DFID Department for International Development

Amnesty International
Africa Rights Education Project
GTF 376

Governance and Transparency Fund
Annual Report (15 September 2008 – 31 March 2009)

30 June 2009

Contents

1. Programme Identification Details

GTF Number	GTF 376
Short Title of Programme	Africa Rights Education Programme
Name of Lead Institution	Amnesty International
Start date	15.09.2008
End date:	14.09.2012
Amount of DFID Funding:	£3,148,725
Brief Summary of Programme:	Amnesty International's *Africa Human Rights Education Project* is a four year programme to enhance civil society capacity to deliver locally relevant human rights education and to improve human rights for the most disadvantaged by empowering marginalised communities to promote and defend their human rights. The programme will deliver community-level human rights education in 10 countries across East and West Africa[i] in partnership with 20 local organisations. Local partners will mobilise community level Human Rights Education Workers and support them with resources to design and deliver a range of innovative Human Rights Education projects. The project will anchor a culture of human rights education within specific communities, enabling people to identify local human rights issues and their correspondence to human rights instruments. It will provide communities with information on how human rights relate to their lives and the role duty bearers should play in promoting and protecting those rights, improving human rights behaviour.
List all countries where activities have taken or will take place	Benin, Burkina Faso, Cote d'Ivoire, Ghana, Kenya, Mali, Senegal, Sierra Leone, Togo, Uganda
List all implementing partners in each country	Women in Law and Development in Africa (WILDAF Benin), Amnesty International Burkina Faso, Amnesty International Cote D'Ivoire, Maata-N-Tudu Association, Legal Resources Foundation, Amnesty International Mali, Amnesty International Senegal, Amnesty International Sierra Leone, Amnesty International Togo, East & Horn of Africa Human Rights Education Project (EHAHRDP)
Target groups- wider beneficiaries	22,500 people (150 people in 50 communities per year – 3 year project) will become aware of their human rights, empowered with information and understanding of how they relate to their lives / the relevance of human rights in their communities **National Level Participants** Partners will directly benefit from the project through on-going training, advice and support from AI. In total, the following will be involved and benefit from the project: ▪ 10 project co-ordinators

	▪ 24 local human rights organisations ▪ 50 members of 10 partnership committees At least 20 local partners will have increased capacity to plan, co-ordinate and deliver locally relevant HRE **HRE Workers** A pool of 150 HRE workers (15 x 10 countries) and CBOs will be created and equipped with the necessary human rights knowledge, skills and tools to design, support, deliver and monitor HRE projects **Communities and individuals directly benefiting from the HRE Projects** At the minimum we will reach 10 countries x 15 HRE workers x 50 beneficiaries per year x 3 years = at least 22,500 people reached with intensive HRE awareness and understanding. The projects will reach out to a wide range of communities: marginalised and poor communities, people directly affected by human rights abuses, rural communities, people living in informal settlements, people who have had no previous access to HRE, people who have the capacity to effect change (i.e. journalists, lawyers & teachers). People will become aware of their human rights, empowered with information and understanding of how they relate to their lives/relevance of human rights in their communities.
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2. List of Acronyms

AI: Amnesty International
HRE: Human Rights Education
GTF   Governance and Transparency Fund

The first six months of Amnesty International's Africa Human Rights Education project (quarters one and two of project year one) saw the timely completion of the majority of scheduled project activities and milestones and movement towards two of the six project outputs (outputs one and five). The creation of the project infrastructure has been the main focus of progress to date and the formation of strong partnerships will ensure the success and sustainability of the project.

As of 31st March 2009 we and our partners were well positioned to progress towards achieving further results pertaining to project year one and particularly to Output Two: *Creating and equipping a pool of up to 150 HRE workers and CBOs with the necessary human rights knowledge, skills and tools to design, support, deliver and monitor HRE projects.*

During the first six months of the project we completed the following activities towards Output One - *Strengthened capacity of at least 20 local partners to plan, co-ordinate and deliver locally relevant HRE*:

1.1: AI recruits and inducts programme staff

Two regional project coordinators were recruited (based in Dakar, Senegal) by Amnesty International. Whilst a permanent Project Manager was not successfully recruited (the post was advertised but an appointment was not made) an acting project manager was in post for the duration of the reporting period.

1.2: Formalization of existing partnerships and identification of new partners through a thorough assessment process against set criteria

Progress was made towards measurable indicator of success (01 OV2 - output one) - the amalgamation of HRE experience and expertise through human rights organisations undertaking complementary initiatives and joint planning –via the formalization of partnerships between a) Amnesty International and local partners in the ten project countries and b) the two or more local partners in each country. The formulation of partnership committees in each project country also represented advancement towards the achievement of this indicator.

Whilst 10 primary ('coordinating') local partners were listed in Amnesty International's approved project proposal it was decided, on commencement of the project, that there was a need to re-assess each listed partner and to, if necessary, open the field for other local organisations to coordinate the project in each country. This decision was undertaken as a risk management measure and in reflection of the fact that 12 months elapsed between the project proposal being submitted and the project start date. As such there was a high likelihood that during this period the strengths and suitability of each listed partner may have shifted. From September – December 2008 further assessments were undertaken in each project country to identify the local organisations with the highest capacity to coordinate the project, taking into consideration their governance structures, networks, human rights education track record and human rights results, constituency groups, and financial management. In December 2009 ten local organisations were confirmed as coordinating partners – comprising some variation from those organisation listed in Amnesty International's proposal – and nine local organisations were confirmed as secondary or 'implementing partners'.

1.3   Partners recruit, induct and train 10 national project coordinators

Once confirmed as project partners each of the ten organisations identified as coordinators started the process of recruiting National Coordinators and by March 31st nine individuals were in post. [1]We had originally anticipated that National Coordinators would be in post from October 2008 however the decision to reassess project partners resulted in a postponement of five months. Despite this delay 90% of National Coordinators were in post in time to attend the first annual training, review and planning for project coordinators (see below).

1.4   Partnership committees are formed in 10 project countries

By the end of March partnership committees were established in nine of the ten project countries. The role of national partnership committees is to guide the project strategy on a national level in each of the project countries. Committees comprise the directors and/or chairs of the project partners plus invited external human rights education experts. In Ghana, for example, the partnership committee comprises the two project partners plus Barrister Alhassan Yakubu Sheini, Director for Legal Aid, Ghana and Barrister Dajia J Iddrisu, Director of the Commission on Human Rights and Justice for the Northern region of Ghana.

1.7:   Annual training, review and planning with project coordinators (national coordinators)

The Africa Human Rights Education Project Partner Induction Workshop, also forming the first Annual National Co-ordinators Review, Planning, Networking and Training workshop, was held in Dakar from 24 to 27 March 2009. It was attended by eighteen Organisation Directors and nine National Coordinators[2]. The overall objective of the meeting was to ensure that project partners had a solid understanding of the project and their roles in its implementation and management. Specific objectives were: Partner organizations and staff gain critical knowledge of the project concept, outputs, activities, indicators of success and resources; Project partners understand monitoring and evaluation in the context of the project and begin to use evaluation and impact assessment tools; Partners begin the process of organizational self assessment to identify capacity building needed.

The following activities were carried out towards Output Five - ***Strong, embedded and sustainable human rights culture for change is enabled through a human rights education network that facilitates mutual learning, best practice and a joint voice***:

5.1:   AI facilitates the creation of an Africa HRE network which is developed and accessed by Project Coordinators and HRE workers

The induction workshop in March 09 introduced participants to the Africa Human Rights Education Project Network and provided an opportunity for the joint identification of good practices, principles, values and objectives for the Africa human rights education network community. Work on the building of the online network site commenced.

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[1] The partners in Cote d'Ivoire have since successfully recruited a national coordinator
[2] This activity was originally conceived as an induction, training and planning workshop for the 10 National Project Coordinators only. It was identified however that it would be more effective to induct senior representatives from the two confirmed partners in each country as well as the 10 National Project Coordinators

4. Programme Management

There have been no significant changes within our organisation that have had a direct bearing on the management of our GTF grant during the reporting period.

One small change is that Michael Baah ceased to act as interim project manager on 28th March 2009.   A permanent project manager is being recruited and is expected to be in post (in Dakar) by September 2009. In the interim Kwasi Gaglo (based in Dakar) and Anna Bainbridge (based in London) are co-acting project managers responsible for the day-to-day operational and financial management of the project.

5. Working with Implementing Partners

Establishing and formalising relationships with coordinating and implementing partners was a major milestone for the reporting period.

Primary (coordinating) partners:

As outlined above some changes were made to project partnerships as listed in the project proposal – specifically in Benin, Ghana and Kenya. In these three cases the local organisations originally listed as coordinating partners became implementing (secondary) partners and three new organisations were identified as most suitable coordinating partners.

The rationale behind these changes is as below:

In *Ghana* Mataa-N-Tudu was chosen as the coordinating partner replacing Amnesty International Ghana who are now acting as the secondary, or implementing partner. Maata-N-Tudu Association is a non-political, non-religious, non-ethnic, non-governmental women's membership organization operating in northern Ghana. The English translation of "Maata-N-Tudu" is "Women of the North". Maata-N-Tudu links human rights education with the promotion of the socio-economic well being of women in Northern regions of Ghana. It is a network organisation made up of 328 groups and has a total membership of 8,932. It was identified that Mataa-N-Tudu would bring a varied dimension to the project, being positioned in Tamale, the northern part of Ghana approximately 400 miles from the capital, Accra where Amnesty International Ghana is situated. Furthermore Maata –N-Tudu was assessed to be better structured and resourced to host the National Coordinator and manage the project funds.

In *Benin* Women in Law and Development in Africa –Benin (WiLDAF-Benin) was chosen as the primary partner rather than Amnesty International Benin. This was on the basis of Amnesty International Benin experiencing some management changes and inexperience in grant management. WiLDAF-Benin brings to the project national scope and networks (it was created in 1999 bringing together about forty CBOs) and expertise on media for public education, rural outreach and advocacy for legal reform.

In *Kenya* the Legal Resource Foundation was identified as the most suitable coordinating partner on the basis of its strengths in human rights education work, including curriculum development and innovative high impact projects. The Center for

Rights, Education and Awareness (CREAW) was chosen as a secondary or implementing partner on the basis of its human rights education experience and particularly its community radio experience. Amnesty International Kenya will act as a further secondary or implementing partner.

Secondary (implementing) partners:

During the reporting period nine secondary or implementing partners were confirmed into the project – comprising two organisations in Kenya and one organisation in Benin, Burkina Faso, Cote d'Ivoire, Ghana, Mali, Senegal and Sierra Leone. Additional partners were not confirmed in Togo and Uganda and work towards identification and formalization of such partners is ongoing.

The full list of project partners is as below:

PRIMARY (COORDINATING) PARTNERS

COUNTRY	PARTNER	ROLE
BENIN	Women in Law and Development in Africa (WILDAF)	Primary Partner
BURKINA FASO	Amnesty International Burkina Faso	Primary Partner
COTE D'IVOIRE	Amnesty International Cote D'Ivoire	Primary Partner
GHANA	Maata-N-Tudu Association	Primary Partner
KENYA	Legal Resources Foundation	Primary Partner
MALI	Amnesty International Mali	Primary Partner
SENEGAL	Amnesty International Senegal	Primary Partner
SIERRA LEONE	Amnesty International Sierra Leone	Primary Partner
TOGO	Amnesty International Togo	Primary Partner
UGANDA	East & Horn of Africa Human Rights Education Project (EHAHRDP)	Primary Partner

FURTHER (IMPLEMENTING) PARTNERS

COUNTRY	PARTNER	ROLE
BENIN	Amnesty International Benin	Implementing Partner
BURKINA FASO	GERDES Burkina	Implementing Partner
COTE D'IVOIRE	Association des Femmes Juristes de Côte d'Ivoire (AFJCI)	Implementing Partner
GHANA	Amnesty International Ghana	Implementing Partner
KENYA	Centre for Rights Education and Awareness Amnesty International Kenya	Implementing Partner
MALI	Association pour Défense des Droits des Femmes (APDF)	Implementing Partner
SENEGAL	Groupe Agora pour l'Education aux Droits de l'Enfant et à la Paix (GRA-REDEP)	Implementing Partner
SIERRA LEONE	Centre for Democracy and Human Rights (CDHR)	Implementing Partner
TOGO	*Not yet confirmed*	Implementing Partner
UGANDA	*Not yet confirmed*	Implementing Partner

Management arrangements:

Management arrangements with partners remain as reflected in the project proposal.

The project partners in each project country are responsible for the overall design, management, budgeting, and monitoring of the project in their country. They develop, implement and manage country specific approaches and will select human rights education participants (providing them with relevant training, networks materials and tools to effect social change). In each project country one designated coordinating partner works with one or more implementing project partner – guided by a partnership committee which will has ultimate responsibility for conceiving and implementing the project at the national level.

The coordinating project partner is responsible for employing a national project coordinator who implements the strategies decided upon by the partnership committee. Each national partnership committee will formulate a project plan or National HRE Strategy outlining the strategic and operational details of the project in their project country. This country-level project plan (approved by Amnesty International) will evolve throughout the duration of the project. The project partners will work with selected community level HRE participants who will undertake the day-to-day activities of the country-level HRE projects.

Amnesty International is responsible for the overall programme management and reporting and particularly: implementing the broad programme framework in agreement with project partners; appointing programme staff and establishing relationships with in-country partners; facilitating the delivery of the project by providing training, advice, materials and support to build the capacity of partners and HRE Workers; provision of an HRE resource database; coordinating and facilitating the continent-wide network and external monitoring and evaluation.

6. Risk Assessment

Please find below the most up to date project risk assessment. One new or unforeseen risk has been added (risk five) and it has also been identified however that risk six is increasingly pertinent to the partners in Kenya, where human rights work has become particularly hazardous for human rights defenders speaking out about corruption and impunity. As such mechanisms for support such as legal, advocacy and training will need to be employed for project implementers in Kenya when on the ground community level human rights education activities commence.

Description	Rating	Cause and Consequence	Risk Management
PROJECT IMPLEMENTATION			
1) Delays in project start up and delivery	Low	-Delayed recruitment of staff -Unable to deliver all the proposed activities and achieve outcomes. -Delay in grant awarded (2008) led to a significant gap between the planning of the project (2007) meant that we needed to reassess partners which in turn postponed the delivery of some milestones	-Timely advertising and detailed job descriptions with appropriate conditions and benefits -Carefully planned project timetable in consultation with local partners
2) Retention and capacity of HRE workers	Medium	-Partial project delivery - Budgetary impact on recruitment and training costs - Impact on beneficiaries	-Drivers of their own projects with allocated resources, incentives and on-going training and support -Engaged and active in their own communities -Contingency budget to recruit and retrain HRE workers -Focus on groups and CBOs to ensure sustainability
3) Barriers to effective partnership working	Low	-Lack of capacity amongst partner organisations -Ineffective partnership committee -Impact on partner's ability to achieve project goals	-In depth assessment of partner capacity (HRE and organisational) - Clear roles and responsibilities, meetings and reporting mechanisms - Partnership agreements, developed by all parties.
4) Fraud and financial risk	Low	-Insufficient budget -Damage reputation -Reduced activities	-Robust financial and reporting procedures -Ongoing programme of support and training including project budgeting and delivery -Clarity of roles and trained staff -Clear approval system between DfID, AI and partners
5) The fall of the Pound Sterling	Medium	- project budget becomes unrealistic in certain project countries – certain activities can only be partially carried out as funds are insufficient	- Flexible approach to budgets as they pertain to each country – allowing partners to justify and implement budget and activity variation – providing that the achievement of

			project outputs is not jeopardized - Match funding sought
EXTERNAL ENVIRONMENT			
6) Governmental response	Medium	-HRE workers threatened or imprisoned -Cease activities in the region	-AI regional risk assessment of external context -Project does not depend on government will -Mechanisms for support- legal, advocacy and training in place for all HRE activists.

7. M&E Arrangements

Monitoring and Evaluation arrangements reflect those outlined in the Monitoring and Evaluation Operational Plan submitted in our Inception Report (March 31st 2009)[3]. We will seek however to implement feedback from Tripleline relating to MOVs as follows: "It should be noted that none of the MoVs at purpose and goal level are from third parties or published sources and therefore independent validation of your impact is lacking. Consideration should be given to identifying external sources of validation and greater involvement of direct beneficiaries where possible". We are currently liaising with partners to identify reliable sources of external data.

8. Logframe Changes

Our log frame, since we submitted our M&E plan in the Inception Report (March 31st 2009), remains unchanged with the exception of some minor correction of typos.

From April- September 2009 partners will undertake a comprehensive assessment of the baseline in each of the 10 countries. More detailed baseline values will be provided as they become available. These will, as much as possible, be integrated into our overall logframe.

9. Emerging Impact on Governance and Transparency

The GTF indicator most applicable to our project is:

Accountability – Increased respect for human rights, the rule of law, a free media and freedom of faith and association by governments at different levels.
5.1: Perceived understanding of human rights and ability to claim rights improves for disadvantaged and vulnerable groups

Other indictors that link to this project are:
- Strengthened civil society to help citizens effectively represent their views and interests and hold governments to account for their actions – at different levels in the governmental system
  2.2 Evidence of a sustainable improvement in civil society capacity and collective voice to demand improved governance and transparency from governments at different levels by the end of GTF funding

- Accountability – Increased respect for human rights, the rule of law, a free media and freedom of faith and association by governments at different levels
  5.4 Number of associations freely formed and effectively functioning increased from x to y from 2008 - 1013.

- Accountability – Increased access by citizens to the decision making processes of government, parliaments or assemblies and greater impact on them

  4.5 Annual evidence of progress in vulnerable people (disaggregated by gender, age, disability and other vulnerable groups as applicable) having a stronger organised voice in the passage and implementation of laws.

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[3] The only change made to date was a correction of a typo in the timetable which indicated that the mid-term evaluation would take place at the same time as the end of project evaluation.

What has changed: Behaviour

It is too early to report on the project's impact on governance and transparency as the first six months of project implementation have centred on building project infrastructure and partnerships. Work towards outputs relating to positive changes in human rights behaviour, attitudes and practices will commence in project year two when human rights education micro-projects are implemented at the community level.

At this point in the project however we are able to report progress towards strengthened capacity for sustainable human rights education and specifically on progress towards measurable indicators of success relating to Project Output 1: ***Strengthened capacity of at least 20 local partners (2 x 10 countries) to plan, co-ordinate and deliver locally relevant HRE.*** (See below)

- O1 OV1: Coherent, coordinated, informed and quality country-level plans enable the delivery of human rights education projects targeting locally relevant human rights issues, selected agents of change and key target constituencies

During the reporting period critical aspects of national human rights education strategies, which will guide the project approach and methodology in each country (ensuring a response to genuine human rights concerns in a way that is locally relevant and meaningful) were identified (via the partner induction workshop in March 2009). National strategy papers will be drafted, reviewed and refined in quarters 3 and 4 of project year one (April – September 2009).

- O1 OV2: Amalgamation of HRE experience and expertise of representatives on a national level - human rights organisations, experts and networks guide HRE complementary planning in each country

This project has been designed to maximise collaboration between human rights organisations and actors in the ten project countries via the formation of sustainable partnerships and networks. By March 31st 2009 national partnerships and partnership committees were established and operational in nine project countries.

- O1 OV3: 20 partners report an increased ability to coordinate, support and measure HRE interventions that meet the needs of a range of specific constituency groups in each country

Sustainability is central to the programme approach and a chief responsibility of Amnesty International is to build the capacity of project partners and participants to plan, design and deliver human rights education projects (that will mobilise changes in governance capability, accountability and responsiveness). In March 2009 we initiated this support via the delivery of a week-long induction, planning, networking and training workshop in Dakar (24 to 27 March 2009). The workshop was attended by eighteen partner representatives (directors) and nine National Coordinators. The overall aim of the workshop was to ensure that project partners had a solid understanding of the project and their roles in its implementation and management.

At this point in the project we are also able to report progress towards results and impact relating to Project Output 5: ***Strong, embedded and sustainable human rights culture for change enabled through a Human rights education network that facilitates mutual learning, best practice, and a joint voice***.

- O5 OV.1: Project partners are firmly embedded into human rights education networks / Africa HRE Network is active learning forum with at least 160 members participating and sharing ideas and skills

The induction workshop in March 09 introduced participants to the Africa Human Rights Education Project Network and refined strategies for sharing resources and creating platforms for exchange, reflection and learning. Support needs were identified as coordination of network information and actions, the creation of accounts for network members and IT training.

Who has benefitted

Project Partners (20 local organisations) have gained increased capacity to coordinate, support and measure HRE interventions that meet the needs of a range of specific constituency groups in each country as a result of the above workshop. The workshop was defined by consultation and group discussion and resulted in the emergence of a common understanding of the project activities and outputs, the refinement of the project's monitoring and evaluation framework and the foundations of an Africa Human Rights Education network and the refinement of the project's strategic goal, focus and direction.

Through the course of the workshop challenges to the implementation of targeted and sustainable human rights education were identified by the project partners - including included possible difficulties in retaining volunteer project participants (HRE workers) and difficulties in retaining secondary (implementing) partner/s - these challenges relate to the project risk assessment and strategies for negating the risk they pose are being implemented. Other risks identified related to the fall of the Pound Sterling and the negative effect this could have on project implementation in some countries – which has been added to our risk assessment. It was also identified that in Kenya, where human rights work has become increasingly dangerous, particularly for those human rights defenders speaking out about corruption and impunity, mechanisms for support will need to be put in place for participating activists in Kenya when on the ground community level human rights education activities commence.

Capacity building training was delivered in the areas of

1. Linking human rights education to human rights violations and developing relevant human rights education strategies
2. Delivering human rights education relating to violations of economic, cultural and social rights
3. Monitoring and evaluation and impact assessment
4. Grant management / stewardship
5. Organizational self assessment
6. Financial management

Further organisational capacity building needs were identified by partners in the broad areas of project management; communications; human rights education methodologies; financial management and monitoring and evaluation and impact assessment.

How the change occurred

The workshop was defined by participatory learning and sharing. It combined formal training sessions with structured and informal networking opportunities, private meetings and one to one advice, mentoring and support from the Project Management Team.

Why you feel the change has occurred

Since the delivery of the workshop we have seen evidence of partner organisations developing national strategies for the implementation of human rights education in their countries, conducting baseline assessment and recruiting community level human rights education workers (participants) in line with the objectives and methodologies proposed and refined by the partner organisations and Amnesty International over the course of the workshop. We are also seeing evidence not only of strengthened organizations but of highly collaborative work amongst the partners – in the project countries (partnership committee meetings) and across the programme in general (online network).

Evaluation of the workshop also testified to partner's increased ability to link human rights education to economic, social and cultural rights -particularly poverty and human rights; increased capacity to conduct monitoring and evaluation and recognition of the importance of, and opportunities provided by, networking for human rights education.

10. Cross Cutting Issues

It is too early to report on the project's impact on governance and transparency as it relates to cross-cutting issues (gender, HIV/AIDS, and environment) - as the first six months of project implementation have centred on building project infrastructure and partnerships.

11. Progress towards Sustainability

Not applicable – this will be reported as request in our Year 2 report.

12. Innovation

Programme innovation

It has not been possible to identify during the reporting period whether we have developed a new way of working which should be shared with others or a new way of tackling a governance issue/unusual alliance to bring about change – as the reporting period constitutes the very early stages of project delivery. We have identified however that our project employs a number of innovative strategies and methodologies in relation to human rights education provision in Africa – as below:

Human Rights Education to mobilise activism and claim rights

The programme not only creates awareness of human rights issues but also helps people consider what awareness means in terms of their role as citizens. People will be provided with the necessary information and tools to understand and use human rights mechanisms for the benefit of their communities.

Human rights education is not delivered widely or consistently at the grass roots level across the ten project countries – nor is it delivered in such a way that enables people to hold their governments to account over human rights conventions (particularly those relating to protecting economic, cultural and social rights). Our partners have told us that many people in their countries have no awareness that their governments have committed to respecting economic, social and cultural rights conventions. There is huge potential to address this gap in knowledge through the Africa Human Rights Education project. Amnesty International and our partners are committed to making these instruments accessible to people and as such to enabling marginalised communities to demand justice for victims of human rights violations. A key indicator of success relating to this is 04.OV1 People formulating plans and organizing projects of self-help in at least 50 communities / constituency groups (taking action on human rights abuses).

Linking the local with the global

The project will enable the scaling up of community based learnings, actions and mobilization to the national and international scale, through the formation of national and regional networks tied into an international HRE network. Amnesty International is recognised worldwide for its documentation of human rights violations, impartiality and ability to amalgamate global grass-roots activism with highly regarded national and international policy advocacy. As a global human rights organization with local membership, Amnesty International has the unique capacity to bring about human rights change simultaneously at different levels: global, international, regional, national and personal. The synergy between global campaigning and local activism can be very powerful if the processes and structures between the two levels are effectively aligned. Furthermore in local settings where responsiveness, relevance and innovation is high, change is often most immediately possible and achievable. The partnership and networks formed via the project will give new vitality to global solidarity; will build the presence of local human rights constituencies and will align local actions with global objectives creating powerful leverage for human rights change.

Championing different forms of collaboration and cooperation between HRE practitioners

This project is innovative in that it will form structured regional networks, coalitions, alliances and partnerships around discrete human rights education issues. A key indicator of success for the project is 05 OV1: All project partners are firmly embedded into human rights education movements in their own countries, linked to a range of NGOs, CBOs and activists / an active learning forum with at least 160 members participating and sharing ideas and skills.

Local relevance and reach

Human rights education workers will be supported to design projects that directly respond to the human rights needs of their communities. The programme will reach out to various sectors of society traditionally overlooked in human rights education work.

Trans-national approach

The programme involves a wide number of actors involved at national and local levels, supplemented by the networking opportunities and global profile that working with Amnesty International affords.

Organisational innovation

Micro grants

This project differs from Amnesty International's usual partnership work in that it makes financial resources available to community based organisations and activists (micro grants) - this represents a new approach for us. The decision to issue grants was based on an evaluation of a previous African human rights education project (2004-2009) which identified that the provision of capacity building coupled with micro grants was a much needed way of maximising the impact and sustainability of human rights education.

New strategic constituencies

This project reaches out to a broad cross-section of society and focuses on rights holders and particularly poor and marginalised groups rather than duty bearers or "decision-makers". As such it represents a shift from our previous focus on educating specific groups such as the police or the judiciary. Furthermore rather than supporting one-off trainings or the inclusion of human rights education in particular academic environments, the project seeks to anchor human rights education in specific communities and to influence communities as a whole to become learn about human rights by practicing human rights.

13. Learning from GTF

We believe that it is too early to report on lessons from the overall project or programme design or what we would we have done differently. This also applies to lessons around adapting our methods and approaches, barriers to implementation and sequencing of innovations to achieve change.

Organisational / Operational learning

In relation to organisational learning we can report learnings on the formation of partnerships and the lengthy process of entering formal agreements.

Whilst we originally projected that the formalisation of already identified partnerships with coordinating partners and the identification of implementing partners would take three months (September to December 2008) in practice this process, comprising undertaking a thorough re-assessment process - against a set criteria – of at least five human rights organisations in each project country took significantly longer. Whilst all coordinating partners formally entered the project by January 2009 the process of working with these coordinating partners to identify **second** (implementing partners) was not finalised until March in eight countries and ran over into fiscal year two in two countries. Our key learning is that more time needs to built in for the

assessment process and also to enable those organisations eventually chosen to act as partners to consult with their boards and other stakeholders around their participation in the project – which again takes time.

Also related to this was the high cost of securing legal advice on partnership agreements – essential as this project comprises Amnesty International transferring in excess of £2.4 million to partner organisations.

Further learning relates to translation costs. We did not build into the budget funds to enable the translation of key programme reports and guidance/capacity building materials developed by Amnesty International as lead partner. As such we are utilising Amnesty International funds to enable these documents to be shared with French speaking partners and participants.

Finally, Amnesty International has entered into a process of learning with regards to the payment of grants to partners and the need to both set up robust policies and practices for doing so. We are also developing good practice in relation to communicating to partners the need for strong financial management and reporting.

Human rights learning

It has become increasingly apparent that the key strength of this project's approach is its bottom-up approach that allows human rights issues to emerge from the ground – this approach ensures local relevance and to date has ensured not only that we and our partners target the most relevant human rights abuses but also the sustained engagement of both the partners and the participants.

Human Rights Education can be defined as a process of learning, discovery and action that cultivates the knowledge, skills, attitudes, habits and behaviour needed for people to know, assert and vindicate their human rights. This is a critical process of a long term social change process. As such the Africa Rights Education Project has been designed to ensure that participants and stakeholders drive the planning and implementation of the project at all stages.

1 = fully achieved, very few or no shortcomings
2 = largely achieved, despite a few short-comings
3 = only partially achieved, benefits and shortcomings finely balanced
4 = very limited achievement, extensive shortcomings
5 = not achieved

Please complete this template in summary form to provide a uniform assessment of progress against your stated objectives.

Objective Statement	Achievement Rating for year being assessed	Logframe Indicators	Baseline for Indicators	Progress against the Indicators	Comments on changes over the last year, including unintended impacts
Purpose: Civil society will be better informed, resourced, equipped and enabled to plan, develop, deliver and evaluate HRE locally relevant to the human rights issues they face – leading to marginalised constituency groups' greater critical understanding of, and capacity to claim, their human rights	3	P. OV1: Evidence of enhanced collaboration and partnership that enables civil society actors to tackle a range of human rights issues affecting marginalised groups (enabled to better plan and implement sustainable and integrated human rights education programs)

P. OV2: Human rights issues identified by stakeholders and beneficiaries are tackled and improved through the delivery of well planned, collaborative, locally relevant projects and strategies.

P.OV3: Increased access to community level HRE for a wide range of constituency | P. OV1: Evidence of collaboration and joint working between organisations, replication of projects, best practice standards. Lack of collaboration between organisations with experience in delivering HRE – projects happen in isolation from one another and there are few contacts made between the few communities accessing HRE – there is desire and will to replicate learning and share good practice

P. OV2: Lack of support, resources and tools to develop HRE which is relevant to marginalised communities – lack of coherent national strategies to ensure the targeting of marginalised communities and to avoid duplicity | P. OV1 – Enhanced collaboration has been achieved via the successful creation and implementation of partnerships. Partnerships were formed between Amnesty International and 20 local partners and between at least two local human rights organisations in each project country. Partnership agreements were drafted and consulted upon. Partnership committees were formed in nine countries. (evidenced in partnership agreements, meeting reports, training reports)

The other indicators relate to activities that have milestones set for later in the project schedule | No changes made. No unintended impact identified as yet. |

		groups - critical understanding of human rights increases and people in specific target groups are mobilized into claiming their rights POV4: Positive changes in relation to human rights behavior and relationships amongst the specific groups, institutions and organisations with whom the project works	P.OV3 Existence of existing HRE projects. Evaluation of previous HRE projects. Lack of access to HRE which is relevant to the needs of specific communities. Key lessons from previous Amnesty International HRE project in West Africa include: Impact is increased when civil society organisations take ownership and locally identify relevant themes and approaches. There is a need to move from HRE training in workshops to practical support to plan and implement HRE. The need to target marginalised communities. There is a need to translate materials into local languages. P. OV4: Lack of HRE programmes which go beyond awareness of rights to ensure understanding of how human rights can improve lives. Evidence of participation in human rights and governance projects/actions/dialogues/policy debate and formulation etc		
Output 1: Strengthened capacity of at least 20 local partners (2 x 10 countries) to plan, co-ordinate and deliver locally relevant HRE	3	O1 OV1: Coherent, coordinated, informed and quality country-level plans enable the delivery of human rights education projects targeting locally relevant human rights issues (through selected of agents of change and key target constituencies). O1 OV2: Amalgamation of HRE experience and expertise	O1 OV1: Limited experience of delivery of sustainable HRE programmes on a national basis across the ten project countries. Lack of project planning, management and evaluation techniques in small NGOs reported O1 OV2: Poor networking and information sharing.	O1 OV1: Partners undertook preliminary development of National Human Rights Education Strategies. O1 OV2: Partnership committees	

		of representatives on a national level (human rights organisations, experts and networks guide HRE complementary planning in each country)	Availability of HR and HRE experts in each country who are willing to contribute to and participate in the project	were formed in all project countries except Uganda	
		O1 OV3: 20 partners report an increased ability to coordinate, support and measure HRE interventions that meet the needs of a range of specific constituency groups in each country	O1 OV3: Limited capacity to monitor and evaluate HRE programmes	O1 OV3: the 'Africa Human Rights Education Project Partner Induction Workshop', also forming the first annual project coordinators review, planning, networking and training workshop, was held in Dakar from 24 to 27 March 2009.	
		O1 OV4: Increased visibility and profile of partners and human rights themes addressed through the project at national and international level	O1 OV4: Low visibility of CSOs undertaking HRE. Evidence of visibility (or lack of) in media, meetings, participation in dialogue, coalitions, networks, NGO roundtables	The other indicators relate to activities scheduled for later stages of the project	
Output 2 Output 2: A pool of 150 HRE workers (15 x 10 countries) and CBOs is created and equipped with the necessary human rights knowledge, skills and tools to design, support, deliver and monitor HRE projects	4 (ranked as 4 as this related to activities scheduled for fiscal year 2 of the project and not this reporting period)	O2 OV1: 150 HRE workers have increased project management, evaluation and specialised HRE delivery skills

O2 OV2: Community HRE projects are developed and delivered by HRE workers that directly respond to the needs of specific constituency groups / that mobilise greater critical understanding of and remedial action against specific human rights violations. (150 projects (5x10x3 years, with 30% of HRE workers reporting that they have utilised the tools and skills gained in the project). | O2 OV1: HRE workers and CBOs have poor understanding of human rights laws and instruments, and require project management and evaluation training and support Lack of resources and training to implement HRE

O2 OV2: Identification of key human rights issues, targets and key social change agents at the local level HRE targets elite groups and urban areas. Lack of awareness amongst marginalised communities. Limited understanding of how HRE is relevant to improving people's lives, even in countries where HRE is widespread | No progress to report during this reporting period. This activity is now underway as per the logframe. | |

		O2 OV3: Tools and training received by HRE workers augments their ability to mobilise people into action for human rights	O2 OV3: Lack of knowledge of how human rights mechanisms and tools can be utilised to improve people's lives amongst HRE workers / CBOs		
Output 3 Output 3: An increased number of people (22,500 = 150 x 50 people x 3 years) are aware of their human rights and are empowered with information and understanding of how they relate to their lives	4 (ranked as 4 as this related to activities scheduled for fiscal year 2 of the project and not this reporting period)	O3 OV1: Increased participation in civil society: 22,500 people in marginalised groups report an increased understanding of human rights issues and the ability to apply the knowledge and tools for social [and political] change [promoting and protecting human rights]. O3 OV2: A broad range of communities and groups access the programme (and demonstrate enhanced critical understanding / capacity to assert their rights) including at least 11,250 women, 1,000 young people, 10,000 people living in remote communities & 500 people with disabilities. Communities in at least 4 regions of each country access the programme	O3 OV1: HRE targets elite groups and urban areas. Lack of awareness of rights and HRE amongst marginalised communities. % of groups and individuals that participate and report increased knowledge. % of participants reporting change in behaviour O3 OV2: Limited understanding of how HRE is relevant to improving people's lives, even in countries where HRE is widespread. Participation in the project - % disaggregated data (age, gender, disability, geography).	No progress to report during this reporting period – this output is not due to be achieved until the end of project year one onwards	
Output 4 Output 4: People living in at least 50 communities are able to identify local human rights issues, their correspondence to human rights instruments and the relevance of human rights in their communities	4 (ranked as 4 as this related to activities scheduled for fiscal year 2 of the project and not this reporting period)	O4 OV1: People formulating plans and organising projects of self-help in at least 50 communities / constituency groups. (Developing skills to document human rights abuses and to take action on human rights abuses) O4 OV2: At least 30% of	O4 OV1: Lack of participation in vertical forms of accountability amongst poor and marginalised communities	No progress to report during this reporting period – this output is not due to be achieved until the end of project year one onwards	

		constituents report that they have changed their human rights behaviour (either as perpetrators or victims of human rights abuses - improved access to human rights and justice in beneficiary communities occurs	O4 OV2: Most perpetrators and victims of human rights abuses, especially in poor and marginalised communities, are not aware of human rights	
Output 5 Strong, embedded and sustainable human rights culture for change enabled through a Human rights education network that facilitates mutual learning, best practice, and a joint voice.	3)	O5 OV.1: All project partners are firmly embedded into human rights education movements in their own countries, linked to a range of NGOs, CBOs and networks. Indicator of functioning network for change: Africa HRE Network is active learning forum with at least 160 members participating and sharing ideas and skills (10 exchange visits, 36 monthly Africa wide email circulars and 360 in country, web page and blog created and utilised and three thematic groups created with web pages, 3 network meetings for project co-ordinators and 1 network meeting with project co-ordinators and HRE worker representatives). Learning is replicated and increased, complimentary activities are developed, duplication is decreased and a culture of HRE becomes embedded on a national basis) O5 OV2: Increased learning is facilitated by at least 3	O5 OV.1: There is little collaboration between organisations delivering HRE - HRE projects take place in isolation and learnings are not replicated	O5 OV.1: The induction workshop in March 09 introduced participants to the Africa Human Rights Education Project Network, how the network and networking will contribute to participants human rights education work at the national and regional level and the challenges involved in building the Africa HRE Network	

		thematic sub groups formed bringing together HRE Workers across the ten countries			
Output 6 Sustainable critical human rights consciousness is increased as CSOs and communities are empowered with better quality, more relevant, accessible human rights education and resources as a key tool for change	4 (ranked as 4 as this related to activities scheduled for fiscal year 2 of the project and not this reporting period)	O6 OV1: Increased availability of locally relevant HRE materials and training in local languages that meet the needs of specific constituency groups and enhance the impact, dissemination and sustainability of locally delivered HRE projects (range includes radio scripts, drama scripts, posters, leaflets, curriculum guides etc) Increased relevance of materials for target communities, including in materials translated into at least 2 languages in each country and a range of formats including non-word based for illiterate audiences (posters, radio, drama etc).

O6 OV2: HRE (physical and virtual) resource centres increase access to critical understanding of human rights. Accessed by at least 22,800 users per year (780 visits x 10 countries x 3 years)

06 OV3: Online resource centre- increased sharing of HRE information between ten project countries and beyond On-line resource database of at least 200 resources established and accessed at least 1,200 times during the | O6 OV1: HRE materials are inaccessible and few are translated into local languages

O6 OV2: Most perpetrators and victims of human rights abuses, especially in poor and marginalised communities, are not aware of human rights

06 OV3: Limited learning and sharing of information within and between countries | | |

project.)		

Activities (State the main activities in relation to each budget heading and ensure that you have shown which outputs they relate to.)		**A judgement statement on progress so far with evidence to support this.**	**Comments to explain the extent of progress, recommendations for key changes to ensure better achievement of objectives.**
Budget heading: CAPITAL COSTS PARTNERS	Activity: Buying laptops and equipment for national resource centres Activity relates to Output 1: Creation and Management of Project Infrastructure and Capacity Building for Partners	All ten coordinating partners bought a lap top for their National Coordinator and nine of the ten coordinating partners purchased equipment to for a national Human Rights Education Resource Centre	Nothing further to add
Budget heading: HUMAN RESOURCES PARTNERS	Activity 1.3 Partners recruit 10 national project co-ordinators who are approved, inducted and trained by AI (Q2, Project Year 1) Activity relates to Output 1: Creation and Management of Project Infrastructure and Capacity Building for Partners	National Coordinators now in place (employed by coordinating partners in each project country) in nine project countries (Benin, Burkina Faso, Ghana, Kenya, Mali, Senegal, Sierra Leone, Togo and Uganda). Partners in Cote d'Ivoire have since finalized their national coordinator recruitment process. We had originally anticipated that these posts would be filled from October 2008 however, due to our decision to reassess project partners the ten coordinating project partners did not formally enter the project (and received project funds) early 2009. As such, and allowing time for recruitment processes, National Project Coordinators coming into post was delayed until early March 2009.	Main challenge has been the time delay between costing the budget and the commencement of the project. Salary costs have significantly increased during this time and as a result the ability to attract the top quality candidates may have been lessened.
Budget heading: HUMAN RESOURCES AMNESTY INTERNATIONAL	Activity 1.1 AI recruit and induct AI Programme Staff (Q2, Project Year 1) Activity relates to Output 1: Creation and Management of Project Infrastructure and Capacity Building for Partners	Two regional project coordinators have been recruited (based in Dakar, Senegal) by Amnesty International. The Project Manager position remains unfilled (the post was advertised but an appointment was not made – it is currently being re-advertised). From September 15th 2008 however an acting project manager has been in post.	As above

Budget heading: ACTIVITY COSTS 1 PARTNERS Establishing Project Infrastructure and Capacity Building for Partners:	Activity 1.4 Partnership committees (made up of at least 5 representatives from partners and other NGOs/ specialists) formed in 10 countries (Q2, Project Year 1) and meeting at least twice per year throughout the project Activity 1.7 Annual training, review and planning with Project Co-ordinators by AI (Q3, Project Year 1, Quarter 4 Project 2, 3 & 4) Activity relates to Output 1: Creation and Management of Project Infrastructure and Capacity Building for Partners	Partnership committees were operational in all countries except Uganda In March 2009 we delivered the 'Africa Human Rights Education Project Partner Induction Workshop', also forming the first annual project coordinators review, planning, networking and training workshop in Dakar.	
Budget Heading: ACTIVITY COSTS 1 Establishing Project Infrastructure and Capacity Building	Activity 1.2 AI formalise existing partnerships and identify at new partners through a thorough assessment process and against a set criteria. Partnership agreements established (Q2, Project Year 1) Activity 1.7 Annual training, review and planning with Project Co-ordinators by AI (Q3, Project Year 1, Quarter 4 Project 2, 3 & 4) Activity relates to Output 1: Creation and Management of Project Infrastructure and Capacity Building for Partners	Establishing and formalising relationships with and partners has been a primary focus of the first six months of the project. Annual training, review and planning – as above As above	

	Measurable indicators **Evidence (qualitative and quantitative) which will be used to measure/ judge the achievement of the goal.**	**Means of verification** **Sources of information / data which will be used to assess the indicators)**	**Important assumptions**
Goal: Improve human rights for the most disadvantaged by empowering communities in ten African countries to promote and defend their human rights	G.OV1: 22,500 people across 10 countries in Africa report that as a result of accessing the Human Rights Education projects their awareness of rights, ability to claim and defend their rights, and hold governments accountable has increased.	1.1 Statistics on constituents accessing the HRE projects 1.2 Baseline and endline assessment of human rights awareness	Freedom of partners and HRE workers to operate in their countries. On-going support from communities for the project
	G.OV2: 70% of constituents involved in the programme (15,750) report understanding of how human rights can be utilised to improve their lives.	2.1 Baseline and endline assessment of how human rights are relevant to people's lives 2.2 Biannual monitoring reports from HRE workers and Annual monitoring reports of project coordinators 2.3 Participatory mid term and final evaluation (including questionnaires and interviews with constituents)	
	G.OV3: 30% of constituents involved in the programme (6750) report behavioural change that has affected their own lives: (applying their new skills and knowledge and participating in civil society)	3.1 Needs assessment documentation 3.2 Country and HRE plans 3.3 Biannual and annual reports documenting qualitative feedback 3.4 Training reports and materials developed	
	G.OV4: 20 local partners and 150 HRE workers/CBOs report and demonstrate that they are enabled and resourced to deliver (better quality) and locally relevant human rights education projects	4.1 Needs assessment documentation 4.2 Country and HRE plans 4.3 Biannual and annual reports documenting qualitative feedback 4.4 Training reports and materials developed	
Purpose: Civil society will be better informed, resourced, equipped and enabled to plan, develop, deliver and evaluate HRE locally relevant to the human rights issues they face – leading to marginalised constituency groups' greater critical	P. OV1: Evidence of enhanced collaboration and partnership that enables civil society actors to tackle a range of human rights issues affecting marginalised groups (enabled to better plan and implement sustainable and integrated human rights education programs)	1.1 Partnership agreements 1.2 Partnership Committee meeting TORs and minutes of meetings 1.3 Workshop and training reports 1.4 AI annual records of support and active communications 1.5 Project monitoring visit reports 1.6 Minutes of annual review and planning meetings with qualitative feedback on capacity building support	Co-operation of local partners Participation of HRE Workers/ CBOs in the project
	P. OV2: Human rights issues identified by stakeholders and beneficiaries are tackled and	2.1 Country plans x 10 (including needs assessment / baseline on access to HRE provision)	

understanding of, and capacity to claim, their human rights	improved through the delivery of well planned, collaborative, locally relevant projects and strategies.	2.2 AI approvals / recommendations on country plans 2.3 Annual monitoring visit reports 2.4 National Coordinator and partnership committee reports	Continued stability and accessibility to targeted regions
	P.OV3: Increased access to community level HRE for a wide range of constituency groups - critical understanding of human rights increases and people in specific target groups are mobilised into claiming their rights	2.5 Participatory consultation and feedback /HRE worker evaluations 2.6 HRE project plans 2.7 Partnership committee meetings 2.8 Monitoring visit reports 2.9 Biannual reports on activities and outputs	
	POV4: Positive changes in relation to human rights behaviour and relationships amongst the specific groups, institutions and organisations with whom the project works	4.1 Participatory consultation and feedback /HRE worker evaluations 4.2 HRE project plans 4.3 Partnership committee meetings 4.4 Monitoring visit reports 4.5 Biannual reports on activities and outputs	
Outputs			
Output 1: Strengthened capacity of at least 20 local partners (2 x 10 countries) to plan, co-ordinate and deliver locally relevant HRE	O1 OV1: Coherent, coordinated, informed and quality country-level plans enable the delivery of human rights education projects targeting locally relevant human rights issues (through selected of agents of change and key target constituencies)..	1.1.1 Country plans 1.1.2 Needs assessment 1.1.3 Organisational self assessment 1.1.4 Mid term and final evaluation	Financial and managerial stability of partner organisations
	O1 OV2: Amalgamation of HRE experience and expertise of representatives on a national level (human rights organisations, experts and networks guide HRE complementary planning in each country)	1.2.1 Partnership committee TORs and minutes of meetings 1.2.2 Network membership lists and activity reports in annual project coordinator reports 1.2.3 Statistics relating to HRE workers recruited and trained 1.2.4 Reports of all workshops / consultations with HRE workers and other stakeholders	
	O1 OV3: 20 partners report an increased ability to coordinate, support and measure HRE interventions that meet the needs of a range of specific constituency groups in each country	1.3.1 Country plans containing strategies and tools (and organisational baseline) 1.3.2 AI project team minutes with approvals and amendments of country plans 1.3.3 Quarterly national project coordinator reports 1.3.4 Annual AI monitoring sand evaluation visits 1.3.5 Documentation of project coordinator and HRE worker trainings 1.3.6 Documentation of biannual review and planning meetings with HRE workers 1.3.7 Project budgets	

		1.3.8 Organisational self assessment at beginning and end of project 1.3.9 Mid term and final evaluation 1.3.10 Documentation of information sharing, support and advice given by AI	
	O1 OV4: Increased visibility and profile of partners and human rights themes addressed through the project at national and international level	1.4.1 Press articles 1.4.2 Minutes and records of public meetings 1.4.3 Commentary on project from other civil society actors	
Output 2: A pool of 150 HRE workers (15 x 10 countries) and CBOs is created and equipped with the necessary human rights knowledge, skills and tools to design, support, deliver and monitor HRE projects	O2 OV1: 150 HRE workers have increased project management, evaluation and specialised HRE delivery skills	2.1.1 Training workshop reports 2.1.2 Completed HRE worker training evaluation reports 2.1.2 Resources approval forms from project managers 2.1.3 Baseline and endline of project planning, management and reporting skills	Freedom of HRE workers to operate
	O2 OV2: Community HRE projects are developed and delivered by HRE workers that directly respond to the needs of specific constituency groups / that mobilise greater critical understanding of and remedial action against specific human rights violations. (150 projects (5x10x3 years, with 30% of HRE workers reporting that they have utilised the tools and skills gained in the project).	2.2.1 HRE project plans (approved by partnership committee in each country) 2.2.2 HRE biannual monitoring reports Project coordinator monitoring reports of HRE projects 2.2.3 Photographic evidence, statistics of Attendees, other forms of documentation identified at country level 2.2.4 Criteria of identification of project themes and approaches in country plan 2.2.5 Participatory consultation reports 2.2.6 Mid term and final evaluations 2.2.7 Biannual review and planning meetings documenting variety of approaches and accessibility for various target groups	Continued interest in participating in the project
	O2 OV3: Tools and training received by HRE workers augments their ability to mobilise people into action for human rights	2.3.1 Baseline and endline assessments of HRE worker ability to deliver locally relevant HRE 2.3.2 Minutes of bi-annual review and planning workshops 2.3.3 Biannual reports completed by HRE workers	
Output 3: An increased number of people (22,500 = 150 x 50 people x 3 years) are aware of their human rights and are empowered with information and understanding of how they relate to their lives	O3 OV1: Increased participation in civil society: 22,500 people in marginalised groups report an increased understanding of human rights issues and the ability to apply the knowledge and tools for social [and political] change [promoting and protecting human rights].	3.1.1 Qualitative documentation of projects generated, including video recordings, photos, drama scripts, radio transmissions. Statistics on project attendees 3.1.2 Baseline and endline assessment of awareness 3.1.3 Project monitoring visits 3.1.4 Biannual monitoring reports and minutes of biannual meetings 3.1.5 Baseline and end line assessments (questionnaires and interviews with constituents)	Communities willing to participate in HRE training

	3.1.6 Mid term and final evaluation 3.1.7 HRE Worker qualitative biannual reports with feedback from constituents	
	O3 OV2: A broad range of communities and groups access the programme (and demonstrate enhanced critical understanding / capacity to assert their rights) including at least 11,250 women, 1,000 young people, 10,000 people living in remote communities & 500 people with disabilities. Communities in at least 4 regions of each country access the programme	3.2.1 Statistics on constituents benefiting from the HRE programmes, according to gender, age, region, disability etc 3.2.2 Biannual review and planning meetings documenting accessibility for various target groups 3.2.3 Strategy to ensure accessibility documented in Country Plan 3.2.3 Baseline and end line assessments (questionnaires and interviews with constituents) 3.2.4 Mid term and final evaluation 3.2.5 HRE Worker qualitative biannual reports with feedback from constituents	
Output 4: People living in at least 50 communities are able to identify local human rights issues, their correspondence to human rights instruments and the relevance of human rights in their communities	O4 OV1: People formulating plans and organising projects of self-help in at least 50 communities / constituency groups. (Developing skills to document human rights abuses and to take action on human rights abuses)	4.1.1 Community HRE plans, 4.1.2 HRE worker biannual reports 4.1.3 Project co-ordinator visits	Interest in human rights approaches from targeted communities
	O4 OV2: At least 30% of constituents report that they have changed their human rights behaviour (either as perpetrators or victims of human rights abuses - improved access to human rights and justice in beneficiary communities occurs	4.2.1 Qualitative biannual and end of grant reports on programme outcomes with participatory feedback from communities 4.2.2 Baseline and endline assessments 4.2.3 Mid term and final evaluation	
Output 5: Strong, embedded and sustainable human rights culture for change enabled through a Human rights education network that facilitates mutual learning, best practice, and a joint voice.	O5 OV.1: All project partners are firmly embedded into human rights education movements in their own countries, linked to a range of NGOs, CBOs and networks. Indicator of functioning network for change: Africa HRE Network is active learning forum with at least 160 members participating and sharing ideas and skills (10 exchange visits, 36 monthly Africa wide email circulars and 360 in country, web page and blog created and utilised and three thematic groups created with web pages, 3 network meetings for project co-ordinators and 1 network meeting with project co-ordinators and HRE worker representatives). Learning is replicated and	5.1.1 Network - Copies of guiding principals 5.1.2 Network - Member sign up lists 5.1.3 On-line network resources 5.1.4 Record access to network site 5.1.5 Annual review and planning meeting reports record qualitative relevance and quantitative accessibility of network 5.1.6 Planning and reports documentation of exchange visits (including video recording/ photographs where relevant) 5.1.7 Network models recorded in annual country plans, 5.1.8 Minutes of networking meetings at biannual review and planning meetings 5.1.9 Record of shared information through email circulars and informal meetings in annual reports 5.1.10 Relevance and usage of the network through mid term and final evaluation	Inter-regional and international travel between countries is possible for participants

	increased, complimentary activities are developed, duplication is decreased and a culture of HRE becomes embedded on a national basis)		
	O5 OV2: Increased learning is facilitated by at least 3 thematic sub groups formed bringing together HRE Workers across the ten countries	5.2.1 Joint HRE project plans 5.2.2 Joint HRE project reports 5.2.3 Blogs and emails generated through cross country thematic groups 5.2.4 Log of information sharing and blog discussions on thematic issues 5.2.5 Qualitative feedback of use and relevance of thematic groups in feed back to project co-ordinators in biannual review and planning meetings and biannual reports	
Output 6: Sustainable critical human rights consciousness is increased as CSOs and communities are empowered with better quality, more relevant, accessible human rights education and resources as a key tool for change	O6 OV1: Increased availability of locally relevant HRE materials and training in local languages that meet the needs of specific constituency groups and enhance the impact, dissemination and sustainability of locally delivered HRE projects (range includes radio scripts, drama scripts, posters, leaflets, curriculum guides etc) Increased relevance of materials for target communities, including in materials translated into at least 2 languages in each country and a range of formats including non-word based for illiterate audiences (posters, radio, drama etc).	6.1.1 Training reports and training materials 6.1.2 Questionnaires with feedback from HRE workers 6.1.3 Baseline and end line assessment of understanding and capacity of HRE and human rights 6.1.4 Database and hard copy list of HRE materials produced or collated 6.1.5 Project Co-ordinator annual report on range and suitability of materials 6.1.6 Printing and distribution lists 6.1.7 List and copies of materials produced and developed 6.1.8 Printing and distribution lists 6.1.9 Baseline and endline survey with HRE Workers to assess relevance of materials 6.1.10 Mid term and final evaluation with constituents to assess relevance of materials	Quality printing, translation and transportation possible within countries
	O6 OV2: HRE (physical and virtual) resource centres increase access to critical understanding of human rights. Accessed by at least 22,800 users per year (780 visits x 10 countries x 3 years)	6.2.1 Resource centres visitors and loaning book 6.2.2 List of documents in resource centre maintained and updated 6.2.2 Itinerary of resource centre equipment	
	06 OV3: Online resource centre- increased sharing of HRE information between ten project countries and beyond On-line resource database of at least 200 resources established and accessed at least 1,200 times during the project.)	6.3.1 List of resources on the database 6.3.2 List of recorded usage through AI team 6.3.3 Documented feedback from HRE Workers and Project Co-ordinators on usage of the database through reporting and reviewing mechanisms	

Activities

1: Creation and Management of Project Infrastructure and Capacity Building for Partners

1.1 AI recruit and induct AI Programme Staff (Q2, Project Year 1)
1.2 AI formalise existing partnerships and identify at new partners through a thorough assessment process and against a set criteria. Partnership agreements established (Q2, Project Year 1)
1.3 Partners recruit 10 national project co-ordinators who are approved, inducted and trained by AI (Q2, Project Year 1)
1.4 Partnership committees (made up of at least 5 representatives from partners and other NGOs/ specialists) formed in 10 countries (Q2, Project Year 1) and meeting at least twice per year throughout the project
1.5 Partners conduct organisational self assessment, using existing AI tools (OSSA), to identify partners' strategic, resources and capacity needs and participatory project needs assessment to develop the Country Plan (Q3, Project Year 1)
1.6 Partners develop Country Plans (including risk assessment, needs assessment of human rights themes and constituencies, selection and training of HRE Workers, M&E strategy, Cross Cutting Issues etc) approved by AI (Q3, Project Year 1)
1.7 Annual training, review and planning with Project Co-ordinators by AI (Q3, Project Year 1, Quarter 4 Project 2, 3 & 4)
1.8. On-going support and advice for partner organisations from Africa Programme Coordinators/ Programme Manager (bi-monthly contact, Y1 - 4). Will include support and advice on planning and development for each stage of the project and practical exercises in assessment, mapping, designing and delivering activities/ materials.
1.9 Annual monitoring and support visits from AI Programme Co-ordinators/ Programme Manager (Q3, Project Y 2, 3 and 4).
2: Training and support of HRE Workers and Development of HRE Projects
2.1 Further analysis and identification of 150 HRE Workers/ CBOs (women, young people, journalists, teachers, community leaders) in collaboration with partners (Q3, project Y1)
2.2 Partners design HRE training materials with support of project coordinators. Including HRE training kits for 150 HRE Workers (Q3, project Y1)
2.3 Partners induct HRE Workers through 1 week long pan Africa training and planning session (Q3, project Y1) and support them to develop their HRE Project Plans
2.4 HRE Workers consult constituents about HRE Project Plans and finalise and submit plans to project co-ordinators to refine with Partnership Committee. Final approval given by AI Project Manager (Q4, project Y1).
2.5 Biannual Review and Planning Workshops held with HRE Workers, to deliver training identified through annual self assessments, feed learning into programmes and adapt HRE plans accordingly (Q2 & Q4, Y2, 3 and 4)
2.6 Annual project Support and Monitoring Visits undertaken by Project Co-ordinators with each HRE project (Project Y2, 3 & 4)
2.7 Specialised human rights/ HRE training for 150 HRE Workers (one week training in Y2 and Y3)
2.8 Project Co-ordinators offer on-going communication and support for HRE Workers (bi-monthly communication)
3: Implementation of HRE Projects (access & critical awareness)
3.1. 150 HRE Workers deliver 1 project per year (project Y2, 3 and 4) to 22,500 target constituents (7,500 x 3 years). Projects could include: use of theatre, radio and media, HRE in schools etc
3.2. HRE Workers are supported with resources to deliver the HRE Projects (average of £1000 per year, per project) in project Y2, 3 and 4.
3.3 Ongoing monitoring of HRE projects by HRE workers
4: Implementation of HRE projects (mobilisation, action, behaviour change)
4.1 Community HRE committees established
4.2 Community HRE plans are developed
5: Better coordination, networking and skillsharing

5.1 AI facilitate the creation of an Africa HRE network (Q2, project Y1), which is developed and accessed by Project Co-ordinators and HRE Workers (project Y2, 3 & 4)
5.2 Partners support and strengthen existing networks or create new country networks through resources promoting links to the Africa HRE network (both online and in person: meetings, database of resources, notice board, resource centres, opportunities to share experiences) (on-going)
5.3 Network meetings: Africa wide project co-ordinators (Y1,2,3 and 4 of the grant), country biannual meetings of HRE Workers and one mid term network meeting with X Project Co-ordinators and HRE Workers.
5.4 Thematic networking facilitated through grouping of in-country HRE Workers at the national level and on-line communications and 10 country exchange visits (one per country) at the Africa wide level
6: More relevant training and awareness-raising materials and tools
6.1 Partners assess in-country HRE materials and identify, collate existing materials for the HRE projects (Q3 & 4, year 1)
6.1 Workshop to adapt or develop HRE training kits for HRE Workers and HRE Projects (Q4, Y1, 2 & 3)
6.2 Print and distribute materials (Q1, project Y2, 3 & 4)
6.3 Resource centres established and utilised by Project Co-ordinators, HRE Workers and others (Q4, project Y1 and on-going)
7. Monitoring and Evaluation
7.1. Country M&E plans developed by partners
7.2. Ongoing monitoring of HRE projects by HRE workers (Consultative feedback)
7.3. Biannual HRE Review and Planning meetings and submission of HRE worker monitoring reports
7.4. Project Coordinators monitor each HRE project, each year of the grant and complete standard participatory monitoring forms
7.5. Project Coordinators develop bi-annual country monitoring reports which are submitted to the AI Project Manager and shared and discussed at annual review and planning meetings
7.6. AI Programme team undertake monitoring visit to each country in year 2, 3 & 4 completing standardised monitoring forms
7.7. External mid term and final participatory evaluation of the programme
7.8 Baseline and end line assessment of HRE, human rights understanding and application in citizen's lives in which indicators of success are adapted and refined at the country level

Annex 3 – Annual Financial Report

A3.1 Programme Identification

1. GTF Reference No.	GTF-376
2. Organisation Name	Amnesty International

A3.2 – Reporting Period

1. Start of Period	01April 2008
2. End of Period	31 March 2009

A3.3 – Funds received from DFID during Reporting Period

Payment No.	Date Received	Amount
Payment 1	10/11/2008	£114,481
Payment 2	06/05/2009	£40,722
Total received during Period		**£155,203**

A3.4 – Expenditure during Reporting Period 1 April 2008 to 31 March 2009

Agreed Budget Lines	Agreed Budget for Period	Actual Expend' for Period	Variance	Variance %
Capital Costs partners: Lap tops for project co-ordinators	£6,000	£6,223	£-223	3.7%
Capital Costs partners: Resource centre equipment	£2,700	£2,477	£223	3.7%
TOTAL CAPITAL COSTS PARTNERS	**£8,700**	**£8,700**	**£0**	**0%**
Human Resources Partners: Project Co-ordinators	£5,000	£5,000	£0	0%
Human Resources Partners: Recruitment costs for project co-ordinators	£3,000	£3,000	£0	0%
Human Resources Partners: Support for Director/programme staff in partner organisations	£4,500	£4,500	£0	0%
TOTAL HUMAN RESOURCES PARTNERS	**£12,500**	**£12,500**	**£0**	**0%**
Human Resources Amnesty International: Programme Manager Dakar	£35,477	£35,477	£0	0%
Human Resources Amnesty International: Africa Project Co-ordinators Dakar	£19,937	£19,937	£0	0%
Human Resources Amnesty International: Programme Director support London	£1,113	£1,113	£0	0%
Human Resources Amnesty International: Project Administrative Assistant	£0	£0	£0	0%
Human Resources Amnesty International: Recruitment costs	£5,993	£5,993	£0	0%
TOTAL HUMAN RESOURCES AMNESTY INTERNATIONAL	**£65,520**	**£65,520**	**£0**	**0%**
Activity Costs 1- *Establishing Project Infrastructure and Capacity Building for Partners*: Mapping and consultation to identify secondary partners	0	£0	£0	0%
Activity Costs 1- *Establishing Project*	£1,250	£1,244	£6	0.5%

|			
Infrastructure and Capacity Building for Partners: Partnership committee meetings			
Activity Costs 1- *Establishing Project Infrastructure and Capacity Building for Partners:* Specialised training for partners identified through self assessments	£0	£0	£0	0%
Activity Costs 1- *Establishing Project Infrastructure and Capacity Building for Partners:* Annual Project Co-ordinators review, planning, networking and training workshop (Dakar)	£29,821	£29,741	£80	0.3%
Activity Costs 1- *Establishing Project Infrastructure and Capacity Building for Partners:* Needs assessment and baseline assessment to develop country plan	0	£86	£-86	100%
TOTAL ACTIVITY COSTS 1 PARTNERS	**£31,071**	**£31,071**	**£0**	**0%**
Activity Costs 1- *Establishing Project Infrastructure and Capacity Building* **Amnesty International:** Formalize partnership agreements	£8,742	£8,609	£133	0.2%
Activity Costs 1- *Establishing Project Infrastructure and Capacity Building* **Amnesty International:** Annual Project Co-ordinators review, planning, networking and training workshop (Dakar)	£20,117	£20,250	£-133	0.6%
Activity Costs 1- *Establishing Project Infrastructure and Capacity Building* **Amnesty International:** Annual monitoring and support visits to partners	0	0	£0	0%
Activity Costs 1- *Establishing Project Infrastructure and Capacity Building* **Amnesty International:** On-going advice, information and support from AI	0	0	£0	0%
TOTAL ACTIVITY COSTS 1 AMNESTY INTERNATIONAL	**£28,859**	**£28,859**	**£0**	**0%**
Activity Costs 2 - *Training and Support of HRE Workers –* *Partners:* Partners identify 15 HRE Workers	0	0	£0	0%
Activity Costs 2 - *Training and Support of HRE Workers –* *Partners:* HRE Workers identify constituencies and plan HRE projects	0	0	£0	0%
Activity Costs 2 - *Training and Support of HRE Workers –* *Partners:* Training, planning, review and network meetings for HRE Workers (HRE worker induction in Dakar, quarter 1 year 2)	0	0	£0	0%
Activity Costs 2 - *Training and Support of HRE Workers –* Partners: Project Coordinators carry out monitoring and support visits for HRE Workers	0	0	£0	0%
Activity Costs 2 - *Training and Support of HRE Workers –* Partners: HRE Workers receive specialised training	0	0	£0	0%
Activity Costs 2 - *Training and Support of HRE Workers –* *Partners:* Partners provide on-going advice, information and support for HRE Projects	0	0	£0	0%
Activity Costs 2 - *Training and Support of HRE Workers –* *Partners:* On-going advice,	0	0	£0	0%

information and support from AI				
TOTAL ACTIVITY COSTS 2 PARTNERS	**0**	**0**	**0**	**0%**
Activity Costs 2 - *Training and Support of HRE Workers – Amnesty International:* Training, planning, review and network meetings for HRE Workers (HRE worker induction in Dakar, quarter 1 year 2)	0	0	£0	0%
TOTAL ACTIVITY COSTS 2 AMNESTY INTERNATIONAL	**0**	**0**	**0**	**0%**
Activity Costs 3 - *Implementation of HRE Projects – Partners*: HRE Projects	0	0	£0	0%
TOTAL ACTIVITY COSTS 3 PARTNERS	**0**	**0**	**0**	**0%**
Activity Costs 4 - *Increase access and quality of locally relevant HRE materials - Partners:* Collation of existing HRE Materials	0	0	£0	0%
Activity Costs 4 - *Increase access and quality of locally relevant HRE materials - Partners:* Workshop to adapt or develop HRE Materials	0	0	£0	0%
Activity Costs 4 - *Increase access and quality of locally relevant HRE materials - Partners:* Translation costs into local languages	0	0	£0	0%
Activity Costs 4 - *Increase access and quality of locally relevant HRE materials - Partners:* Print and distribute HRE training materials for HRE workers	0	0	£0	0%
Activity Costs 4 - *Increase access and quality of locally relevant HRE materials - Partners*: Print and distribute HRE materials for HRE projects	0	0	£0	0%
Activity Costs 4 - *Increase access and quality of locally relevant HRE materials - Partners:* Resource centres equipped with files, books, materials and other materials	0	0	£0	0%
Activity Costs 4 - *Increase access and quality of locally relevant HRE materials - Partners:* Resources database accessed by local partners, project co-ordinators and HRE Workers	0	0	£0	0%
TOTAL ACTIVITY COSTS 4 PARTNERS	**0**	**0**	**0**	**0%**
Activity Costs 5. *Establish and facilitate relevant and accessible national and continent wide networks – Partners:* Consultations to establish national network models	0	0	£0	0%
Activity Costs 5. *Establish and facilitate relevant and accessible national and continent wide networks –* Partners: Country networks established and operating	0	0	£0	0%
Activity Costs 5. *Establish and facilitate relevant and accessible national and continent wide networks – Partners:* Biennial network meetings	0	0	£0	0%
Activity Costs 5. *Establish and facilitate relevant and accessible national and continent wide networks – Partners:* Network meeting of project co-ordinators, partners representative and selected HRE workers (55 participants)	0	0	£0	0%

TOTAL ACTIVITY COSTS 5 PARTNERS	**0**	**0**	**0**	**0%**
Monitoring and Evaluation- Partners: Establish in-country M&E plans	0	0	£0	0%
Monitoring and Evaluation- Partners: Biennial project review and planning meetings	0	0	£0	0%
Monitoring and Evaluation- Partners: Annual project support and monitoring visits	0	0	£0	0%
Monitoring and Evaluation- Partners: Project coordinators and HRE Workers conduct end of project impact assessment with participants/beneficiaries	0	0	£0	0%
Monitoring and Evaluation- Partners: Monitoring costs for HRE Workers	0	0	£0	0%
TOTAL MONITORING AND EVALUATION - PARTNERS	**0**	**0**	**0**	**0%**
Monitoring and Evaluation- Amnesty International: Annual monitoring and support visits	0	0	£0	0%
Monitoring and Evaluation- Amnesty International: Annual review and planning meetings	0	0	£0	0%
Monitoring and Evaluation- Amnesty International: Mid term and final participatory evaluation (Programme Coordinators lead participatory evaluation with Partners and Project Coordinators)	0	0	£0	0%
TOTAL MONITORING AND EVALUATION – AMNESTY INTERNATIONAL	**0**	**0**	**0**	**0%**
Project Management – Partners: Contribution towards office overheads, management, administration, transportation, stationary, utilities	£4,182	£4,182	£0	0%
TOTAL PROJECT MANAGEMENT PARTNERS	**£4,182**	**£4,182**	**£0**	**0%**
Project Management – Amnesty International: Overheads	£7,372	£7,372	£0	0%
Project Management – Amnesty International: AI Dakar office: rent, electricity, security, telephone etc	£0	£0	£0	0%
TOTAL PROJECT MANAGEMENT AMNESTY INTERNATIONAL	**£7,372**	**£7,372**	**£0**	**0%**
Total for Period	**£155,204**	**£155,204**	**£0**	**0%**

Annex 4 – Materials produced during the reporting period

Item	Date	Title or description of material	Access web site (if any)
1.	March 2009	Workshop presentations	Available on the Africa Human Rights Education Network website (not a public site)
2.	March 2009	Workshop handouts and tools	Available on the Africa Human Rights Education Network website (not a public site)
3.	April 2009	Project Handbook for project partners	In French and English for all partners
4.	October 08	Grant management handbook for Project Management Team	Internal document only
5.	April 09	Report on first induction workshop	Internal document only
6.	March 2009	Memorandum of Understanding/Partnership agreement	In French and English for all partners
7.	March 09	Inception Report for DFID	Internal document, shared with partners

Annex 5 – Web Update for Programme
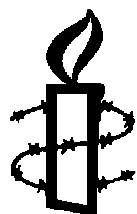
Amnesty International is working with local partners in 10 African countries to deliver a human rights education (HRE) programme to address locally relevant human rights issues. Capacity building and support is being provided to local partners to aid them to develop, implement and monitor HRE strategic plans. In the coming months, local partners will mobilise 150 HRE participants and support them with training and resources to design and deliver a range of innovative HRE projects e.g. HRE theatre, radio and community education. At least 22,500 constituents will have increased understanding of their human rights through this programme.

During the first six months of implementation the focal achievement of the Africa Human Rights Education project has been the successful realisation of the project infrastructure and the project partnerships.

The Africa Human Rights Education project addresses a stark need for better identification and dissemination of good practices on human rights education, organisational capacity building to enable sustainable human rights education, mechanisms for avoiding duplicity in human rights education delivery and the creation of strong and efficient network systems (involving NGOs working in human rights education as well as influential individuals at the community level such as teachers and journalists).

In the first six months of our project partnerships have been formed with twenty West and East African human rights organisations –representing first steps towards the amalgamation of local human rights education expertise and innovation and increased local capacity for complimentary planning and coordination.

Increased organisational capacity and collaboration is crucial to addressing a widespread lack of awareness of human rights amongst perpetrators and victims of human rights abuses, especially amongst poor and marginalised communities, in the ten project countries (Benin, Burkina Faso, Cote d'Ivoire, Ghana, Kenya, Mali, Senegal, Sierra Leone, Togo and Uganda). The Africa Human Rights Education project seeks to counter this lack of awareness of human rights by assisting specific constituency groups in developing skills to run human rights education projects which will empower communities to take action against the violations they directly experience. During the next year Amnesty International and our twenty local partners will create, train and resource a pool of individuals and community based organisations to undertake the above.

Annex 6 – Annual Workplan

For the Period 15 September 2008 to 31 March 2009

GTF Number: 376
Organisation: Amnesty International

Output No.	Description of Activities	Start Date	Finish Date	Verifiable Output for Activity	Responsible
1	**Output 1:** *Strengthened capacity of at least 20 local partners (2 x 10 countries) to plan, co-ordinate and deliver locally relevant HRE*				
	1.1 AI recruit and induct AI Programme Staff (Q2, Project Year 1)	15 December 2008	31 March 2009	Contracts of employment	Amnesty International
	1.2 AI formalise existing partnerships and identify at new partners through a thorough assessment process and against a set criteria. Partnership agreements established (Q2, Project Year 1)	15 December 2008	31 March 2009	Partnership Agreements	Amnesty International
	1.3 Partners recruit 10 national project co-ordinators who are approved, inducted and trained by AI (Q2, Project Year 1)	15 December 2008	31 March 2009	Contracts of employment	Partners
	1.4 Partnership committees (made up of at least 5 representatives from partners and other NGOs/ specialists) formed in 10 countries (Q2, Project Year 1) and meeting at least twice per year throughout the project	15 December 2008	31 March 2009	Partnership committee TORs and minutes of meetings	Partners
	1.7 Annual training, review and planning with Project Co-ordinators by AI (Q2, Project Year 1, Quarter 4 Project 2, 3 & 4)	15 December 2008	31 March 2009	Workshop reports, presentations and materials	Amnesty International

Output No.	Description of Activities	Start Date	Finish Date	Verifiable Output for Activity	Responsible
5	**Output 5 -** Strong, embedded and sustainable human rights culture for change enabled through a Human rights education network that facilitates mutual learning, best practice, and a joint voice.				
	5.1 AI facilitate the creation of an Africa HRE network (Q2, project Y1), which is developed and accessed by Project Co-ordinators and HRE Workers	15 December 2008	31 March 2009		Amnesty International

Annex 7 – Total Project Expenditure To Date Including Expenditure Not Covered By The Dfid Grant

1 April 2008 to 31 March 2009

Agreed Budget Lines	Agreed Budget for Period	Actual Expend' for Period	Expenditure funded by AI and partners	Total Project Expend'
Capital Costs partners: Lap tops for project co-ordinators	£6,000	£6,223	£858	£7,081
Capital Costs partners: Resource centre equipment	£2,700	£2,477	£0	£2,477
TOTAL CAPITAL COSTS PARTNERS	**£8,700**	**£8,700**	**£858**	**£9,558**
Human Resources Partners: Project Co-ordinators	£5,000	£5,000	£774	£5,774
Human Resources Partners: Recruitment costs for project co-ordinators	£3,000	£3,000	£2,900	£5,900
Human Resources Partners: Support for Director/programme staff in partner organisations	£4,500	£4,500	£928	£5,428
TOTAL HUMAN RESOURCES PARTNERS	**£12,500**	**£12,500**	**£4,602**	**£17,102**
Human Resources Amnesty International: Programme Manager Dakar	£35,477	£35,477	£0	£0
Human Resources Amnesty International: Africa Project Co-ordinators Dakar	£19,937	£19,937	£0	£0
Human Resources Amnesty International: Programme Director support London	£1,113	£1,113	£0	£0
Human Resources Amnesty International: Project Administrative Assistant	£0	£0	£0	£0
Human Resources Amnesty International: Recruitment costs	£5,993	£5,993	£1,101	£7,094
TOTAL HUMAN RESOURCES AMNESTY INTERNATIONAL	**£65,520**	**£65,520**	**£1,101**	**£66,621**
Activity Costs 1- *Establishing Project Infrastructure and Capacity Building for* **Partners***:* Mapping and consultation to identify secondary partners	0	£0	£193	£193
Activity Costs 1- *Establishing Project Infrastructure and Capacity Building for* **Partners***:* Partnership committee meetings	£1,250	£1,244	£0	£1,244
Activity Costs 1- *Establishing Project Infrastructure and Capacity Building for* **Partners***:* Specialised training for partners identified through self assessments	£0	£0	£0	£0
Activity Costs 1- *Establishing Project Infrastructure and Capacity*	£29,821	£29,741	£0	£29,741

Building for **Partners**: Annual Project Co-ordinators review, planning, networking and training workshop (Dakar)				
Activity Costs 1- *Establishing Project Infrastructure and Capacity Building for* **Partners**: Needs assessment and baseline assessment to develop country plan	0	£86	£1,119	£1,205
TOTAL ACTIVITY COSTS 1 PARTNERS	**£31,071**	**£31,071**	**£1,312**	**£32,383**
Activity Costs 1- *Establishing Project Infrastructure and Capacity Building* **Amnesty International:** Formalize partnership agreements	£8,742	£8,609	£36,886	£45,495
Activity Costs 1- *Establishing Project Infrastructure and Capacity Building* **Amnesty International:** Annual Project Co-ordinators review, planning, networking and training workshop (Dakar)	£20,117	£20,250	£1,968	£22,218
Activity Costs 1- *Establishing Project Infrastructure and Capacity Building* **Amnesty International**: Annual monitoring and support visits to partners	0	0	0	0
Activity Costs 1- *Establishing Project Infrastructure and Capacity Building* **Amnesty International**: On-going advice, information and support from AI	0	0	0	0
TOTAL ACTIVITY COSTS 1 AMNESTY INTERNATIONAL	**£28,859**	**£28,859**	**£38,854**	**£67,713**
Activity Costs 2 - *Training and Support of HRE Workers – Partners:* Partners identify 15 HRE Workers	0	0	£691	£691
Activity Costs 2 - *Training and Support of HRE Workers – Partners:* HRE Workers identify constituencies and plan HRE projects	0	0	0	0
Activity Costs 2 - *Training and Support of HRE Workers – Partners:* Training, planning, review and network meetings for HRE Workers (HRE worker induction in Dakar, quarter 1 year 2)	0	0	0	0
Activity Costs 2 - *Training and Support of HRE Workers –* Partners: Project Coordinators carry out monitoring and support visits for HRE Workers	0	0	0	0
Activity Costs 2 - *Training and Support of HRE Workers –* Partners: HRE Workers receive specialised training	0	0	0	0
Activity Costs 2 - *Training and Support of HRE Workers – Partners:* Partners provide on-going	0	0	0	0

advice, information and support for HRE Projects				
Activity Costs 2 - *Training and Support of HRE Workers – Partners:* On-going advice, information and support from AI	0	0	0	0
TOTAL ACTIVITY COSTS 2 PARTNERS	**0**	**0**	**£691**	**£691**
Activity Costs 2 - *Training and Support of HRE Workers – Amnesty International:* Training, planning, review and network meetings for HRE Workers (HRE worker induction in Dakar, quarter 1 year 2)	0	0	0	0
TOTAL ACTIVITY COSTS 2 AMNESTY INTERNATIONAL	**0**	**0**	**0**	**0**
Activity Costs 3 - *Implementation of HRE Projects – Partners*: HRE Projects	0	0	0	0
TOTAL ACTIVITY COSTS 3 PARTNERS	**0**	**0**	**0**	**0**
Activity Costs 4 - *Increase access and quality of locally relevant HRE materials - Partners:* Collation of existing HRE Materials	0	0	£350	£350
Activity Costs 4 - *Increase access and quality of locally relevant HRE materials - Partners:* Workshop to adapt or develop HRE Materials	0	0	0	0
Activity Costs 4 - *Increase access and quality of locally relevant HRE materials - Partners:* Translation costs into local languages	0	0	0	0
Activity Costs 4 - *Increase access and quality of locally relevant HRE materials - Partners:* Print and distribute HRE training materials for HRE workers	0	0	0	0
Activity Costs 4 - *Increase access and quality of locally relevant HRE materials - Partners*: Print and distribute HRE materials for HRE projects	0	0	0	0
Activity Costs 4 - *Increase access and quality of locally relevant HRE materials - Partners:* Resource centres equipped with files, books, materials and other materials	0	0	0	0
Activity Costs 4 - *Increase access and quality of locally relevant HRE materials - Partners:* Resources database accessed by local partners, project co-ordinators and HRE Workers	0	0	0	0
TOTAL ACTIVITY COSTS 4 PARTNERS	**0**	**0**	**£350**	**£350**
Activity Costs 5. *Establish and facilitate relevant and accessible national and continent wide networks – Partners:* Consultations	0	0	0	0

to establish national network models				
Activity Costs 5. *Establish and facilitate relevant and accessible national and continent wide networks* – Partners: Country networks established and operating	0	0	0	0
Activity Costs 5. *Establish and facilitate relevant and accessible national and continent wide networks* – *Partners:* Biennial network meetings	0	0	0	0
Activity Costs 5. *Establish and facilitate relevant and accessible national and continent wide networks* – *Partners:* Network meeting of project co-ordinators, partners representative and selected HRE workers (55 participants)	0	0	0	0
TOTAL ACTIVITY COSTS 5 PARTNERS	**0**	**0**	**0**	**0**
Monitoring and Evaluation-**Partners:** Establish in-country M&E plans	0	0	0	0
Monitoring and Evaluation-**Partners:** Biennial project review and planning meetings	0	0	0	0
Monitoring and Evaluation-**Partners:** Annual project support and monitoring visits	0	0	0	0
Monitoring and Evaluation-**Partners:** Project coordinators and HRE Workers conduct end of project impact assessment with participants/beneficiaries	0	0	0	0
Monitoring and Evaluation-**Partners:** Monitoring costs for HRE Workers	0	0	0	0
TOTAL MONITORING AND EVALUATION - PARTNERS	**0**	**0**	**0**	**0**
Monitoring and Evaluation-**Amnesty International:** Annual monitoring and support visits	0	0	0	0
Monitoring and Evaluation-**Amnesty International:** Annual review and planning meetings	0	0	0	0
Monitoring and Evaluation-**Amnesty International:** Mid term and final participatory evaluation (Programme Coordinators lead participatory evaluation with Partners and Project Coordinators)	0	0	0	0
TOTAL MONITORING AND EVALUATION – AMNESTY INTERNATIONAL	**0**	**0**	**0**	**0**
Project Management – Partners: Contribution towards office overheads, management, administration, transportation,	£4,182	£4,182	£319	£4,501

stationary, utilities				
TOTAL PROJECT MANAGEMENT PARTNERS	**£4,182**	**£4,182**	**£319**	**£4,501**
Project Management – Amnesty International: Overheads	£7,372	£7,372	0	£7,372
Project Management – Amnesty International: AI Dakar office: rent, electricity, security, telephone etc	£0	£0	0	0
TOTAL PROJECT MANAGEMENT AMNESTY INTERNATIONAL	**£7,372**	**£7,372**	**0**	**£7,372**
Total for Period	**£155,204**	**£155,204**	**£48,087**	**£203,291**