**Sample Implementation Plan for Project Activities**

**1.1 PILOT SITE & COMMUNITIES**

The project will be implemented in two sub counties consisting of five parishes each. In Puranga sub county (Pader district) the project is operating in the parish of:

 i) Apwor ii) Aringa iii) Parwech iv) Te okutu v) Oret

In lira Palwo sub county (Agago district) the project is operating in the parish of:

 i) Omongo ii) Agengo iii) Ademi iv) Lutome v) Lanyirinyiri

Pader and Agago district are comprised of two tribes called Langi and Acholi. These two tribes originate from different ethnic groups but they speak a common language (Luo language)

**1.2 LAND DISPUTE RESOLUTION IN ACHOLI (PURANGA AND LIRA PALWO)**

Most land matters within the community of Acholi and Langi are settled by the cultural institutions, structure and individuals. Women postulated that, they go to clan leaders, sub clan leaders, Area land committee, sub county chief, local council one and two, and others to court.

Traditional elders and clan leaders are the primary dispute resolution institution within Acholi and Langi region. Clan leaders resolve disputes jointly with experienced elders from that clan or other clan depending on the knowledge and experiences on handling land conflict. Their rulings are always binding within the clan.

**2.1 OBJECTIVE**

The primary objective of the women’s land rights project is develop and test a model for improving women’s land tenure security. The project will use the local capacity to address factors that limit women from attaining their aspirations to land and insecure tenure problems women face on land. The process will also result into a clear understanding of the relationships between customary and statutory law.

 **TARGET GROUPS**

* Widows, Women leaders and women generally
* Elders
* Traditional institutions/structures/individual
* Youth
* Entire community

 **FOCAL SUBJECTS**

* **Awareness raising**
* Community sensitization (women`s rights)
* The use of mass media (radio talk shows)
* Dialogue
* Meetings
* IEC/BCC materials
* **Legal literacy**
* Constitution / National Land Policy
* Rights and responsibilities regarding land with much attention to women`s land rights
* **Skill building**
* Alternative dispute resolution: negotiation and mediation skills
* Advocacy and public speaking

On all the themes, emphasis will be placed on women`s existing knowledge and experience about their land tenure situation, as well as topic areas with which they easily identify before venturing into the formal training with the CBF. This approach will act both to help the women easily identify home-grown solutions to their challenges as well as facilitate deeper knowledge retention and sustained interest during their meeting sessions.

 **METHODOLOGY**

 The project will encourage participants to share their experiences through a number of channels, including narratives; local proverbs and sayings around the training themes, where possible; role plays and presentation of case examples with application of customary and formal laws to resolve them; and questions and answers.

* **Trainings / workshops for leaders (women, elders, clan leaders, religious leaders, local councilors at the parish level, etc.)**

 Those individuals who have a role in governing, resolving land disputes, and/or acting as community opinion leaders require more in-depth learning than the average citizen. As such, the project will conduct trainings and workshops for each group, based on their self-identified needs and project objectives. As part of these trainings, representative participants will have an opportunity to observe a land-related case at the High Court in Gulu.

* **Legal awareness-raising through public information and education activities**

 For the general population and children, the Project will engage in awareness-raising activities on women`s land rights. The activities will emphasizes on those areas where women`s land rights has been violated by customs or statutory. E.g. participation in land decision making, buying, renting, borrowing land and use of land as collateral to secure loan in the bank and other laws on succession and inheritance as in the national constitution, alternative land conflict resolution.

1. **Activities**

**Activity ONE: Sharing the baseline and needs assessment findings with the pilot**

This activity aimed at establishing enabling environment for the pilot women to participate actively without questioning what the project wants to address. The discussion will be limited to only those areas where women land rights has been so challenging.

Tasks under this activity include:

 1.1. WORUDET schedule meeting with 10 groups of women from the two sub county of operation

 1.2. CBFs will mobilize women for the exercise

|  |  |
| --- | --- |
| **Deliverables/Outputs** | **Lead** |
| Ideas for action plan generated | WORUDET |

**Activity TWO: Building women capacity to support and enforce their land rights**

The purpose of this activity is to enable women understand and make use of their land rights within their community without any external threat.

Tasks under this activity include:

 2.1 WORUDET will conduct general training of women on land rights in Acholi culture

 2.2 Train pilot women drama that depict local context on women land rights situation

 2.3 CBFs individual follow up to women to negotiate on their land problems

 2.4 Conducting mediations and negotiation at families` level.

 2.5 Engagement of Women in radio talk shows

 2.6 Conduct exchange visit to pilot so that they venture their experience with others.

|  |  |
| --- | --- |
| **Deliverables/Outputs** | **Lead** |
| Women are trained on their land rights, steps to take when the land rights is challenged | WORUDET |
| Family mentoring conducted on land issues driven mostly by family members | WORUDET (CBFs) |
| Women get to know what land rights are granted under custom and statutory law, and the limits of their influence within and outside the family. | Ker kwaro Acholi  |

**Activity THREE: Orient local and cultural leaders to land rights project**

This activity is intended to introduce local administrative and cultural leaders to the project, the objectives, the process, and the expected outcomes. The aim will be to have their support throughout the project. Care will be taken to ensure that the project will be described in way that is appropriate to the sensitive nature of women`s land rights in Pader and Agago district.

Tasks under this activity include:

 3.1 WORUDET will point out leaders (culture and government) from each sub county and inform them about the project.

 3.2 Introduce the pilot women to the leaders in their respective village

 3.3 Design and implement a communication strategy for key stakeholders for the life of the project.

|  |  |
| --- | --- |
| **Deliverables/Outputs** | **Lead** |
| Key stakeholder communication strategy for pilot | Landesa |
| Project beneficiaries introduced to local and cultural leaders | WORUDET |
| Local and cultural leaders identified from each district of project operation | WORUDET |

**Activity FOUR: Involvement of local and cultural leaders in the project**

This activity is intended to increase leaders’ participation in the project. Their participation will help to advocate for the rights of women at their capacity level.

Tasks under this activity may include:

 4.1 WORUDET will engage them through meeting, radio talk shows and workshop

 4.2 Giving them responsibilities of attending land disputes and make resolutions as necessary

 4.3 Training them on the basic land rights of women

 4.4 Tasking them to mobilize community for land rights events.

|  |  |
| --- | --- |
| **Deliverables/Outputs** | **Lead** |
| Leaders trained on the general land rights of women (rights granted under custom and statutory law) | WORUDET |
| Land conflicts are settled at the local level | WORUDET |

**Activity FIVE: Group development of action plan based on insecure land tenure problems and aspirations.**

This activity is intended to document women`s aspiration to land and the insecure land tenure problems t in their community to create an action plan with concrete steps needed to ascertain them. Below are some of the aspirations and problem and actions proposed by group`s members.

1. **Aspirations**

 For example, the desire to:

* Access more land for cultivation
* Have children inherit land without problem
* Have place to sustain themselves when marriage fails
* Change from “user rights” to “owner or co-owner rights”
* Have rights recognized more in the family than outside the family
1. **Insecure tenure problem/experiences**
* Insecure tenure experience are driven mostly by family members
* Experience of eviction threats is common
* Knowing the logical steps to take when perceived the land rights are challenged
* Understanding the limits of their own influence within and outside the family

**Activity SIX: Enroll stakeholders and supporters to assist with women’s initiatives in action plan**

Once the action plan has been developed and adopted by the group, the stakeholders identified in the action plan are enrolled to help support the women in delivering on the steps identified in the plan. This activity will address such questions as: the community institutions we want to influence and the strategy for doing so; how to include men; how to include other stakeholders or interested persons; how to promote dialogue with all; how to create a network for tapping into existing resources within the community.

|  |  |
| --- | --- |
| **Deliverables/Outputs** | **Lead** |
| Stakeholders listed and mapped to action plan | WORUDET/Women |

**Activity SEVEN: Capacity building based on action plan**

Once the action plan has been developed and adopted by the group, the group will organize and coordinate (with stakeholders and supporters) the means of addressing capacity gaps which were identified in the action plan which will help the women gain more secure land tenure. Capacity building tasks may be undertaken with assistance from WORUDET for working with technical leaders within/without community, other NGOs, and other resources that may be available.

|  |  |
| --- | --- |
| **Deliverables/Outputs** | **Lead** |
| Capacity building plan mapped and linked to action plan | WORUDET/Women |

**Activity EIGHT: Communication strategy based on action plan initiatives**

Once the action plan has been developed and adopted, the group will develop a strategy for communicating about the initiatives in the action plan and the objectives of the action plan. The strategy will consider such things as what message will be sent to the community and what mechanisms of communication will be used to whom and when, and will identify how feedback will be provided to government, policymakers and community leaders. The strategy will also include, at the end of the pilot, a plan for seeking validation and evaluation of the approach from the perspective of key stakeholders.

|  |  |
| --- | --- |
| **Deliverables/Outputs** | **Lead** |
| Communication strategy and timeline | WORUDET/Women |

**Activity NINE: Assessment and follow up**

In this activity the pilot activity is for the women’s group, WORUDET, and ARU reflect upon and assess the action plan and initiatives contained therein, as well as the other activities in the pilot. The team will consider what worked and what did not, what could be improved, and what steps might be needed or amended in the action plan to help the group achieve their aspirations and address land problems for securing women’s land rights.

|  |  |
| --- | --- |
| **Deliverables/Outputs** | **Lead** |
| Assessment of action plan, and other pilot activities by team, listing amendments that need to be made to action plan | ARU |

**Activity TEN: Ownership of action plan by community**

This activity includes developing an advocacy strategy by key participants in the group and will result in key steps for the women to advocate and make their land rights more secured.

|  |  |
| --- | --- |
| **Deliverables/Outputs** | **Lead** |
| Written advocacy strategy | WORUDET/Women |

**2. Supplementary Project Activities**

1. Baseline and M & E

 A baseline study will be conducted in the early stages of the pilot, and a monitoring and evaluation plan will be developed. While not included in these pilot activities specifically, it is anticipated that the monitoring may result in some mid-project amendments to activities. Such amendments to the work plan will be developed and adopted by the project team, in consultation with the women’s group.

1. Pilot Evaluation

 At the immediate end of the project, the project team will analyze monitoring and evaluation results, the pilot assessment, and feedback from women and stakeholders and will assist in the development of a pilot evaluation.

1. Project Communication (Information, Awareness, Advocacy)

 In addition to pilot communication activities, as described above, there will also be an overarching project information sharing, awareness raising and advocacy on a regional and national level.

**3. Reporting**

In addition to the outputs and deliverables for this pilot listed above, project partners will also write monthly reports which report on tasks, successes, and challenges that arise in the pilot implementation stage. The reports should track each of the activities listed in this plan.

**4. Timeline**

The following table lists the pilot level activities, and other project activities, in a timeline that covers the pilot period. It also lists the people who will be involved and responsible for outputs and deliverables.