



REPUBLIC OF CONGO

MINISTRY FOR THE PROMOTION OF WOMEN  
AND INTEGRATION OF WOMEN  
DEVELOPMENT



**PLAN D'ACTION NATIONAL ACTUALISE  
2021-2023 POUR LA MISE EN ŒUVRE  
DE LA RESOLUTION 1325 DU CONSEIL DE  
SECURITE DES NATIONS UNIES  
SUR FEMMES, PAIX ET SECURITE**

Brazzaville, December 2021

## ABSTRACT

Eighteen years after the adoption by the Security Council of the United Nations, on October 31, 2000, of Resolution 1325, the Congo has adopted a five-year (2018-2022) national action plan (NAP) of implementation of this resolution. However, more than two years after its adoption, the implementation of this NAP still faces several difficulties, particularly financial and lack of coordination.

Also, following the advocacy actions carried out by Mrs. **Inès Bertille Nefer INGANI**, Minister for the Advancement of Women and the Integration of Women in Development with partners, the Coordination of the United Nations System and UN Women have undertaken to support the Government in accelerating its implementation.

### **NAP update process**

The updating of the NAP took place in two phases: the participatory consultations and the validation workshop.

The participatory consultations involved 40 people from public administrations, civil society including religious denominations and political parties. From the point of view of its content, the participatory consultations focused on the analysis of the strategic axes as well as related activities and the prioritization of activities covering the last quarter of the current year and the year 2022.

The updating workshop brought together nearly 70 people representing 13 Institutions of the Republic, 7 key ministries through the focal points, 16 women's CSOs, 6 religious denominations, 6 CSOs from within the country, 5 youth CSOs women, 10 from the MPFIFD and 6 from the UNS. The participants made a critical analysis of the situation of women in terms of representation and their involvement in decision-making spheres. They identified and reached consensus on the constraints, priority actions, implementation mechanisms and the four (4) pillars of the NAPA.

### **Challenges to overcome**

The challenges facing the Congo relate mainly to the representation of women in decision-making bodies at all levels, conflict prevention, peace negotiations and agreements, electoral reform, the DDR of ex-combatants), humanitarian intervention, protection of refugees and displaced persons, prevention and response to gender-based violence, post-conflict recovery, peacekeeping operations and reform of the sector responsible for security.

### **Pillars of the updated NAP and results framework**

Drawing lessons from the first three years of implementation of the NAP (2018-2022), the workshop participants prioritized the five (5) axes grouped into four (4) pillars

#### **Pillar 1: Coordination, financing, monitoring-evaluation and popularization of 1325**

The NAP R1325 coordination and monitoring and evaluation bodies have major assets such as the involvement of key ministries, civil society, partners, the private sector, a Steering Committee, communication, capacity building capacities of actors at all levels, mobilization of resources, monitoring evaluation and management of mobilized resources.

This mechanism provides an impetus for more effective implementation. A systematic collection and sharing of information relating to achievements is established. The planned activities and the budgets to be allocated cover the last quarter of the year 2021 until December 2022. The MPFIFD is currently negotiating to extend the implementation schedule until 2023.

**Results:** The Steering Committee, the National Coordination Committee and the Technical Secretariat are set up and are functional. The human, technical, material and institutional capacities of the organs and their members are strengthened.

## **Pillar 2: Prevention and protection of girls and women.**

The resurgence of sexual and gender-based violence remains a major source of concern in both urban and rural areas. The prevention of all forms of violence against women of all ages and their protection remain a central pillar of the NAPA for the government, civil society and development partners.

The high-level consultation of ministers in charge of gender and justice of ICGLR member states held in November 2019 in Brazzaville proposes the creation of special tribunals, sessions and special procedures to expedite the treatment of issues of violence sexual and gender-based. A guide intended to speed up the criminal treatment of questions of sexual and gender-based violence was also developed and decisions and recommendations relating to the evaluation of the implementation of the Kampala Declaration were adopted. Furthermore, the creation of centers for the rehabilitation and reparation of survivors remains a necessity.

**Results:** The human rights of women and girls during all phases of conflict and in times of peace are respected, protected and promoted and their human security is ensured.

## **Pillar 3: Participation**

The objective is to promote the adoption of a quota of at least 30 % of women in elective positions to guarantee the effective participation of women, but also to encourage women to organize themselves into a solidarity movement capable of carrying out a strong advocacy for law and policy reforms taking into account the integration of women in peace, decision-making and electoral processes.

It was noted that violence against women in politics remains a challenge to their participation. Similarly, women are sometimes under-represented at all levels of the electoral cycle, particularly at CONEL. This strategy intends to make the “Women, Peace and Security” Agenda a priority in strengthening the synergy of efforts with the government. This, in order to promote the effective and meaningful participation of women in political processes, and in peace and mediation efforts in order to preserve the gains already made and make women and girls actors of change.

**Results:** Women participate meaningfully in peace and reconciliation processes and hold decision-making positions in governance bodies at all levels

## **Pillar 4: Recovery and reconstruction.**

The economic empowerment of women as economic operators and entrepreneurs are essential factors contributing to peace and stability. The needs of women and girls, particularly those from vulnerable groups (displaced persons, victims of sexual and gender-based violence, former combatants, refugees,) are taken into account in relief, early recovery and economic recovery. Disarmament, demobilization and reintegration programs and security sector reform programs address the particular and other needs of women security officers, former combatants, and women and girls associated with armed groups.

**Results:** Women and girls are agents of change, their specific needs are taken into account and their human security is ensured in crisis and reconstruction situations.

## The institutional framework

The institutional framework comprises six (6) levels, namely:

- **The Steering Committee (COPIL)**, the coordination, orientation, consultation and decision-making body. It is chaired by the Prime Minister, Head of Government.
- **The National Coordinating Committee (CNC)** is provided by the Ministry for the Advancement of Women as an executing body within the Steering Committee. The CNC is assisted by a Technical Secretariat and is responsible for planning in all sectors of national life and ensures that the gender component is taken into account in their policies.
- **The Technical Secretariat (ST)** is the executive body of the CNC and is headed by the Gender **Focal Point** appointed by the MPFIFD. A service responsible for monitoring and evaluation has been set up within it, based on the annual work plans drawn up with a view to ensuring their harmonious implementation, detecting any malfunctions at an early stage and, if necessary, operating readjustments.
- **Departmental coordination** is ensured by the Prefect assisted by the Departmental Director for the Advancement of Women who coordinates the departmental technical secretariat. It has, at a reduced level, the same attributions as the CNC.
- **The R1325 Units** in the districts and communes are chaired by the Heads of Districts, the Mayors of the communes or Administrators Mayors of the arrondissements and medium-sized communes. They have, at a more reduced level, the same attributions, the same composition as the departmental coordination.

## Partnership and resource mobilization

### Partnership

The MPFIFD emphasizes and recognizes the importance of partnership between public authorities, United Nations system agencies, other development partners and civil society organizations.

This NAPA proposes the following orientations within the framework of the partnership:

- The partnership with the United Nations System for the search for expertise, capacity building and the mobilization of financial resources set up within the framework of the special fight fund;
- A partnership with the private sector (large companies, employers' and professional organisations, corporate foundations) to support actions to combat SGBV in all sectors.

### Funding mechanism

The Ministry for the Promotion of Women and the Integration of Women in Development should benefit from a state operating budget and other sources of funding.

The Executive Secretariat should have financial autonomy . Its budget would include : subsidies and/or liberalities (donations) which could be paid to it by public or private, national or international bodies, aid funds granted by partners, and all other resources, in accordance with the regulations in force.

The advocacy strategy will be widely used in the form of the organization of round tables, with the participation of potential support partners such as international organizations established in Congo and private sector companies .

The search for new partners at the international level should not be neglected. For this, affiliation to international organizations and networks is highly recommended. The existence of the NAPA website will facilitate the search for technical and financial support because the actions carried out will be visible

**Constraints and risks**

Constraints and risks are endogenous in nature. The cross-cutting nature of the theme, particularly when there is a tendency towards reluctance or even refusal of its integration into sectoral programs by certain decision-makers, constitutes an obstacle to achieving the objectives.

Similarly, the participatory approach assumes the involvement of all members to take ownership of the various actions of the NAPA. Strengthening the capacities of actors at all levels, inspiring change in practices and behaviors, breaking the silence, denouncing the perpetrators of violence and banishing impunity are factors for mitigating these risks.

The other risk factors could be the persistence of violence against girls and women, the non-application of the sanctions provided for by the texts against the perpetrators of violence, the weak political will to adopt democratic and egalitarian governance. man Woman.

**Estimated cost of activities from the 4th quarter of 2021 to December 31, 2023**

- Pillar 1                      640,000,000
- Pillar 2                      1. 660,000,000
- Pillar 3                      495,000,000
- Pillar 4                      305,000,000
- Total cost                    3,100,000,000**

**SUMMARY**

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## **ABBREVIATIONS AND ACRONYMS**

CAMEPS	Central purchasing office for essential drugs and health products
CAMP	Ad 'hoc mixed parity commission
CNC	National Coordinating Committee
COFIL	Steering Committee

UNSC	Coordination of the United Nations system
DDR	Demobilization, disarmament, reintegration
FAGR	Fund for Income Generating Activities
GSG	Gender Cluster
Thematic Group WG	
IEC	Information, education and communication
MPFIFD	Ministry for the Promotion of Women and the Integration of Women to development
NGO	Non-governmental organization
CSO	Civil society organization
NAP	National action plan
NAPA	Updated National Action Plan
PNG	National gender policy
PS	Sector Policy
R1325	Resolution 1325
ST	Technical Secretariat
SGBV	Sexual and gender-based violence

## **I. Background and rationale**

The adoption by the Security Council of the United Nations, on October 31, 2000, of resolution 1325 is a historic act which has been hailed by all the Member States of the United Nations, including the Republic of Congo, thus confirming the recognition of the place and role of women in the prevention and peaceful resolution of conflicts worldwide.

The Republic of the Congo was then comforted by the actions carried out both by the public authorities and by the development partners as well as by the actors of civil society, in order to ensure the involvement of Congolese women who are victims of the various conflicts that

the country has experienced, in conflict prevention and resolution as well as in peacekeeping and post-conflict reconstruction.

Eighteen years later, the country has adopted a five-year national action plan (NAP) (2018-2022) to implement this resolution . However, more than two years after its adoption, the implementation of this NAP still faces several difficulties, particularly financial and lack of coordination.

In addition, the establishment in January 2019, of the National Chapter of the African Women Leaders Network for the Transformation of Africa (AWLN) is a strong signal that marks the commitment of women for leadership at all levels of decision-making, even if the operationalization of the said network suffers from a lack of funding.

Also, following the advocacy actions carried out by Mrs. **Inès Bertille Nefer INGANI** , Minister for the Promotion of Women and the Integration of Women in Development with partners, the Coordination of the United Nations System has undertaken to support the Government to accelerate its implementation.

## **II. NAP update process**

The updating of the NAP took place in two phases: the participatory consultations and the validation workshop.

### **2.1. Participatory Consultations**

The target population for the participatory consultations being very large to be reached in the time allowed and with the human and financial resources available, the option focused on a limited representative sample of stakeholders.

Due to the COVID-19 context, the surveys were subject to limited consultations to collect the concerns, opinions and contributions of stakeholders. This represented the start of an iterative process of meaningfully engaging stakeholders despite restrictions on public gatherings.

The target population consisted of forty (40) people divided into three (3) groups representing respectively public administrations, civil society including religious denominations and political parties.

From the point of view of their content, the participatory consultations focused on the analysis of the strategic axes as well as related activities and the prioritization of activities covering the last quarter of the current year and the year 2022.

### **2.2. The actualization workshop**

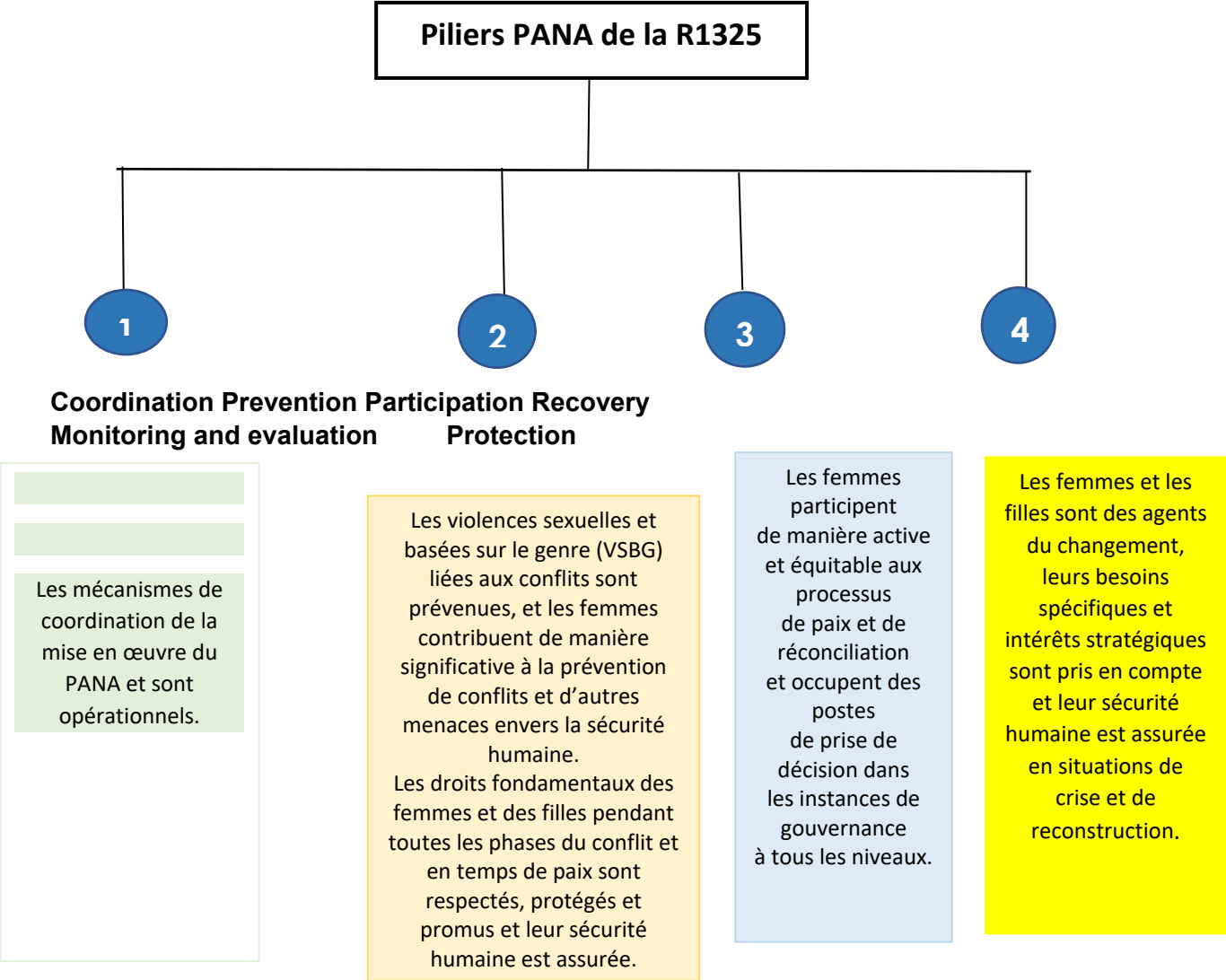
The general objective of the workshop was to accelerate the implementation of the NAP. Specifically, it was:

- Build the capacity of stakeholders on R1325 and the main norms and standards of "Women, Peace and Security";
- Prioritize the strategic axes as well as the specific activities identified.



This workshop brought together 70 participants from institutions of the Republic, gender focal points of administrations, individuals, representatives of political parties, religious denominations, civil society organizations and United Nations System Agencies.

The participants made a critical analysis of the situation of women in terms of representation and their involvement in decision-making spheres. They identified and reached consensus on the constraints, priority actions, implementation mechanisms and the four (4) pillars of the NAPA .



The updated NAP was developed on the basis of lessons learned from the previous one, participatory consultations and the conclusions of the prioritization workshop. The main innovations of the updated PAN R1325 relate to the following aspects:

- An analysis of the general context marked by the next legislative and local elections in 2022;

- The existence of mechanisms to fight against sexual and based violence including prevention, protection, reparation and comprehensive care for survivors in both urban and rural areas;
- The mechanism for the coordination and monitoring of NAPA R1325 has major assets such as the involvement of key ministries, development partners, the private sector, civil society, the existence of the Steering Committee, the National Committee of coordination assisted by a Technical Secretariat and Experts; a communication unit, the monitoring-evaluation committee and the management of the resources mobilized. This mechanism provides an impetus for more effective implementation;
- A clearer system for assigning responsibilities and monitoring actions from the operational point of view of NAPA R1325, accompanied by a capacity building program for actors at all levels will make it possible to apply the mandate of the Steering Committee to implementation more effectively;
- A more sustained commitment of civil society to organize and carry out advocacy and lobbying actions for the defense of women's rights;
- A revision of the composition of certain bodies that do not take gender specificity into account.

### III. Priority strategic axes of the national action plan

Le PAN actualisé comporte cinq (5) axes stratégiques identifiés et validés en 2018 et priorisé comme suit :

- Axe 1. Coordination, financement, suivi et évaluation de la mise en œuvre du PAN ;
- Axe 2. Promotion de la résolution 1325 et des autres textes juridiques portant protection des droits fondamentaux des femmes et des filles ;
- Axe 3. Promotion de la participation, la représentation et l'implication des femmes dans les mécanismes de prévention, de règlement des conflits et de négociation de paix ;
- Axe 4. Renforcement de la protection des femmes, des hommes, des filles et des garçons contre les violences basées sur le genre en période de paix, de conflit et post-conflit ;
- Axe 5. Prise en compte du genre dans l'action humanitaire, le relèvement et le DDR.

### IV. Challenges to overcome

The inventory of the administrative, social, political, security and humanitarian situation, carried out during the participatory consultations, highlighted the major challenges and constraints of a socio-political and economic order, which hinder the effective and efficient application provisions of resolution 1325.

Despite these innovations brought to the updated NAP, several challenges remain to be met, in particular:

- (i) ownership of NAPA R1325 by all responsible sector ministries,
- (ii) consideration of persistent emerging issues in the analysis of the context, such as the under-representation of women in decision-making spheres, the rise of sexual and gender-based violence;
- (iii) weak manifestation of political will to adopt gender-equal governance;
- (iv) the predominance of an individualistic culture in women's circles that excludes the formation of pressure groups;

- (v) internalization by women of their inferiority vis-à-vis men and lack of self-confidence;
- (vi) weak political engagement of women;
- (vii) the persistence of the culture of impunity for perpetrators of sexual violence;
- (vii) the survival of prejudices and conservative perceptions as to the capacities of women to assume responsibilities linked to the exercise of power.

Thus, the representation of women in decision-making bodies at all levels, conflict prevention, peace negotiations and agreements, electoral reform, the DDR of ex-combatants, humanitarian intervention, the protection of refugees and displaced persons, prevention and response to gender-based violence, post-conflict recovery, peacekeeping operations, reform of the security sector, are all challenges facing the country. .

## **V. Pillars of the updated NAP**

Drawing lessons from the first three years of implementation of the NAP (2018-2022), the workshop participants prioritized the axes grouped into four (4) pillars .

### **5.1. Coordination, financing, monitoring-evaluation and extension of R1325.**

The mechanism proposed for the coordination and monitoring of NAPA 1325 has major advantages such as the involvement of key ministries, civil society, partners, the private sector, a Steering Committee, communication, capacity building actors at all levels, resource mobilization, monitoring-evaluation and management of mobilized resources.

This mechanism provides an impetus for more effective implementation. A systematic collection and sharing of information relating to achievements is established. The planned activities and allocated budgets cover the last quarter of the year 2021 until December 2022. The MPFIFD is currently negotiating to extend the implementation schedule until 2023.

### **5.2. Prevention and protection of girls and women.**

The resurgence of sexual and gender-based violence remains a major source of concern in both urban and rural areas. The prevention of all forms of violence against women of all ages and their protection remain a central pillar of the NAPA for the government, civil society and development partners.

The high-level consultation of ministers in charge of gender and justice of ICGLR member states held in November 2019 in Brazzaville proposes the creation of special tribunals, sessions and special procedures to expedite the treatment of issues of violence sexual and gender-based. A guide intended to speed up the criminal treatment of questions of sexual and gender-based violence was also developed and decisions and recommendations relating to the evaluation of the implementation of the Kampala Declaration were adopted. Furthermore, the creation of centers for the rehabilitation and reparation of survivors remains a necessity.

### **5.3. The participation**

The objective is to promote the adoption of the minimum quota of 30% of women in elected positions to guarantee the effective participation of women, but also to encourage women to organize themselves into a solidarity movement capable of carrying out advocacy. strongly in favor of legal and policy reforms taking into account the integration of women in peace, decision-making and electoral processes.

It was noted that violence against women in politics remains a challenge to their participation. Similarly, women are under-represented at all levels of the electoral cycle, particularly at CONEL. This strategy intends to make the principles of “Women, Peace and Security” a priority

in strengthening the synergy of efforts with the government. This, with a view to promoting the effective and meaningful participation of women in political processes, and in peace and mediation efforts with a view to preserving the gains already made and making women and girls agents of change.

#### **5.4. The raising.**

The economic empowerment of women as economic operators and entrepreneurs are essential factors contributing to peace and stability. The needs of women and girls, particularly those from vulnerable groups (displaced persons, victims of sexual and gender-based violence, former combatants, refugees,) are taken into account in relief, early recovery and economic recovery

Furthermore, disarmament, demobilization and reintegration programs and security sector reform programs address the specific and other needs of women security officers, former combatants, and women and girls associated with armed groups.

### **Axis 1. Coordination, financing, monitoring and evaluation of the implementation of the NAPA**

**Objective 1: Set up coordination, monitoring and evaluation mechanisms for the implementation of the NAPA, taking gender into account.**

**Results:** The Steering Committee, the National Coordination Committee, and the Technical Secretariat are set up and are functional. The human, technical, material and institutional capacities of the bodies and their members are strengthened.

#### **Activities :**

1. Organize a round table of donors, the private sector and the actors committed to financing the NAPA for the implementation of Resolution 1325;
2. Develop, in collaboration with donors, the private sector and key players, a fundraising strategy (gala evenings, raffle, national fundraising campaign, etc.) to finance the activities of the Resolution's NAPA 1325;
3. Develop and implement a training plan for members of the bodies based on their respective missions (orientation, coordination, monitoring and evaluation);
4. Revise/develop sectoral policies (PS) by integrating the objectives of the NAPA of Resolution 1325, monitor the review process and its implementation;
5. Institutionalize the Gender Sector Group (GSG) and Thematic Groups (GT);
6. Design an information module for decision-makers on the 1325;
7. Train members of gender units and gender focal points on mainstreaming gender and Resolution 1325 into sectoral policies and programs;
8. Set up a regular framework for exchange between specialists and partners of resolution 1325 at the national, regional and international level;
9. Identify and involve CSO leaders by theme for the implementation of the four (4) pillars of the NAPA;
10. Set up and operationalize within the MPFIFD a permanent Executive Secretariat for the daily monitoring of the implementation of Resolution 1325;
11. Organize open days for the launch of the implementation of the NAPA of Resolution 1325;
12. Train departmental trainers on the challenges of 1325 and the four pillars of NAPA;
13. Organize a permanent media campaign to popularize the NAPA of the R1325;

14. Organize forums and radio and television programs and production of media on the R1325;
15. Form sub-prefectural (districts) and communal awareness pools on the Resolution and its NAPA.

**Objective 2: Effectively coordinate, monitor and evaluate the NAPA**

**Results:** Strategies and monitoring-evaluation tools are developed and validated. Resources are mobilized and tracked. Monitoring and evaluations are carried out and reports produced.

**Activities :**

1. Develop and implement the NAPA Plan, strategies and monitoring-evaluation tools
2. Organize semi-annual reviews of the Annual Work Plan with all stakeholders;
3. Mobilize and monitor the management of resources at the national, regional and international level;
4. Regularly produce half-yearly and annual reports on the implementation of PANR1325
5. Conduct a mid-term evaluation and a final evaluation of the implementation of the NAPA.

**Axis 2. Promotion of resolution 1325 and other legal texts protecting the fundamental rights of women and girls**

**Objective: Popularize and promote resolution 1325 and other texts protecting the rights of women and girls**

**Results:** International texts for the promotion and protection of the rights of women and girls are popularized and revised national texts are adopted and published. Stakeholders from public and private administrations, civil society, political parties and communities are trained and lead IEC campaigns in the departments on resolution 1325 and other legal texts protecting the rights of women and girls.

**Activities :**

1. Popularize all conventions, resolutions, declarations and recommendations for the protection and promotion of the rights of women and girls;
2. Advocate for the adoption and publication of revised texts, in particular the five codes (criminal code, criminal procedure code, civil code, civil procedure code and personal and family code).
3. Train decision-makers on resolution 1325 and other legal instruments for the protection of the fundamental rights of women and girls;
4. Train stakeholders (ministerial officials, NGO leaders, associations and media) on resolution 1325 and other legal instruments for the protection of the fundamental rights of women and girls;
5. Train officers of the defense and security force, prison administration staff, magistrates, lawyers, judicial police officers on resolution 1325, fundamental rights, regional and international legal instruments for the protection of rights women ;
6. Organize IEC campaigns for the attention of political and community leaders, civil society leaders and populations on resolution 1325 and other legal instruments for the protection of the rights of women and girls and on the role of women in maintaining and peacebuilding.

### **Axis 3. Promotion of the participation, representation and involvement of women in the mechanisms of prevention, conflict resolution and peace negotiation.**

#### **Objective 1: Increase the participation and representation of women and girls in decision-making spheres**

**Results:** Women organize themselves and create advocacy groups for the defense of women's rights which lead to the adoption of related texts. The national directory of women's skills is drawn up. Women's political and leadership skills are strengthened and they are involved in political and administrative decision-making spheres.

#### **Activities :**

1. Develop an argument and form advocacy and pressure groups for the defense of the rights of women and girls and the adoption of the law on parity;
2. Set up lobbies at the CSO level to monitor and ensure compliance with the commitments made by the government in the context of the appropriation of resolution 1325;
3. Conduct a quantitative and qualitative study on women and produce national directories of women's skills by area of intervention/sector of activity;  
Create an operational unit within the MPFIFD specifically responsible for managing data on violations of the rights of women and girls;
4. Establish a database presenting statistics on reported violations of the rights of women and girls
5. Train women in negotiation and mediation;
6. Create and support the network of women mediators;
7. Develop a national directory of women's skills by area of intervention/sector of activity;
8. Train women and girls in politics and leadership;
9. Sensitize women and girls to get involved in political, administrative, economic, social and community spheres.

#### **Objective 2: Promote the involvement of women and girls in mechanisms and processes for conflict prevention, resolution and peacekeeping**

**Results:** At least 50% of women are sensitized in the twelve (12) departments. At least 50% of women and girls are trained in conflict prevention, resolution and peacekeeping.

#### **Activities :**

1. Carry out gender analysis of policies and texts in the field of peace and security
2. Monitor the implementation of regional instruments relating to women's rights, peace and security;
3. Train women and girls in prevention, conflict resolution and peacekeeping.
4. Sensitize women and girls as well as decision-makers on the need for their involvement in mechanisms and processes for prevention, conflict resolution and peace negotiation at national and local level.

## **Axis 4. Strengthening the protection of women, men, girls and boys against gender-based violence in times of peace, conflict and post-conflict**

### **Objective 1: Ensure the protection of women and girls against gender-based violence**

**Results :** Men and women, boys and girls are made aware of SGBV in the twelve (12) departments. The law on combating violence against women is passed and promulgated. Police units for the protection of women and girls are strengthened and are operational. Protection, rehabilitation and redress mechanisms for survivors are operational. The perpetrators of GBV are prosecuted and punished in accordance with the texts in force.

#### **Activities :**

1. Advocate for the adoption of the law combating violence against women
2. Strengthen the capacities of all actors in the protection of the population in terms of SGBV;
3. Strengthen and popularize special police units for the protection of women and girls against SGBV;
4. Conduct advocacy with legal and judicial services to fight against impunity for perpetrators of SGBV;
5. Sensitize and educate community leaders, local administration actors, the population including particularly vulnerable groups, educational institutions; crafts, media and religious denominations on SGBV using approaches involving the testimonies of former perpetrators and/or survivors and men as partners;
6. Organize training sessions for members of the defense and security corps, judges of the various jurisdictions, community leaders, leaders of CSOs and human rights organizations on national and international instruments for the protection of women's rights and girls and other vulnerable groups as well as on the gender perspective in the fight against GBV in times of peace, conflict and post-conflict
7. Set up and popularize toll-free emergency call numbers for reporting cases of SGBV on the one hand and for requesting psychological, medical, legal and social assistance and support on the other.

### **Objective 2: Promote better care for women and girls who are victims of GBV**

**Results:** The human, technical and material capacities of care units for survivors of sexual and gender-based violence (VSBG) established in hospitals are strengthened. The one-stop rehabilitation center for SGBV survivors is created and operational. Emergency call centers have been created in the twelve departments and are operational 24 hours a day, and the minimum system is operational at CAMEPS.

#### **Activities :**

1. Strengthen the technical and material capacities of SGBV survivor care units established in hospitals;
2. Create one-stop rehabilitation centers with four types of care: medical, psychological, legal and socio-economic for women and girl survivors of SGBV;
3. Implement :
  - a collective reparation fund for survivors of sexual abuse and rape
  - an assistance fund for SGBV survivors

4. Support the economic initiatives of SGBV survivors through the Support Fund for Income-Generating Activities (FAAGR) with a view to their social reintegration and empowerment;
5. Set up and implement a harmonized and operational system allowing access to justice integrating free access to medical certificates, care and protection of witnesses, as well as access to legal assistance for survivors /SGBV survivors;
6. Set up a minimum urgent system (DMU) at the central purchasing office for essential drugs and health products (CAMEPS) for the acquisition of post-rape kits.

## **Axis 5. Taking gender into account in humanitarian action, recovery and DDR**

### **Objective 1: Increase the involvement of women in decision-making bodies, humanitarian action, recovery and DDR**

**Results :** At least 80% of women and decision-makers in the 12 departments are trained and made aware of the importance of taking gender into account in decision-making spheres. At least 50% of women leaders are represented in high-level decision-making spheres of humanitarian action, recovery, DDR and the security sector.

#### **Activities :**

1. Organize awareness campaigns for women and decision-makers on the importance of the participation and representation of women in the decision-making bodies of humanitarian action, recovery and DDR;
2. Conduct strategic advocacy with decision-makers to take gender into account in the development and budgeting of management mechanisms for humanitarian action, recovery;
3. Train refugee and displaced women in the planning and implementation of humanitarian aid and recovery programs.

### **Objective 2: Mainstream gender in the protection of refugees, internally displaced persons and in humanitarian response efforts**

**Results :** The gender dimension is taken into account in all policies and strategies in humanitarian interventions and recovery. CSOs are trained in all policies and strategies for humanitarian interventions, recovery and master monitoring and evaluation tools.

#### **Activities :**

1. Revise the composition of the Mixed Joint Ad Hoc Commission (CAMP) (12 members, all male) as well as the dialogue committees in the Pool;
2. Conduct strategic advocacy with decision-makers to take gender into account in the development and budgeting of management mechanisms for humanitarian action, recovery ;
3. Train CSO leaders on peacebuilding;
4. Set up a monitoring body for the consideration of women's rights in humanitarian aid, transitional justice;
5. Put in place a mechanism and operational structures aimed at improving the physical security and protection of displaced girls and women;
6. Guarantee women's access to basic social services in conflict zones (health centre, school facilities, developed water point, etc. );
7. Analyze and correct compensation programs and the types of benefits intended for women to ensure that their economic rights are respected;
8. Involve and train members of CSOs in taking gender into account in the development of policies and strategies for humanitarian interventions, post-conflict reconstruction ;



**Objective 3:** Promote within security sector reform programs DDR programs that address the particular needs of women security officers, former combatants, and women and girls associated with armed groups.

**Results:** Specific provisions are made for the protection and reintegration of female ex-combatants in the post-conflict phase.

1. Create a fund for girls and women for peacebuilding and reconstruction and take gender into account in the reintegration of ex-combatants in DDR
2. Make specific provisions for the protection and reintegration of female ex-combatants in the post-conflict phase by reformulating the DDR
3. Set up a monitoring body to take women's rights into account in the DDR program
4. Conduct strategic advocacy with decision-makers to take gender into account in the development and budgeting of DDR plan management mechanisms
5. Assess and promote disarmament, demobilization and reintegration programs that have a gender perspective.

## VI. LOGICAL CONTEXT

<b>Pillar I: Coordination, financing and monitoring-evaluation of NAPA implementation</b>							
<b>Results: The Steering Committee, the National Coordination Committee and the Technical Secretariat are set up and are functional. The human, technical, material and institutional capacities of the organs and their members are strengthened.</b>							
Goals	Shares	Main activities	Indicators	Diary			Managers/ Actors
				4th T 2021	2022	2023	
Put in place coordination mechanisms for the implementation of the NAPA taking gender into account.	Establishment of the Steering Committee for the implementation of 1325	- Present the revised NAPA to the Cabinet Council; - Appoint CNC members by Decree and by Order the members of other bodies;	-Number of planned bodies that are operational				Primature MPFIFD
	Mobilization of funds	Organize a round table of donors, the private sector and the actors committed to financing the NAPA for the implementation of Resolution 1325	-Amounts pledged during the round table - Level of participation of partners				MPFIFD
		Develop, in collaboration with donors, the private sector and key players, a fundraising strategy (gala evenings, raffle, national fundraising campaign, etc.) to finance the activities of the Resolution's NAPA 1325	-Type of strategy to develop and implement for fundraising  -Number of partners involved				National Coordinating Committee (NCC) Technical Secretariat (ST)
	Strengthening the technical, material and institutional	Organize training for members of the bodies based on the respective missions	-Number and types of training provided for CNC members				CNC

	capacities of the National Coordinating Committee and other related bodies	Integrate NAPA Resolution 1325 objectives into action plans and sector budgets	-Number of policies and laws revised or initiated -Number of measures taken by the Government following the recommendations made				CNC
		Institutionalize the Gender Sector Group (GSG) and its Thematic Groups (GT)	Existence of GSG and WG meeting schedules				CNC
		Design an information module for decision-makers on the 1325	Type of information conveyed				CNC
		Train members of gender units and/or gender focal points on the integration of gender and Resolution 1325 into sectoral policies and programs	- Number of gender focal points trained - Number of units operational				CNC
		Set up a regular framework for exchange between specialists and partners of resolution 1325 at the national, regional and international level	- Existence of a calendar of meetings Operational - Number of exchange frameworks organized at different levels - Number of meetings held				CNC ST
		Identify and involve CSO leaders by theme for the	-5 operational CSOs are selected				CNC

		implementation of the four (4) pillars of the NAPA	- 2 to 3 people are retained by CSO				
		Set up and operationalize within the MPFIFD a permanent Executive Secretariat for the daily monitoring of the implementation of Resolution 1325	- Appointment and installation of the Executive Secretary from civil society - Existence of a permanent secretariat - Material and financial resources made available for the secretariat - Number of activity reports produced				CNC
	Dissemination of the pillars of the 1325	Organize forums and radio and television programs and production of media on the R1325	Number and type of programs by department				CNC ST
		Organize a permanent media campaign to popularize the NAPA of the R1325	-Number of supports produced and distributed  -Number of awareness campaigns on the 1325 -Number and type of media involved				CNC Communication cell min of communication
		Organize open days for the launch of the implementation of the NAPA of Resolution 1325	- number of administrative, political structures and women involved				CNC ST

		Train departmental trainers on the challenges of 1325 and the four pillars of the PANA	45 trainers from civil society and public administrations, including 15 in Brazzaville, 10 in Pointe-Noire, 2 per remaining department)				CNC ST
		Form sub-prefectural (districts) and municipal awareness pools on Resolution 1325	10 people (5 women and 5 men) per sub-prefecture				CNC ST
Effectively monitor and evaluate the NAPA		Develop and implement the NAPA Plan, strategies and monitoring-evaluation tools	Existence of a monitoring and evaluation plan				CNC ST
		Conduct a mid-term evaluation and a final evaluation of the implementation of the NAPA	Evaluation reports available				CNC ST

**Pillar II : Prevention of sexual and gender-based violence, protection and safety of women**

**Results: Girls' and women's protection mechanisms as well as those of holistic care for survivors are ensured.**

Goals	Shares	Main activities	Indicators	Diary			Managers/ Actors
				4th T 2021	2022	2023	
<b>2.1. Prevention of sexual and gender-based violence</b>							
		Create 10 advocacy and lobbying groups for the	- The law is passed and promulgated				ST CSOs

Protect all forms of violence against women, especially sexual and gender-based violence	Improvement of the legal system against SGBV	adoption of the law on gender-based violence.	- Number of application texts adopted and implemented				
		Advocacy with legal and judicial services to fight against impunity for perpetrators of SGBV	-Number of cases judged and punished -Number of texts revised <sup>[SEP]</sup> -Number of victims who obtained compensation for the harm suffered				ST CSOs
	Institutional, human and material capacity building	Strengthen and popularize special police units for the protection of women and girls against SGBV	-Types and number of operations carried out -Product reports				CNC ST
	Information, education and communication	Sensitize and educate community leaders, local administration actors, the population including particularly vulnerable groups, educational institutions; crafts , media and religious denominations on SGBV using approaches involving the testimonies of former perpetrators and/or survivors and men as partners	- Number of people made aware of SGBV by department and by socio-professional category -Number of sessions organized -Number of participants committed to supporting victims and getting involved in denouncing perpetrators				ST CSOs
	Training of population protection actors	Organize 12 training sessions for members of the defense and security corps, judges from different jurisdictions,	Number and profile of actors trained - -Number of training sessions organized				CNC

		community leaders, leaders of CSOs and human rights organizations on national and international instruments for the protection of women's rights and girls and other vulnerable groups as well as on the gender perspective in the fight against GBV in times of peace, conflict and post-conflict	-Number of male and female training participants -Number and profile of actors working in synergy in the care of victims of VSB				
	Creation of a database on SGBV	Carry out surveys on SGBV	-Number of surveys carried out - Type of data collected - Periodic state of play on SGBV				Research firm
<b>2.2 . Protection and safety of girls and women</b>							
Strengthen the capacity to listen, support and take care of survivors of SGBV		Create and/or strengthen the human, technical and material capacities of SGBV survivor care units located in hospitals	-Number of units created or reinforced -Type of reinforcement made -Number of survivors followed				Research firm
		Create and equip one-stop rehabilitation centers with four types of care: medical, psychological, legal and socio-economic for survivors of SGBV	-Number of centers created and equipped by department -Type and level of data collection and management on SGBV				Research firm

			<ul style="list-style-type: none"> <li>-Number of centers created and operational</li> <li>-Number of cases reported according to the form of violence</li> <li>-Type of assistance given to survivors</li> </ul>				
	Promotion of reparation of damages suffered by survivors of SGBV	Implement : <ul style="list-style-type: none"> <li>- a fund for the reparation of survivors of sexual abuse and rape</li> <li>- an assistance fund for SGBV survivors</li> </ul>	<ul style="list-style-type: none"> <li>- Existence of the legal text establishing the fund</li> <li>- Background available</li> <li>-Effective repair</li> <li>- -Number of survivors assisted</li> </ul>				COPIL CNC
Promote income-generating activities survivors _	Support for IGAs	Support the economic initiatives of SGBV survivors through the Income-Generating Activities Support Fund (FAGR) with a view to their social reintegration and empowerment	<ul style="list-style-type: none"> <li>-Number of GBV survivors who received support for IGAs</li> <li>-Types of support granted to survivors by locality</li> </ul>				CNC
Protecting survivors of SGBV	Improved protection for survivors of SGBV	Set up and implement a harmonized and operational system allowing access to justice including free access to medical certificates, care and protection of witnesses, as well as access to legal assistance for survivors /SGBV survivors	<ul style="list-style-type: none"> <li>-Number of SGBV victims resorting to justice in the best conditions of care</li> <li>- T ypes and quality of services offered free of charge to survivors of SGBV</li> <li>- % of SGBV survivors receiving integrated care</li> </ul>				Research firm



		Set up a minimum urgent system (DMU) at the central purchasing office for essential drugs and health products (CAMEPS) for the acquisition of post-rape kits.	-Number of Kits available -Number of survivors treated medically				COPIL CNC
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**Pillar III: Participation of women in peace and reconciliation processes and in post-conflict governance**

**Results: Women participate meaningfully in peace and reconciliation processes and hold decision-making positions in governance bodies at all levels**

Goals	Shares	Main activities	Indicators	Diary			Managers/ Actors
				4th T 2021	2022	2023	
Increase the participation and representation of women and girls in decision-making spheres	Advocacy and lobbying	Set up lobbies at CSO level to monitor and ensure compliance with the commitments made by the government in the context of the appropriation of resolution 1325.	-Number of groups created by CSOs -Number of actions carried out				CNC
	Capacity Building	Carry out an argument and form advocacy and pressure groups for the defense of the rights of women and girls and the adoption of the law on parity and conduct advocacy for	Number of topics covered				CNC

		the adoption and publication of the revised texts, in particular the five codes (criminal code, criminal procedure code, civil code, civil procedure code and family code					
		Train women and girls in prevention, conflict resolution and peacekeeping.	# of women trained and involved in peace and security issues				CNC
		Train CSO leaders on peacebuilding	Number of leaders trained and operational				CNC
Set up an early warning system on violations of the rights of women and <b>girls</b>	Collection and analysis of gender-sensitive data	Create an operational unit within the MPFIFD specifically responsible for managing data on violations of the rights of women and girls	Number of actions taken by the Government following recommendations made				CNC
		Establish a database presenting statistics on reported violations of the rights of women and girls	Number of reported cases				CNC
		Conduct surveys with the competent structures (Defence and Security Forces, Courts; competent civil society organizations	Number of cases monitored				CNC CSOs
		Train women in negotiation and mediation	Number of women trained and operational				CNC

		Create and support the network of women mediators	Existence of the women's network				CNC CSOs
		Conduct a quantitative and qualitative study on women and produce national directories of women's skills by field of intervention/sector of activity	Number of directories created				CNC
	Strengthening the capacities of women in politics and leadership	Train women and girls in politics and leadership	Number of women trained by department				CNCY CSOs
Strengthen the institutional, legal and social environment conducive to gender mainstreaming in conflict prevention and management	Instrument Tracking	Monitor the implementation of regional instruments relating to women's rights, peace and security	-Number of reports produced - Number of actions taken by the Government following recommendations made				CNC CSOs
		Carry out gender analysis of policies and texts in the field of peace and security	# of policies and laws revised or initiated				CNC CSOs
Increase the increased representation and effective participation of women in formal and informal peacekeeping operations and in peace negotiations	Collection of data on the involvement of women in working life in each department	Develop and implement a strategy to motivate women to take an interest in public life	- Strategy developed and implemented - Number of actions carried out - Number of women who responded to calls from the MPFIFD and civil society				ST CSOs

		Establish a quantitative and qualitative database of women at the departmental level	Existence of a database by sector / position				ST CSOs
		Create a database of women in high-level positions	Number of women in senior positions				ST
		Encourage female candidates in mediation and negotiations between belligerents	Number of women engaged in peacekeeping missions				CNC CSOs
		Conduct advocacy for the consultation of women and women's groups in the context of the preparation and discussion of peacekeeping missions and civilian crisis management missions.	- % of women who participate in consultations - Type of position held by women				CNC CSOs
Strengthen the increased representation and effective participation of women in national and local governance bodies, as citizens, elected officials or decision-makers	Collecting data on the participation of women in political life	Constitute a database on the effective participation of women in political life	- % of women with the right to vote who are registered on the electoral lists - % of women registered on the electoral lists who actually vote - % of women candidates in legislative, local and senatorial elections				ST CSOs
		Egalitarian positioning between men and women	Revise the composition of the Mixed Joint Ad Hoc				CNC CSOs

			Commission (CAMP) (12 members, all male) as well as that of the Dialogue Committees in the Pool				
	Status of civil society organizations	Identify women's associations and organize the general directory of all women's associations by department	Number of operational CSOs				ST CSOs

<b>Pillar IV. Recovery and reconstruction</b>							
<b>Results: Women and girls are agents of change, their specific needs are taken into account and their human security is ensured in crisis situations.</b>							
Goals	Shares	Main activities	Indicators	Diary			Managers/ Actors
				4th T 2021	2022	2023	
<b>4.1. Humanitarian action and recovery</b>							
Increase the involvement of women in decision-making bodies, humanitarian action, recovery	Reinforcement of communication actions	Organize awareness campaigns for women and decision-makers on the importance of the participation and representation of women in decision-making bodies in humanitarian action, recovery	Number of awareness campaigns organized Number of women and decision-makers sensitized Number of women in decision-making bodies in humanitarian action, recovery				CNC ST CSOs
		Conduct strategic advocacy with decision-makers to take gender into account in the development and budgeting of management mechanisms for humanitarian action and recovery	The ratio of women to men in high-level decision-making bodies in the security sector, humanitarian aid, recovery				CNC CSOs
Considering gender in the protection of refugees, displaced persons and in	Consideration of women's rights, access to education and health services for displaced women	Set up a monitoring body for the consideration of women's rights in humanitarian aid, transitional justice	The existence of the operational monitoring body				CNC CSOs
	Physical protection of displaced girls and women	Put in place a mechanism and operational structures to improve the	% of women benefiting from security and protection measures				CNC CSOs

humanitarian response efforts		physical security and protection of girls and women in humanitarian situations					
		Ensure that women are taken into account in these mechanisms and management bodies for the various actions	Presence of women in the justice and security sectors in conflict-affected areas				CNC CSOs
		Guarantee women's access to basic social services in conflict zones : education, health, information, etc.	% of women with access to basic social services in conflict zones				CNC CSOs
		Analyze and correct compensation programs and types of benefits for women to ensure respect for their economic rights	Number and percentage of women and girls receiving benefits under compensation programs, and type of benefits				CNC CSOs
		Involve and train members of CSOs in taking gender into account in the development of policies and strategies for humanitarian interventions, post-conflict reconstruction	Number of CSOs trained and operational				CNC CSOs

#### 4.2. Disarmament, demobilization and reintegration of ex-combatants

Increase the involvement of women in decision-making bodies in the implementation of DDR	Integration of the gender approach	Make specific provisions for the protection and reintegration of female ex-combatants in the post-conflict phase	Monitoring and evaluation reports of the reintegration of ex-combatants				COPIL
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		Carry out strategic advocacy with decision-makers to take gender into account in the development and budgeting of DDR programs	The ratio of women to men in high-level decision-making bodies in DDR programs			CNC CSOs
		Assess and promote disarmament, demobilization and reintegration programs that have a gender perspective	Number and percentage of female former combatants associated with armed forces or groups receiving benefits under DDR programs			CNC
		Promote within security sector reform programs DDR programs that address the particular needs of women security officers, former combatants, and women and girls associated with armed groups	Existence of DDR programs in SSR programs that take gender into account .			COPIL



## VII. ESTIMATED BUDGET OF ACTIVITIES

Numbers	Activities	Estimated budget (in CFA)			
		4th T2021	2022	2023	Total cost
<b>PILLAR I: COORDINATION, FINANCING AND MONITORING-EVALUATION OF THE IMPLEMENTATION OF THE PAN</b>					
1	Organize a round table of donors, the private sector and the actors involved in financing the NAP for the implementation of Resolution 1325	15,000,000			15,000,000
2	Organize training for members of bodies based on their respective missions		50,000,000		50,000,000
3	Review/develop sectoral policies (SP) by integrating the objectives of Resolution 1325, monitor the review process, and implementation		50,000,000		50,000,000
4	Train members of gender units and gender focal points on mainstreaming gender and Resolution 1325 into sectoral policies and programs		50,000,000		50,000,000
5	Identify and involve CSO leaders by theme for the implementation of the four (4) pillars of the NAP	30,000,000			30,000,000
6	Set up and operationalize within the MPFIFD a permanent Executive Secretariat for the daily monitoring of the implementation of Resolution 1325	10,000,000			10,000,000
7	Organize forums and radio and television programs and production of media on the R1325	20,000,000	40,000,000	40,000,000	100,000,000
8	Organize a permanent media campaign to popularize the R1325 NAP	20,000,000	20,000,000	20,000,000	60,000,000
9	Organize open days for the launch of the implementation of the NAP of Resolution 1325	10,000,000	20,000,000		30,000,000
10	Train the members of the departmental trainers on the issues of 1325 and the four pillars of the PAN		50,000,000		50,000,000
11	Train sub-prefectural (districts) and municipal awareness pools on Resolution 1325 and Peace and Security issues and its NAP		100,000,000		100,000,000

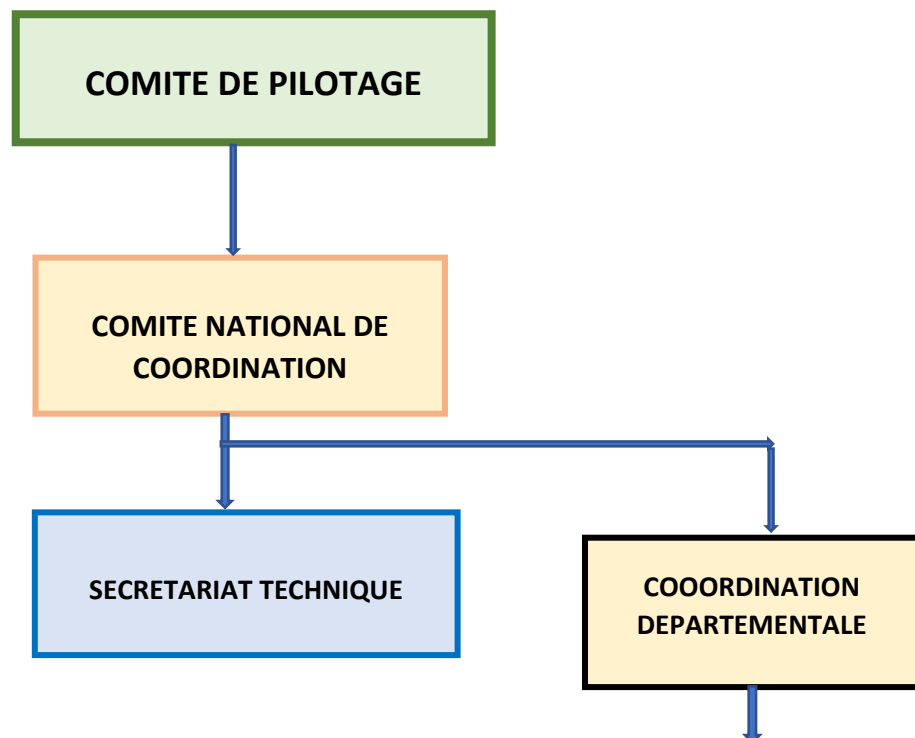
12	Develop and implement the NAP Plan, strategies and monitoring-evaluation tools	15,000,000	30,000,000		45,000,000
13	Conduct a mid-term evaluation and a final evaluation of the implementation of the NAP		20,000,000	30,000,000	50,000,000
14	<b>Pillar 1 subtotal</b>	<b>120,000,000</b>	<b>430,000,000</b>	<b>90,000,000</b>	<b>640,000,000</b>
<b>PILLAR II: PREVENTION OF SEXUAL AND GENDER-BASED VIOLENCE, PROTECTION AND SAFETY OF WOMEN</b>					
<b>2.1. Prevention of sexual and gender-based violence</b>					
1	Strengthen and popularize special police units for the protection of women and girls against SGBV	20,000,000	40,000,000	60,000,000	120,000,000
2	Sensitize and educate community leaders, local administration actors, the population including particularly vulnerable groups, educational institutions; crafts, the media and religious denominations on the	0	65,000,000	65,000,000	130,000,000
3	Organize 12 training sessions for members of the defense and security corps, judges from different jurisdictions, community leaders, leaders of CSOs and human rights organizations	0	100,000,000	100,000,000	200,000,000
4	Collect data on SGBV	0	20,000,000	30,000,000	50,000,000
	<b>Violence prevention sub-total</b>	<b>20,000,000</b>	<b>225,000,000</b>	<b>255,000,000</b>	<b>500,000,000</b>
<b>2.2. Protection and safety of girls and women</b>					
1	Create and/or strengthen the human, technical and material capacities of SGBV survivor care units located in hospitals	0	20,000,000	30,000,000	50,000,000
2	Create and equip one-stop rehabilitation centers with four types of care: medical, psychological, legal and socio-economic for survivors of SGBV	0	400,000,000		400,000,000
3	Implement : - a collective reparation fund for survivors of sexual abuse and rape - an assistance fund for SGBV survivors	0	200,000,000		200,000,000
4	Support the economic initiatives of SGBV survivors through the Income-Generating Activities Support Fund (FAGR) with a view	0	150,000,000	300,000,000	450,000,000

	to their social reintegration and empowerment				
5	Set up and implement a harmonized and operational system allowing access to justice integrating free access to medical certificates, care and protection of witnesses, as well as access to legal assistance for survivors /SGBV survivors	0	60,000,000		60,000,000
	<b>Sub - subtotal protection</b>	0	<b>830,000,000</b>	<b>330,000,000</b>	<b>1,160,000,000</b>
	<b>Subtotal Pillar II</b>	<b>20,000,000</b>	<b>1,055,000,000</b>	<b>585,000,000</b>	<b>1,660,000,000</b>
<b>PILLAR III: PARTICIPATION OF WOMEN IN PEACE AND RECONCILIATION PROCESSES AND IN POST CONFLICT GOVERNANCE</b>					
1	Make a quantitative and qualitative database of women at the departmental level		60,000,000		60,000,000
2	Create a database of women in high-level positions		15,000,000		15,000,000
3	Study on the presence of women from civil society in peace negotiations		25,000,000		25,000,000
4	Encourage female candidates for peacekeeping missions.	5,000,000			5,000,000
5	Advocate for the consultation of women and women's groups in the preparation and discussion of peacekeeping missions and civilian crisis management missions.		10,000,000		10,000,000
6	Make a database on the effective participation of women in political life		20,000,000		20,000,000
7	Identify women's associations and organize the general directory of all women's associations by department	30,000,000			30,000,000
8	Conduct a study to identify the particular problems and needs of women.	25,000,000			25,000,000
9	Establish a database presenting statistics on reported violations of the rights of women and girls		5,000,000		5,000,000
10	Conduct surveys with the competent structures (Defence and Security Forces, Courts; competent civil society organizations		30,000,000		30,000,000

11	Train women in negotiation and mediation		50,000,000		50,000,000
12	Create and support the network of women mediators		20,000,000		20,000,000
13	Conduct a quantitative and qualitative study on women and produce national directories of women's skills by field of intervention/sector of activity		60,000,000		60,000,000
14	Train women and girls in politics and leadership	50,000,000			50,000,000
15	Train women and girls in prevention, conflict resolution and peacekeeping.		50,000,000		50,000,000
16	Monitor the implementation of regional instruments relating to women's rights, peace and security		25,000,000		25,000,000
17	Carry out gender analysis of policies and texts in the field of peace and security		15,000,000		15,000,000
	<b>Subtotal Pillar III</b>	<b>110,000,000</b>	<b>385,000,000</b>		<b>495,000,000</b>
<b>PILLAR IV. RECOVERY AND RECONSTRUCTION</b>					
1	Organize awareness campaigns for women and decision-makers on the importance of the participation and representation of women in decision-making bodies in humanitarian action, recovery		120,000,000		120,000,000
2	Strategic advocacy with decision-makers to take gender into account in the development and budgeting of management mechanisms for humanitarian action, recovery and DDR		15,000,000		15,000,000
3	Train CSO leaders on peacebuilding		50,000,000		50,000,000
4	Analyze and correct compensation programs and types of benefits for women to ensure respect for their economic rights		20,000,000		20,000,000
5	Involve and train members of CSOs in taking gender into account in the development of policies and strategies for humanitarian interventions, post-conflict reconstruction		50,000,000		50,000,000
6	Assess and promote disarmament, demobilization and reintegration programs that have a gender perspective		25,000,000		25,000,000

7	Promote within security sector reform programs DDR programs that address the particular needs of women security officers, former combatants, and women and girls associated with armed groups		25,000,000		25,000,000
	<b>Pillar IV subtotal</b>		<b>305,000,000</b>		<b>305,000,000</b>
	<b>Total cost of activities</b>	<b>250,000,000</b>	<b>2,175,000,000</b>	<b>675,000,000</b>	<b>3,100,000,000</b>

### VIII. Institutional framework for the implementation of the NAPA



The implementation of the "*Women, Peace and Security*" Agenda in the short, medium and long term presupposes the full commitment of all the stakeholders, in particular the government, the parliament, the high institutions of the Republic, the local authorities, the development partners, civil society and populations.

The achievement of this objective is conditioned by:

- The convergence of sectoral interventions for a better synergy of action;
- The preparation of a standardized database on the involvement and participation of women in decision-making spheres at all levels;
- The training of health workers, police and gendarmerie personnel in the field of reception and advice to survivors of SGBV;
- The annual production of reports on the level of implementation of R1325 for the attention of all stakeholders;
- The effective involvement of civil society and audiovisual media to better convey messages and interventions related to R 1325;
- Harmonization of NGO intervention tools and mechanisms
- The development of monitoring-evaluation indicators that take into account local realities and values;
- Advocacy with partners for financial support focused more on sustainability than on the economic situation;
- Sharing the action plan with departmental actors with a view to appropriation through validation workshops;
- The creation of a departmental device for Monitoring and evaluation of the directives of the plan under the authority of the Prefect;
- The design of a transversal communication strategy around the NAPA;
- The availability of adequate budget allocations.

The institutional framework comprises five (5) levels, namely: the Steering Committee, the National Coordination, the Technical Secretariat, the Departmental Coordination, the R 1325 Unit

### **8.1. Steering committee**

The Steering Committee (COPIL) is the coordination, orientation, consultation and decision-making body. It is chaired by the Prime Minister, Head of Government. The Steering Committee is also responsible for mobilizing the resources needed to implement the NAPA. It meets twice a year to examine and validate the reports and the half-yearly and annual budgeted work plans presented by the MPFIFD.

The COPIL is made up of all the sectoral ministries having a link with human rights in general and GBV in particular. These include the ministries:

- , which provides legal and judicial assistance to survivors and ensures the effective application of the texts in force;
- Finance, which manages the State budget;
- security and public order (Police and Gendarmerie) which ensures the safety of survivors;
- of Defense (National Army)) which ensures compliance with international standards in situations of conflict and humanitarian emergencies;
- Health which provides medical care for survivors of SGBV;

- to convey information on the themes;
- Social Affairs which assists vulnerable people through the “ Lisungi ” and “ Telema ” project;
- pre-school, primary, secondary and higher education that fight against gender stereotypes and violence in schools and universities. They inform and sensitize learners and teaching staff on the consequences of GBV and the culture of peace;
- , which sensitizes the population on harmful social practices with a view to behavior change;
- Youth which raises awareness among young people and adolescents on issues of non-violence, gender representation at all levels;
- of Women, which coordinates the implementation of the NAPA through the National Gender Policy.

## 8.2. National Coordinating Committee

The National Coordination Committee (NCC) is ensured by the MPFIFD as an executing body within the Steering Committee. The CNC is assisted by a Technical Secretariat . It meets once every quarter.

The CNC is responsible for planning in all sectors of national life and ensures that the gender component is taken into account in their policies. It also ensures the achievement of results by the various national and international partners according to the means declared committed. Moreover, it undertakes, despite the difficult situation, to mobilize the resources necessary for the implementation of the NAPA.

Under this coordination, the national and international partners involved in the implementation of the NAPA are invited to develop programs and projects registered according to their specific area of intervention.

### Award

The National Coordinating Committee:

- Ensures the coordination, monitoring and evaluation of the activities included in the NAPA of other institutions and entities of its implementation;
- Forges a strong and effective partnership with stakeholders;
- Provides technical support to NAPA implementation actors;
- Collects and validates the reports of the speakers and updates the database relating to the themes;
- Plan the capacity building of stakeholders;
- Oversees the preparation of achievement reports for the government and national and international support partners;
- Serves as an interface for all forms of support or negotiation both nationally and internationally as a representative of the State;
- Prepares the project documents resulting from the negotiations.

### Composition

The National Coordinating Committee is made up of:

- Representatives of the ministries members of the Steering Committee;
- Representatives of Civil Society Organizations (CSOs) who support the Government in the implementation of the NAPA;
- Technical and Financial Partners (TFP) who provide their technical and financial support in the implementation of the NAPA;
- Knowledgeable from the different sectors who bring their expertise on the methodological level relating to data collection, information, education and

communication (IEC), communication for behavior change (BCC), support and decision-making. in charge of survivors and perpetrators of violence.

In addition, the CNC sets up a monitoring-evaluation mechanism within the technical secretariat which is based on the annual work plans drawn up at the national, sectoral, departmental, municipal and district levels with a view to ensuring their harmonious implementation, early detection of any malfunctions and, if necessary, making readjustments. The monitoring-evaluation actions will be carried out at regular intervals to be determined by the National Coordination. The principles of Results-Based Management (RBM) and the human rights-based approach to programming will guide monitoring and evaluation.

At each level of implementation, it is imperative for all bodies to internalize the approach based on the transversality of actions for the exclusion of women. The fight for a strong representation of women and their involvement in the management of the city is not the responsibility of the only mechanism in charge of the Promotion and Integration of women but of all the actors who must integrate it. in all their programs and projects regardless of the area of intervention and the target population.

### **Tracking**

The monitoring plan is established according to the strategic framework adopted, making it possible to identify the strategic axes, the activities, the results in the implementation of the activities, the indicators, the targets, the persons in charge of the execution of the activities as well as the budget and the deadline.

The NAPA monitoring mechanism comprises two components which cover the monitoring of actions, administrative monitoring and programmatic and technical monitoring of the resources allocated for this purpose and the evaluation of the impact of actions on the populations concerned.

*Administrative follow* : The administrative follow-up is done at the level of the Coordination (national and departmental) and the coordination of the Agencies of the United Nations system. It includes: (i) the administrative coordination of the actions of the action plan; (ii) administrative monitoring of the execution of actions by the sectoral technical directorates of the ministries that are members of the Steering Committee. This administrative follow-up must produce quarterly reports and propose adjustments, improvements to be made and new impetus to be given to the NAPA.

*Programmatic and technical monitoring* : This monitoring must fulfill two missions: (i) monitoring the execution of actions planned, undertaken and the resources allocated for this purpose; (ii) monitoring of impact assessment. The R1325 Focal Point oversees the production and publication of progress reports or quarterly supervisions, as well as a technical and financial report to be transmitted to the Coordination and to the UNSC .

### **Evaluation.**

NAPA evaluation activities are planned during the period end of 2021 until 2023 for a value judgment on the results, progress and use of resources. There will be three main types of assessment:

- *Annual assessment through the annual review* . This step consists in coordinating all the actors in order to contribute in the decision-making process for improvements or adaptations of the NAPA to the current socio-political and cultural context;
- *Mid-term evaluation*. This involves establishing the medium-term situation of the NAPA implementation plan through the analysis of indicators, blocking factors and risk factors for possible readjustments.
- *Final evaluation*. This activity consists of taking stock of the achievements and progress made at the end of the implementation of the NAPA implementation plan.



For the relevance and reliability of the results, the use of mechanisms and tools evaluation is required. For the mechanisms, the evaluators will base themselves on the holding of the annual evaluation meeting; mid-term evaluation meetings (quarterly or half-yearly); departmental coordination meetings; Unit meetings.

As for the tools, these are: the national evaluation report ( quarterly, half- yearly, annual); the mid-term evaluation report; periodic activity reports.

### **Reporting**

Reporting allows for accountability as well as communication of information on the progress of the NAPA . In this framework , these reports could be presented every three or six months... The data collected will be analyzed over time to determine trends, problems, as well as best solutions and practices. These reports will be distributed to all stakeholders including communities and local authorities. In addition, an annual report will be produced, taking into account the recommendations in this area aimed at improving the implementation of the NAPA

### **8.3. Technical Secretariat**

The Technical Secretariat (ST) is the CNC executing body and is headed by the Gender **Focal Point** appointed by the MPFIFD. It meets once a month.

The Technical Secretariat:

- consolidates the annual work plan;
- draws up half-yearly and annual activity reports;
- prepares the meetings of the national coordination committee and the Steering Committee;
- makes the minutes of the meetings of the National Coordination;
- monitors the implementation of decisions taken by the CNC ,
- Provides secretarial support

The Technical Secretariat is made up of:

- of the Focal Point R1325
- of civil society;
- the Attaché for the Advancement of Women;
- the Director for the Advancement of Women;
- of the representative of youth organizations

### **8.4. Departmental Coordination**

Departmental coordination is ensured by the Prefect assisted by the Departmental Director for the Advancement of Women who coordinates the departmental technical secretariat. It has, at a reduced level, the same attributions as the CNC. It meets once every quarter.

She is made of :

- Administrator Mayor of the urban community;
- Departmental directors of the ministries members of the Steering Committee;
- Representatives of Civil Society Organizations (CSOs) in the Department;
- Technical and Financial Partners (PTF);
- Knowing.

## **8.5. R1325 units**

The R1325 Units will be established in the districts and communes and are chaired by the Heads of districts, the Mayors of the communes or Administrators Mayors of arrondissements and medium-sized communes. They have, at a more reduced level, the same attributions, the same composition as the departmental coordination . They meet once a month.

## **8.6. Partnership and resource mobilization**

### **8.7.1. Partnership**

The MPFIFD emphasizes and recognizes the importance of partnership between public authorities, United Nations system agencies, other development partners and civil society organizations. With regard to NAPA, the coordination of United Nations agencies, in collaboration with other development partners, has been providing constant support to the government for several decades on the National Gender Policy (PNG), gender-sensitive budgeting (BSG) , the implementation and monitoring of CEDAW, the political participation of women, the reduction of the feminization of poverty through multiple supports.

NAPA proposes the following orientations within the framework of the partnership:

- The partnership with the United Nations System for the search for expertise, capacity building and the mobilization of financial resources set up within the framework of the special fight fund;
- a partnership with the private sector (large companies, employers' and professional organisations, corporate foundations) to support actions to combat GBV in all sectors.

### **8.7.2. Funding mechanism**

The Ministry for the Promotion of Women and the Integration of Women in Development should benefit from a state operating budget and other sources of funding.

The Secretariat should have financial autonomy . Its budget would include : subsidies and/or liberalities (donations) which could be paid to it by public or private, national or international bodies, aid funds granted by partners, and all other resources, in accordance with the regulations in force.

The advocacy strategy will be widely used in the form of the organization of round tables, with the participation of potential support partners such as international organizations established in Congo and private sector companies .

The search for new partners at the international level should not be neglected. For this, affiliation to international organizations and networks is highly recommended. The existence of the website on the fight against gender-based violence will facilitate actions to seek technical and financial support because the actions carried out will be visible

## **IX. Constraints and risks**

Constraints and risks are endogenous in nature. The cross-cutting nature of the theme, with a tendency towards reluctance or even refusal of its integration into sectoral programs by some decision-makers, constitutes an obstacle to achieving the objectives.

Similarly, the participatory approach assumes the involvement of all members to take ownership of the actions of the various NAPA actions. Strengthening the capacities of actors at all levels, inspiring change in practices and behaviors, breaking the silence, denouncing the perpetrators of violence and banishing impunity are risk factors.

The other risk factors could be the persistence of violence against girls and women, the non-application of the sanctions provided for by the texts against the perpetrators of violence, the weak political will to adopt democratic and egalitarian governance man Woman.

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