights and intersectionality and their transversal use in planning, monitoring and evaluation	x			
Long term Outcome 2						
2 . *Young people and women who aspire to be political and civic leaders are actors of change and influence*	Women doing politics	Training School for Democracy for elected political actors on topics necessary for the exercise of their work, including coaching strategies		x	x	
	Young Politicians for Democracy	Training School for Democracy: dialogue and training strategy for top profiles of young people within political parties and youth of civil society (ALUMNI 2020-2023)				
	The Savior. Technical assistance to avoid contraction of civic space	Monitoring of young people who have participated in regional training processes to identify organizational actions to avoid the contraction of civic space		x		
Long-term Outcome 3						
3.4 Address the causes of exclusion and violence through multi-stakeholder dialogues, lobbying and advocacy	DemTech Strategy	Generation of content for civic-political training on social networks, during non-electoral period. It includes a strategy for the generation and dissemination of content through reel-type videos and infographics for citizen awareness. Generation of graphic materials on national analysis, social audit, electoral law, etc.	x			
	Dialogues for development and governance	Monitoring of citizen agendas (product of dialogues 2023) through the articulation of state authorities and groups promoting dialogue, organizations of the Dialogue Articulating Group or renewed platform verified from evidence instruments. I work with the Electoral Institute of the Supreme Electoral Tribunal.	x	x	x	
	The Savior regional forum	Activity for the promotion of the Escazú Agreement and environmental problems		x		
	The Savior. Meeting	Regional women's meeting on democracy and environmental protection			x	
Long-term Outcome 4						
4.4 Shared establish democratic policies and legislation	Lobbying for legislative initiatives	Support for lobbying, advocacy for law initiatives, or drafting public policy according to strategy and government transition plan that could project actions based on policy instruments already presented aimed at promoting transparency and accountability. Pending to specify but may include: - advocacy for approval of municipal policies for youth - Key initiative (in which there is widespread interest, which is politically viable and not so polarizing (climate change, competition, civil service)		x	x	

4.3 Colombia

Intermediate Result	Intervention	Description	Quarter 1	2	3	4
Long-term Outcome 1						
1. NIMD Colombia and local partners establish themselves as enablers of change	Colombian Network for Democracy Innovation	Working meetings of the coordination of the Alliance for the Transformation of Congress to define structure and guidelines, planning strategies and joint activities.	x	x	x	x
		Meeting of the training axis to define the schedule and joint work agenda	x		x	
		Meeting of the participation axis to define the schedule and joint work agenda	x			x
		Meeting of the transparency axis to define the activities of the VIII Congress Action Plan	x	x		
		Dedication of the staff to support the Technical Secretariat for the coordination of the Alliance for the Transformation of Congress	x	x	x	x
		Definition of the institutional Understanding Agreement with Congress	x			
1.1 Consolidate their own approach/model to foster collaboration between political and civic actors on lessons of the implementation of innovative multiactor dialogue scenarios	Research & Studies on Democracy Innovation	Studies on NIMD multi-party dialogue methodologies and good practices on Innovative Networking		x	x	x
		Contribution to the publication of the Ranking of equality of women and men in political parties and movements in Colombia, in conjunction with Leap4Peace	x	x	x	
1.2 Implement innovative multi-actor dialogue scenarios to foster collaboration between political and civic actors	Capacity building for staff & partners	regional meeting of coordinating teams of the Power program of Dialogue – PoD of NIMD, for the exchange of experiences around networking with actors from civil society and the State		x	x	
Long-term Outcome 2						
2.1 Strengthen their organizations with increased abilities to take part in political and social processes	Democracy Schools	Second iteration of the School of Open Democracy with officials of the Congress of the Republic	x	x		
		Third iteration of the School of Open Democracy with officials of the Congress of the Republic		x	x	
2.3 Amplify young voices by nominating themselves for decision-making positions	Mentoring & Networking Program	Monitoring of the young elected candidates who went through Training Schools and Occupy Politics	x	x	x	x

Long-term Outcome 3						
3.1 Build trust in safe spaces to enable alliances across political or ideological divides for shared agenda development	Multiactor Dialogue Scenarios	Scenarios to strengthen citizen confidence in the actions of Congress, on issues related to open government and accountability		x	x	
		New trust-building spaces for joint work with the Ministry of Defense, with support from the International Crisis Group (ICG)	x	x		
3.3 Participate in meaningful dialogue to diagnose and address community grievances at the local level	Multiactor Dialogue Scenarios	Dedication of the staff to technical assistance and methodological support for the creation of effective spaces for participation with citizens	x	x	x	
Long-term Outcome 4						
4.1 Set and lobby a shared agenda on strengthening democracy	L&A with Congress	L&A actions with the Special Peace Constituencies to identify spaces for support and cooperation	x	x		
	L&A with MIA	Dedication of the staff to the creation of networks and meetings to define the methodological proposal for technical assistance to the Ministry of the Interior	x	x		
		Dedication of staff for meetings on the follow-up to Point 2 of the Final Peace Agreement	x	x	x	x
		Dedication of the staff to the adaptation and transfer of the NIMD dialogue methodologies for the construction of collaboration spaces of the Ministry of the Interior	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 transformation (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 NIMD (Myanmar) 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 MEC 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 Country Director of NIMD Myanmar and staff members in the coming year based on capacity	x	x	x	x

		development plan along with the availability of training opportunities internally and externally.				
	Ongoing assessment and political analysis (Thinking and working politically/ Action Research)	NIMD Myanmar, in various forms, conducts ongoing need/ capacity assessments of its target groups before, during and after interventions to ensure its relevant to local context. NIMD Myanmar conducts action research that is focused on understanding or informing individual and community-based knowledge in a way that impacts democracy education, learning, and other related processes in supporting democratic transition.	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 strengthened capacity to voice, monitor and advocate for democratic values in their networks.	Four Online Learning seminar	In-person democracy school training for 7 days in the third quarter (20 participants in Q3) NIMD Myanmar will four informal online learning seminars for democracy school alumni on topics relevant to the political situation. They will occur quarterly (4 times) for 80-90 alumni. These informal online events will form an opportunity for alumni to discuss political topics that are of interest to them under the current country context and to network with each other through interest-based discussion and topics.	x	x	x	x
	Two (in person) Advanced level Democracy School training for alumni	NIMD Myanmar will organize in-person advance level training for selected alumni to build their knowledge and capacities in becoming influential and effective in promoting and advocating for inclusive political agenda at the sub national level Two five-day trainings for a total 50 alumni, once for 25 people in Q2 and once for 25 people in Q4. The topics of these trainings will be tailored to each group.		x		x
	Technical support and coaching for "Democracy School Champions" (MDS and MySoP alumni)	16 alumni, who will be deemed "dialogue champions" from Kayin, Kayah, Mon and Shan State (4 members x 4 areas) will be selected based on the criteria set by NIMD Myanmar on their potential to apply their knowledge and skills to promote inclusive political representation at the sub national level (i.e. between diverse actors within the MySoP and NIMD Myanmar alumni network and or with targeted stakeholders in facilitating dialogues or cascading democracy knowledges). They will be supported on an ongoing/needs-based basis to either facilitate dialogue, cascading democratic knowledge to wider stakeholders and or collect voices from communities. The selected alumni will meet regularly to exchange, voice and advocate inclusive political processes at the sub national levels.		x	x	x
	Facilitated engagement through MyDemocracy School App Forum	NIMD Myanmar host and facilitate a safe digital space for democratic actors through the app forum feature. This will help them to connect, engage and meaningfully interact about topics related to the democratic transition and their role. Technical experts who are in the NIMD Myanmar network will be consulted to answer Q&As from users.	x	x	x	x

Long-term Outcome 3: Democratic political actors at the subnational level address grievances by engaging each other in dialogue. (Mon, Kayin)

3.1 Democratic political actors engage in dialogue at the sub-national level (Kayin)	Monthly Online Dialogue meetings (Kayin and , Mon States)	Facilitation of monthly dialogue meetings at Subnational level to support democratic political actors from Kayin and Mon State address grievances through dialogue • Kayin: 8 dialogue meetings (2 in-person) for 15 people total (once a month, three times each quarter) ; dialogue members may potentially invite new members and expand their platform based on their own criteria and needs • Mon: bimonthly, 6 times for 12-15 people, 2 times in person (exact frequency and number of people will be determined after needs assessments)	x	x	x	x
3.2 Democratic political actors have built trust across political divides.	Dialogue process support for (Kayin State)	Provide technical/resource support for democratic political actors who are currently part of the ongoing dialogue process. The support may take the form of knowledge sharing or capacity building, will be tailored based on the needs expressed by participants as they continue along their journey. 2 (in person) dialogue process support activities; 11-15 participants total from Kayin (specific to be determined based on meeting results)		x		x
3.3 Democratic political actors understand the need for dialogue, root causes and consequences of exclusion and conflict.	One Capacity building training for dialogue members of (Mon State)	Capacity building for dialogue members based on their needs; may include political analysis, Conflict resolution and mediation, or other topics of relevance which will be decided by participants. 1 training for 3 days for 12 participants' total. Target area will be Mon State.			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 international or regional forum side-event	Organize a physical side-event in an international or regional forum to increase visibility and improve positioning of the PoD consortium. Opportunities for engagement include the Summit and coordination meetings of the African Union, the Summit for the Future organized by the UN, as well as the Summit for Democracy expected to be hosted by South Korea in 2024.			X	
PME	1on1 online support	Each country programme team, especially the PME focal point, has met on-line with a member of the PME team in the Hague 4 times.	X	X	X	X
PME	Country visits	Support visits to four PoD priority countries.	X	X	X	X
PME	Reflection sessions	Three adaptive programming reflection sessions. One reflection session around annual reports, one midyear session and one reflection session around annual planning.	X	X	X	
PME	Mid-Term Review	Facilitate learning from the findings of the MTR.	X	X		
PME	Outcome Harvesting support	External support in OH for monitoring and evaluations on demand.	X	X	X	X

PME	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
PME	Capacity strengthening of PMEL team in the Hague	In order to provide effective support to in country PME focal points and programme teams, each member of the PME team in the Hague (3 staff) strengthens his/hers knowledge and skills based on PoD capacity development plan.	X	X	X	X
PME	Brown bag sessions	Internal presentations on PMEL topics	X		X	
Learning Agenda	Introduction training	One online 'Introduction to political dialogue' training in 2024 for all new PoD staff (all languages)	X			
Learning Agenda	Build and strengthen Baobab initiative	The Baobab Steering Group together creates the network of dialogue facilitators to formalize and strengthen south-to-south learning on dialogue design and facilitation	X	X	X	X
Learning Agenda	Baobab Steering Group co-creation of learning activities	Baobab Steering Group together decides on different types of learning exchanges and products	x			
Learning Agenda	The Baobab Steering Group rolls out learning activities and products	Examples include ; - Regional peer-to-peer exchanges for dialogue facilitators; - Global peer-to-peer exchange for PoD regional representatives; - Stories to study best practices of dialogue facilitation; - Knowledge products and trainings to support dialogue facilitators, such as the Facilitators' Training Module, and a Facilitators' Toolkit.		x	x	x
Learning Agenda	Adaptive programming capacity strengthening	Specific advice support in various formats	X	X	X	X
Learning Agenda	Adaptive programming capacity strengthening trainings	Adaptive sessions, and hands-on work on various PEA formats with consortium		X	X	
Learning Agenda	Outcome Harvesting Dashboard 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 (3 countries)	X		X	
Learning Agenda	Increase accessibility of tools and formats on learning and adaptive programming	Translation of tools and guidelines for adaptations, 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. Leadership trainings for all Country Directors Internal audits as part of building a quality management system for COs (3 countries) Capacity support to implement quality management systems based on ISO standards 9001 in Country Offices (two visits)	X	X	X	X

Category	Activity	Description				
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	Continue supporting Country offices to develop their safety and security protocols and provide trainings for POD network (extra 2 countries).	x	x	x	
Capacity Strengthening	Promote integrity policy and SEAH safeguarding practices	Three on-line trainings , one per region Continuation on the video series SEHA Sexual Exploitation Harassment and Abuse reporting mechanisms		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 Open Leadership and relevant thematic topics	Regional and global trainings on needs identified from the capacity scan.	X	X	X	X
Long-term Outcome 4						
International Lobby & Advocacy (NL)	Democracy Drinks	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 (NL)	Ambassador Event	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 (NL)	Event on democratic developments/elections in PoD countries	Discussing positive or negative democratic developments and their impact			X	
International Lobby & Advocacy (EU)	Round table elections/seminars and meetings eith 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 (Global)	Events and communication products around youth political participation	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 (Missions and Communications)	Public campaigns and lobby meetings.	Through advocacy work NIMD will raise awareness through communication and participation in meetings.	X	X	X	X