

**Republic of Rwanda**



**National Action Plan 2009-2012**

**The United Nations Security Council Resolution 1325/2000  
on Women, Peace and Security**

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## A. ACRONYMS AND ABBREVIATIONS

CCM:	Center for Conflict Management
CEDAW:	Convention on the Elimination of all forms of Discrimination Against Women
CLADHO:	Collectif des Ligues et Associations de Défense des Droits de l'Homme (Human Rights Umbrella Organization)
CNDH:	National Human Rights Commission
CNF:	National Women Council
CNJ:	National Youth Council
CNLG:	National Commission for the Fight against Genocide
CNUR:	National Unity and Reconciliation Commission
CP:	Steering Committee
CSNU:	United Nations Security Council
EDPRS:	Economic Development and Poverty Reduction Strategy
FAS :	Women Africa Solidarity
FFRP :	Forum of Rwandan Women Parliamentarians
GBV :	Gender Based Violence
MIGEPROF:	Ministry of Gender and Family Promotion
MINADEF:	Ministry of Defence
MINAFFET:	Ministry of Foreign Affairs
MINALOC:	Ministry of Local Administration
MNC/CIGL:	National Coordination Mechanism/Great Lakes International Conference
MINEAC:	Ministry of the East African Community
MINECOFIN:	Ministry of Finance and Economic Planning
MINEDUC:	Ministry of Education
MINIJUST:	Ministry of Justice
MININFRA:	Ministry of Infrastructure
MININTER:	Ministry of Internal Security
MINISANTE:	Ministry of Health
MINI RENA:	Ministry of Natural Resources
NURC :	National Unity and Reconciliation Commission
NGO :	Non Government Organization
PAN :	National Action Plan
PFTH :	Pro Femmes/Twese Hamwe
RALGA:	Rwanda Association of Local Government Authorities
RDRC:	Rwanda Demobilization and Reintegration Commission
SNJG :	National Gacaca Jurisdictions Service
UA :	African Union
UNIFEM:	United Nations Women Development Fund
UNR :	National University of Rwanda,

## **B. INTRODUCTION**

The aim of the 1325 Resolution adopted by the United Nations Security Council in October 2000 is to protect women and girls during and after armed conflicts and to fully involve women in conflict prevention, management and resolution, peace building and reconciliation. The resolution emphasizes women's role and position in all decisions relating to peace and security. This first action plan will create an appropriate framework for the implementation of the Resolution. Before adoption of the Resolution and elaboration of a related plan of action, many achievements were registered by Rwanda as highlighted below due to good governance and political will that has characterized the Government of Rwanda.

**In this regard, Government worked hard to rehabilitate the country that was devastated by the Genocide perpetrated against Tutsi in 1994.**

Women contributed significantly in implementation of various strategies devised in order to restore unity and reconciliation among Rwandans. These strategies include but are not limited to:

### **a. Institutional Mechanism**

Public, private and civil machineries were put in place such as:

- Ministry of Gender and Family Promotion;
- National Women's Council from grassroots to national level;
- Office of Ombudsman;
- National Unity and Reconciliation Commission;
- National Human Rights Commission;
- Gender Monitoring Office;
- Umbrella of women's association /Profemmes – Twese Hamwe;
- Chamber of Women Entrepreneurs;
- Forum of Rwanda Women Parliamentarians, etc;

### **b. Legal Framework**

- The Rwandan Constitution of June 4<sup>th</sup>, 2003 as amended to date respects the gender principle especially in its Article 9.4 whereby at least 30% of posts in decision making organs are granted to women to ensure equality between men and women. In addition, the principle of gender equality is a cross cutting issue in all laws, policies, programs and projects.
- Domestication of international treaties through Article 190 of the Rwandan Constitution of June 4<sup>th</sup>, 2003 as amended to date;
- Amendment of discriminatory laws
- Initiation of new laws which are gender sensitive such as Law on matrimonial regimes, liberalities and inheritance, Law preventing and punishing all forms of gender based violence;
- Translation into national language (Kinyarwanda) and dissemination of Resolution 1325 at all levels.

### c. Social welfare

- Psychosocial, legal, economic and medical support to women survivors of rape during the 1994 Genocide against Tutsi;
- Gender based Violence survivors are supported through a combination of aid and assistance including but not limited to legal, medical, economic and psychosocial support from ISANGE one stop centre;
- Anti Gender Based Violence Committee and Child Protection Committees have been put in place from grassroots to National level;
- Refugee camps are protected and their security is ensured;
- A Fund was set up to assist Genocide survivors (FARG), the majority of which are women, to pay orphans' school fees, to promote shelter building for homeless genocide survivors, to support income generating activities;
- Existence of girls' education policy;
- Free nine year - basic education.

### d. Decision Making

A quota of at least 30 % recognized by the Rwandan Constitution is respected in most decision-making organs, top officials and civil servants.

**The table below highlights some of the statistics in various public institutions in May 2010.**

<b>Institution / Positions</b>	<b>Participation rate of women</b>
Parliament (Senate)	35 %
Parliament (lower chamber)	56 %
Government (Ministers & Ministers of State)	30 %
Permanent Secretaries	50 %
Supreme Court (judges)	42 %
High Court of the Republic (judges)	70 %
Gacaca (judges - Inyangamugayo)	35 %
Governor of Province + Kigali City	20 %

#### **e. Unity and Reconciliation**

- Establishment of the National Unity and Reconciliation Commission
- Establishment of the Gacaca Jurisdictions;
- Existence of joint associations of Genocide survivors and released perpetrators who confessed their role in Genocide;
- Establishment of unity and reconciliation clubs within the community, secondary schools and higher learning institutions.

#### **f. Peace and Security**

- During the insurgency period in the Northern and Western Provinces, women were at the forefront in denouncing infiltrators, some of which being their close relatives, hence contributing to restoring and maintaining security in the country.
- Women continue to play their role to strengthen peace and security at the national, regional and international levels through their involvement in Rwanda National Police, National Defense Forces and various peace keeping missions;
- Adoption of various protocols on security, stability and development in the Great Lakes Region;
- Establishment of a Secretariat for International Conference on the Great Lakes Region in Rwanda.

#### **g. Economic Empowerment**

- Women investment funds were put in place to help women with low income access loans in order to implement income generating activities;
- Duterimbere, People's Bank for Women Promotion, have a major role in training women in entrepreneurship, saving, credit and creation of cooperatives;
- Women capacity building and empowerment at community level.

### **GOOD PRACTICES**

- Adoption of a National Gender Policy
- Consideration of domestic violence as human rights violation;
- Establishment of Gender Desks within the Ministry of Defence, and the National Police. These two institutions involved in keeping security are now more sensitive to gender issues thanks to this new mechanism;
- Establishment of community policing committees at the grassroots' level;
- Establishment of Free Hotline telephones in National Police, Ministry of Health, Ministry of Defence and Prosecution Offices among others to facilitate easy reporting on violence;
- The gender desk staff in the Ministry of Defence/Rwanda Defence Forces and National Police is composed of men and women;
- Men engaged approach in fighting gender based violence;

- Directors of Planning in Ministries have been appointed as "gender focal points" in their respective ministries by the Prime Minister's instruction;
- Initiation of Gender Budgeting Response Program which is run in partnership with the Ministry of Finance and Economic Planning and Ministry of Gender and Family Promotion;
- Existence of gender sensitive legal framework;
- High number of women in various decisions making organs;
- Establishment of a mechanism in charge of holding all institutions accountable to gender mainstreaming and fighting Gender Based Violence and injustice;
- The collaboration of MIGEPROF with Civil Society in gender promotion. They are together quite often in international missions, share information, are always in contact for joint activities and jointly organize conferences.

## CHALLENGES AND WAY FORWARD

Despite many achievements highlighted above, there are still a number of challenges that need to be addressed.

No	Challenges	Way Forward
1	Many stakeholders lack appropriate framework for their interventions and this does not contribute to efficient follow-up and evaluation process;	To put more efforts in dissemination of international and national commitments
2	Women are still few in National Police, Army and peace keeping missions;	Advocate for increase of women in National Police, Defence Forces and peace keeping missions
3	Lack of 1325 UN Resolution action plan	Elaboration of a plan of action for the Resolution for its implementation
4	Genocide ideology still persists	More involvement of women in the fight against Genocide ideology
5	Feminization of poverty	Reinforce economic empowerment of women
6	Persistence of cultural barriers to women's rights	Continue awareness campaigns on laws and international conventions for women's rights

These challenges will be addressed in this action plan to be implemented by various stakeholders.

### **C. PROCESS OF THE NATIONAL ACTION PLAN DEVELOPMENT**

Development of action plan for implementation of the 1325 Resolution in Rwanda started with a baseline study which highlighted main achievements since 1994 and the current challenges concerning women's role in conflict management. The process of its elaboration of the action plan was participatory led by the Ministry of Gender and Family Promotion (MIGEPROF) in collaboration with different stakeholders from public, private, civil society institutions and United Nations Agencies.

This process involved a number of workshops which enabled the participants to contribute to the elaboration of the action plan and its validation. This action plan is in line with the «Economic Development and Poverty Reduction Strategy (EDPRS) 2008-2012.

A Steering Committee was established with the mandate to follow up the implementation of the above action plan. It is composed by the following institutions:

- 10 Ministries: MIGEPROF, MINAFFET, MINADEF, MINEAC, MININTER, MINALOC, MINECOFIN, MINIJUST, MINEDUC, MINISANTE,
- Forum of Rwandan Women Parliamentarians
- Pro Femmes/Twese Hamwe
- National Women Council
- Umbrella Human Rights Associations (Collectif et Ligue des Associations des Droits de l'Homme -CLADHO)
- National Unity and Reconciliation Commission
- National Human Rights Commission
- Rwanda Demobilization and Reintegration Commission
- Center for Conflict Management/ National University of Rwanda -UNR
- Center for Conflict Management / CCM
- United Nations Women Development Fund
- National Coordination Mechanism/Great Lakes International Conference
- Gender Monitoring Office
- The Media High Council

The Steering Committee is chaired by a Board made up of:

- Chairperson: Minister of Gender and Family Promotion;
- First Deputy Chairperson: Ministry of Foreign Affairs;
- Second Deputy Chairperson: Ministry of Defence;
- Third Deputy Chairperson: Forum of Rwandan Women Parliamentarians;
- Secretariat: Pro Femme/Twese Hamwe.

The participants who discussed the 1325 UN Resolution and the elected committee did the follow up of the whole action plan development process. They met several times to validate the findings of the baseline study and to identify the main priorities of the action plan. The Steering Committee thought that participants should have a common understanding of peace and security concepts. Various presentations



and discussion sessions were organized within the Ministry of Defence around these two concepts as well as interpretation of 1325 Resolution in the Rwandan context.

This first action plan is subdivided into five priority components. The first priority relates to prevention of violence and conflicts. There are four activities namely dissemination of national and international laws dealing with women's rights, revision of discriminatory laws in the Rwandan legislation, identification of discriminatory practices and adoption of strategies to address these challenges, the follow-up of the process leading to ratification of international laws and conventions and adoption of Rwandan laws.

Protection of women's rights and taking into account the special needs of women are part of the second component. Activities relating to training of peace keeping and security forces on humanitarian international law and the fight against gender based violence are planned. Emphasis will be put on setting up community services where young girls will be protected against violence, legal and psychosocial assistance for gender based violence victims, especially victims of domestic violence, will be ensured.

The third component suggests activities in line with reinforcement of women's participation in decision making matters relating to peace and security, higher positions where women's participation is below 30% as mentioned in the Constitution of June 4, 2003. Reinforcement of partnership and creation of a permanent dialogue forum among various stakeholders have also been considered as a priority.

The fourth component includes activities relating to peace building and women empowerment in the post Genocide social and economic reconstruction. It highlights community dialogue and non-violent communication in conflict management where women should play an important role.

A research will be carried out on peaceful cohabitation between the Genocide perpetrators and the victims on the one hand, and the Genocide perpetrators and the other community members, on the other hand. The research will also learn a lot from the Gacaca process. This component emphasizes women's capacity building on peace and security, training and men's sensitization on gender issues. The action plan suggests proximity services likely to help women combine their multiple roles, both professional and social. The expected outcome of this component is an increased number of women who participate in conflict management, peace negotiation and peace keeping and security at national, regional and international levels.

The fifth priority includes coordination, follow-up and evaluation of stakeholders' activities in implementation of this action plan. Regular meetings to discuss the 1325 Resolution with various countries in the Great Lakes region will be organized. Stakeholders will also be mobilized to implement international mechanisms and to share their experiences. Annual reports will be produced in order to give a clear picture of the progress as well as the challenges.

## **E. REMINDER ON PEACE AND SECURITY CONCEPTS**

### **Peace**

(Module on Prevention, Management and Resolution of Conflict produced by IRDP).

Peace is an ultimate aspiration of every human being. It is the greatest wish various people express when they meet or separate. Moreover, in international diplomacy, it is quoted that "if you want peace, prepare for war" and one of the most destructive nuclear bombs was called "peacemaker".

There is negative peace and positive peace. Negative peace is synonymous with the absence of physical violence such as war, riot, vandalism etc. which are normally controlled by the laws and the police. At the international level, peace is quite often imposed by the balance of power. The negative peace context is characterized by cultural violence where you find exclusion, discrimination and hatred against a group of people, lack of freedom of expression or association, repression of opposition political parties activities, unequal distribution of resources, absence of democratic participation in decision-making etc. This situation contributes to the deterioration of human values (personal security, dignity, self-esteem), and does not contribute to the satisfaction of basic needs (food, shelter, clothing, education, health care, energy etc). The fact that human beings do not acknowledge their differences, different opinions and the real problems they face everyday is another aspect of negative peace.

Negative peace is a precondition to positive peace. Indeed, physical security is a precondition to positive peace. Positive peace is based on transformation of conflict into constructive relationships and conflict resolution. This is a situation where energies are complementary and contribute to the establishment of democratic structures, human rights, special attention to social and economic inequalities and identity differences. Conflict management and conflict resolution mechanisms are not launched only when conflict arises; they are there to control or prevent latent conflicts. The best approach is certainly the one that identifies causes of conflicts and finds solutions suggested by all the concerned parties. Conflict can be expressed in terms of threat to human life or poor quality of human life itself. It can be verbal, psychological, sexual, economic, or institutional.

There are 5 types of conflicts:

- Inner conflicts: about values, decisions, commitments, feelings, etc.;
- Conflicts between human beings (people or family members in general);
- Conflicts between groups (organized groups such as NGO, political parties etc);
- Between communities: between identity groups living on the same land, sharing the same history etc.
- At international level: conflict between two or many states.

### **Security**

(Extract of the RDF's presentation during the 1325 Resolution national planning workshop)

In the current context, security is no longer defined in terms of defence and protection of national sovereignty or homeland security; the security concept also takes into account non military aspects such as the economy, society, environment, politics and diplomacy. It implies absence of any form of threats no matter their origin (danger, fear, concern, deprivation.). Therefore, security forces are not the only guarantors of security. The local population can be called upon any time to ensure their own security.

The security of a nation must be built by taking into account citizen's security defined in terms of their capacity to satisfy their basic needs, to participate in management of their society in all freedom, to enjoy fundamental human rights and human dignity. Security includes seven dimensions which highlight almost all the key components of human development:

- **Economic security:** defined in terms of minimum income, employment and access to various resources
- **Food security:** takes into account the food production, food supply and access to food
- **Health security:** relates to access to healthcare and disease prevention.
- **Environment security** relates to healthy physical environment which ensures human beings survival
- **Physical security:** protects individuals from any form of violence (war, gender based violence, identity conflicts etc.)
- **Community security:** protects the community from conflicts deriving from competition, conflict of interests within a community, a cooperative, a political group etc.)
- **Political security:** ensured by the State to protect human rights and freedom of expression.

## F. INTERVENTION STRATEGIES

Although this action plan is the first one, many activities that had been implemented since the end of the Genocide against the Tutsi in Rwanda match with the 1325 Resolution. This action plan will increase the number of women who take part in the peace process and security. It will also improve the quality of their interventions through implementation of the following strategies:

- To reinforce the capacity of women in peace and security matters: Peace and security have always been considered as men related business. Women should understand peace and security context not only at national level but also in the world. They should always be informed about the situation. Women should internalize gender, peace and security concepts, they should learn advocacy, mediation and peace negotiation, conflict resolution and conflict management techniques.
- Community dialogue: In theory, peace and security can be effective only if all members of the society take part in discussions, decisions and programs aiming at promoting peace and conflict prevention. During the planning workshop, participants noticed that in spite of the newly adopted gender sensitive laws, Rwandans still adopt discriminatory attitudes and behaviour. Community dialogue has been introduced in order to benefit from current opportunities to discuss about such topics as gender, peace, security, unity and reconciliation. Community dialogue is not a new approach in Rwanda. However, the need to involve women did not seem to be a priority.
- Create a network of stakeholders working together for a common goal: This action plan suggests identification of all stakeholders and an annual meeting for self-evaluation, sharing experience and information. This strategy also includes participation of international organizations who could be invited to attend conferences in order to learn from the Rwandan experience or learn more about what other countries have achieved.
- Research, advocacy, dissemination of laws and sensitization: Research is necessary in so far as it allows to assess the impact of the activities either in improvement of women's situation or the

overall development of peace and security in the country and the level of women's contribution and achievement.

- Effective use of existing structures: Rwanda has institutional women promotion mechanisms which can be used for advocacy purposes in order to involve women in all areas where they are underrepresented, particularly in peace and security areas. The list is very long but we can mention: the Gender Monitoring Office, MIGEPROF, the Forum of Rwandan Women Parliamentarians and Women National Council. At the grassroots level, it is important to mention the civil society organizations which have developed good relationships with the mechanisms adopted by Government to do the advocacy of gender and women promotion.
- Coordination of activities: The baseline study on implementation of the 1325 Resolution in Rwanda has highlighted a number of activities which are not coordinated in such a way that they show an impact at national level. This action plan calls on various Ministries concerned, peace keeping forces and public security, the civil society and the conflict management mechanisms in a particular field.
- Follow-up of activities and evaluation of impact: Partners in this action plan have agreed on a number of indicators which will allow them to evaluate the progress made every year as well as the context in which the action plan has been implemented. Regular follow-up is necessary in so far as it will help partners realize whether there are sufficient funds, challenges to women's involvement, women's capacity to assume new roles and possible opportunities to take appropriate decisions. All stakeholders involved in peace domain agree that short term impact is not always visible; however, it is important to assess the midterm results and ensure that everything was implemented as planned.
- Production of narrative and periodical reports: The action plan recommends a narrative report as well as the report of every stage.

## **G. LOGICAL FRAMEWORK**

### **Priority I: Prevention of gender - based violence**

R 1325 CSNU `... adoption of measures that ensure protection of and respect for human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary... '

R 1325 CSNU `... Reaffirming also the need to protect the civilians, particularly women and girls during the armed conflicts and to implement fully international humanitarian and human rights law ... '.

R 1325 CSNU `... Calls on all parties to armed conflict to take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict... '.

R 1325 CSNU `... a training for peace keeping missions not only in gender equity but also in HIV/AIDS ... '.

### **Commitment**

1. Rwanda is ready to ratify and implement all international and regional conventions relating to gender equality and equity.

2. Rwanda is ready to review and adopt policies and laws which support women's involvement in the peace process and security.
3. Rwanda is ready to disseminate contents of the national laws, regional and international conventions relating to women's rights including 1325 Resolution.

## **Objectives**

1. To reinforce and to develop violence and conflict prevention policies, mechanisms and procedures which contribute to women's rights and guarantee their security;
2. To create an appropriate legal environment for the protection of women's rights;

<b>Expected results</b>	<b>Activities</b>	<b>Indicators</b>	<b>Institution in charge</b>
Gender is analysed in policies and laws relating to peace and security	To carry out a gender analysis of the Rwandan policies relating to defence, homeland security and to make recommendations	Number of policies that are revised or new ones	MIGEPROF, GMO,PF/TH,FFRP (Partners: RDF, Police)
Women's involvement in army and police is increased	To review recruitment procedures for women in army and police	List of appropriate procedures that are reinforced, reviewed or defined	MINADEF, Police (Partners: MIGEPROF, PF/TH, FFRP, MINIJUST)
Decision makers understand gender, peace and security concepts	To train decision makers in gender, peace and security during retreat days	Number of officials trained in gender, peace and security	MIGEPROF,FFRP, PF/TH (Partners: Office of the President of the Republic, MINALOC)
Rwanda Defence Forces and Police are trained on the 1325 Resolution	To organize a series of trainings on the 1325 Resolution for soldiers and police officers	Number of participants who attend the training	RDF, Police (Partners: UNIFEM,MIGEPROF)
Women leaders are able to attend peace and security talks at national, regional and international level	To train women leaders in conflict management, mediation and peace negotiation techniques	Training module is produced Number of women leaders who have been trained	MIGEPROF (Partners: International Alert, IRDP, CCM)
International, regional conventions and national laws relating to women's rights and peace building are well understood	To translate into Kinyarwanda and disseminate international, regional conventions and national laws relating to women's rights and peace building	Number of people who know the contents of these laws and conventions	MIGEPROF, MINIJUST, CNDH (Partners: CNF, GMO, FFRP, PF/TH)

Expected results	Activities	Indicators	Institution in charge
Regional and international conventions relating to women, peace and security are ratified systematically	To follow-up ratification of regional and international laws relating to women's rights, peace and security	Number and types of regional and international laws that have been ratified by Rwanda	MINIJUST, MINAFFET, FFRP, MNC/ICGL, CNDH (Partners : MIGEPROF, CNF, GMO, PF/TH)
National laws that promote equality and gender equity are adopted	To adapt the Rwandan laws to international and regional conventions and to adopt new laws that promote equality and gender equity	Number and quality of laws that have been adopted	MINIJUST, FFRP, CNDH (Partners: MIGEPROF, CNF, GMO, PF/TH)
Advocacy documents analyzing discriminatory practices are produced	To make an inventory of discriminatory practices	A report on discriminatory practices is available Number of institutions involved in the fight against discrimination	MIGEPROF, MINALOC (Partners: MINIJUST, CNF, GMO, PF/TH)
Local authorities at grassroots level and opinion leaders are sensitized on women's rights	To sensitize local authorities at grassroots level and opinion leaders on women's rights and to relate it to the fight against gender based violence GBV	Number of local authorities and opinion leaders sensitized	MIGEPROF, MINALOC (Partners: CNF, GMO, PF/TH)

### **Priority II: Protection and Rehabilitation of Survivors' dignity**

R1325 CSNU `... Emphasizes the responsibility of all States to put an end to impunity and to prosecute those responsible for genocide, crimes against humanity, war crimes including those relating to sexual violence against women and girls, and in this regard, stresses the need to exclude these crimes, where feasible from amnesty provisions... '

R1325 CSNU `... Encourages all those involved in the planning for disarmament, demobilization and reintegration to consider the different needs of female and male ex-combatants and to take into account the needs of their dependants... ` R1325 CSNU `... Calls on all actors involved, when negotiating and implementing peace agreements, to adopt a gender perspective, including, inter alia: (a) The special needs of women and girls during repatriation and resettlement and for rehabilitation, reintegration and post-conflict reconstruction... '

R1325 CSNU `... Calls upon all parties to armed conflict to respect the civilian and humanitarian character of refugee camps and settlements, and to take into account the particular needs of women and girls, including in their design... '

### **Commitment:**

1. Rwanda is ready to protect women's rights and adopt the laws which condemn gender based violence.

2. Rwanda is ready to provide care to all the victims of gender based violence.
3. Rwanda is committed to improving women's access to the reproductive health services including HIV/AIDS.

### **Objectives**

1. To eradicate impunity for suspected GBV criminals
2. To improve and to reinforce women protection against violence
3. To restore the dignity of survivors of violence from the legal, social and psychological point of view
4. To protect young girls against GBV
5. To reinforce mechanisms to fight against GBV and domestic violence

<b>Expected results</b>	<b>Activities</b>	<b>Indicators</b>	<b>Institution in charge</b>
Suspected GBV criminals are brought to justice and judged while the dignity of the survivors is restored	To bring to justice and to judge suspected GBV criminals	Number of suspected criminals who are brought to criminal court and sentenced	National Police, MINIJUST (Partners: MIGEPROF, CNF, Gender observatory, PF/TH)
Rwanda Defence Forces and Police implement the international humanitarian law	To train soldiers and police officers in international humanitarian law	Number of soldiers and police officers who have been trained	RDF, National Police (Partners: MIGEPROF, CNF, FFRP, UNIFEM, GMO)
Soldiers and police officers are sensitized and trained on GBV and contribute effectively to the fight against GBV	To train soldiers and police officers in the fight against GBV	Number of soldiers and police officers who have been sensitized	MIGEPROF, CNF, FFRP (Partners: RDF, Police, PF/TH, GMO)
GBV survivors get legal support	To increase legal assistance services to GBV survivors	Increased number of suspected criminals who have been sentenced	MINIJUST, PF/TH (Partners: MIGEPROF, FFRP)
Survivors get psychosocial support	To create community centres where GBV survivors could get psychosocial support	Number of centres which have been created and operational  Number of GBV survivors who have got psychosocial support	MINALOC, MIGEPROF (Partners : PF/TH, FFRP, CNF, National Police, GMO)

<b>Expected results</b>	<b>Activities</b>	<b>Indicators</b>	<b>Institution in charge</b>
GBV survivors get appropriate medical care	To provide quality health care support for GBV survivors who have been infected with HIV/AIDS, unwanted pregnancies and other health problems	Percentage of GBV survivors who have received special health care (plastic surgery, vesicovaginal fistula)	MINISANTE, MINALOC (Partners: MIGEPROF, PF/TH, FFRP, CNF, GMO)
Survivors of the Genocide against the Tutsi who have been sexually abused report their cases	To analyze and manage effectively the sexual abuse issues during and after the Gacaca process	Percentage of new cases reported during the Gacaca court proceedings and/or ordinary courts	MINIJUST, SNJG, MIGEPROF (Partners: PF/TH, FFRP, CNF, GMO)
Dangerous criminals are prevented from malicious and harmful crimes	To create psychosocial rehabilitation centers for dangerous criminals	Number of psychosocial rehabilitation centers established	MINIJUST (Partners: MININTER, Police, GMO)
Particular needs of women in difficult situation are taken into consideration	To follow up the reintegration of former women combatants	Number of former women combatants who have reintegrated their communities from the social and economic point of views	RDF, MINADEF, RCDR (Partners: PF/TH, Association Ndabaga)
	To create special services for women refugees, women returnees and displaced women	Types of services created and facilities/infrastructures in camps and residential care facilities	MINALOC (Partners: MIGEPROF, HCR, PAM, PF/TH, GMO)
	To set up special infrastructure for women living with disability	Types of infrastructure created in public places	MINALOC (Partners: MINISANTE, MINECOFIN, GMO)
Opportunities of creating more community day-care centres are verified through the lessons learned	To create community day-care centres	Number of day-care centres	MIGEPROF, MINEDUC (Partners: MINECOFIN, CNF, PF/TH)
GBV and domestic violence cases are increasingly reported	Raise awareness on fighting GBV in the community	Number of cases reported	MIGEPROF (Partners: RDF & NATIONAL POLICE, UNIFEM, GMO)



### **Priority III: Participation and representation**

R1325 CSNU `... Expresses its willingness to incorporate a gender perspective into peacekeeping operations and urges the Secretary-General to ensure that, where appropriate, field operations include a gender component.!

R1325 CSNU `... Reaffirming the important role of women in the prevention and resolution of conflicts and in peace-building, and stressing the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision- making with regard to conflict prevention and resolution.

#### **Commitments**

1. Rwanda is ready to follow provisions of the Constitution concerning women's participation in all decision-making organs ;
2. Rwanda will put in place specific mechanisms which encourage women's participation in conflict prevention, management and conflict settlement
3. Rwanda will ensure that women are represented in diplomatic and peace negotiation missions at national, regional and international level.

#### **Objective**

To reinforce women's participation in peace building and security

Expected results	Activities	Indicators	Institution in charge
Educated women leaders participate actively in peace building processes	To encourage women leaders and reinforce their capacity to participate in peace building and security	A number of women leaders trained and participating in peace building and security	RDF, National Police, (Partners: FFRP, MINAFFET, MIGEPROF)
Number of women in decision making organs is increased in various institutions	To increase the number of women in decision making organs both for elected and appointed members	The number of women in decision making organs in various institutions increased	MIGEPROF, PF/TH (Partners: Prime Minister's Office, Office of the President of the Republic, MINAFFET, MINALOC)
Women with experience in peace and security areas are identified	To create a databank on women with experience in peace and security areas	Databank on women with experience in peace and security areas is available	MIGEPROF, PF/TH, FFRP (Partners: RDF, Police Nationale) GMO
Number of women who work efficiently in peace and security domains increased	Recruit/Appoint women who work in peace and security areas and train them accordingly	The number of women who have been recruited or appointed  Number of women who have been trained and quality of training	RDF, Police Nationale (Partners: MINECOFIN, MINAFFET, Prime Minister's Office, Office of the President of the Republic.)
Appropriate working conditions which contribute to women's development are enhanced	Set up an environment conducive to women's conditions	Number of infrastructures adapted to women conditions	MININFRA & All institutions
Fruitful dialogue between women leaders and women at grassroots level is enhanced	To put in place a permanent framework of dialogue between women leaders and women at the grassroots level	A permanent framework is operational	MIGEPROF, FFRP, PF/TH (Partners: MINALOC, CNF, RALGA, GMO)
Women are well informed about peace building and security reinforcement process	To organize a forum where information will be shared at least once a year on various decisions relating to peace and security	Number of forums organized	MIGEPROF, FFRP, PF/TH (Partners: MINAFFET, RDF, Police, Districts)

Expected results	Activities	Indicators	Institution in charge
Successful synergy and coordination of the interventions	To reinforce partnership with various institutions specialized in conflict prevention and conflict management	Types of partnerships	MIGEPROF (Partners: NURC, IRDP, CCM, International Alert, PF /TH)
The national women council committee members (CNF) are trained on conflict prevention, management and conflict settlement techniques	To organize trainings for trainers through CNF structures	Number of trainings Number of participants Training manual	MIGEPROF (Partners:CNF, PF/TH)

#### Priority IV: Women and gender promotion

**R 1325 CSNU** `... Measures that support local women's peace initiatives and indigenous processes for conflict resolution... '.

**R 1325 CSNU** `... Urges Member States to increase their voluntary financial, technical and logistical support for gender-sensitive training efforts, including those undertaken by relevant funds and programmes, inter alia, the United Nations Fund for Women and United Nations Children's Fund, and by the United Nations High Commissioner for Refugees and other relevant bodies; ...

#### Commitment

1. Rwanda is determined to mobilize women's efforts and to take affirmative measures whenever necessary in order to involve more women in the peace building and security reinforcement process.
2. Rwanda is committed to supporting women's initiatives and to supporting financially appropriate technologies which are likely to facilitate women involved in peace and security missions.

#### Objectives

1. To reinforce attitudes and behaviour which promote peace and women's rights
2. To promote non violent communication, to promote research on gender, peace and security
3. To reinforce men-women collaboration at all levels through training and advocacy on gender and conflict management
4. Capacity building in considering gender issues while implementing sectoral policies and EDPRS
5. To provide technical and financial support to women's initiatives

Expected results	Activities	Indicators	Institution in charge
Community dialogue improves social relationships in community and between husband and wife	Organize debates about relationships between spouses, and peaceful cohabitation	Number of couples who participated in debates	NURC, IRDP, CCM (Partners: MIGEPROF, PF/TH, MINALOC)

Expected results	Activities	Indicators	Institution in charge
Rwandan population is sensitized on gender, tolerance, culture of peace and peace building	To organize public debates, through meetings and media on gender, tolerance, the culture of peace and peace building	Number of people who have been sensitized on gender, tolerance, the culture of peace and peace building	MIGEPROF, PF/TH (Partners: MINALOC, NURC)
Improve relationship among genocide perpetrators, the community and the survivors.	To carry out a research on peaceful coexistence between Genocide perpetrators, community and survivors. To organize a debate at all levels on issues raised by the research	Report on peaceful coexistence between Genocide perpetrators, the community and the survivors.  Number and categories of people who have participated in community debates	MINALOC (Partners: NURC, Civil Society and GMO)
	To document lessons from Gacaca jurisdictions and to set up programmes and/or strategies for peaceful coexistence among Rwandans once the Gacaca process is over	Document on lessons learn available	MINIJUST, SNJG (Partners: MINALOC)
Effective men-women collaboration in promoting women's role in peace and security process	To train men and women at all levels on gender and conflict prevention and resolution,	Number of men and women who have been trained	MIGEPROF, FFRP, PF/ TH (Partners: MINALOC, Police, RDF)
Women's awareness to economic opportunities and economic independence enhanced	To organize trainings for women leaders and conduct sensitization on grassroots' level on the existence of financial opportunities	Number of women trained on business plan and project management	MIGEPROF, FFRP (Partners: MINECOFIN, NURC, CCM, IRDP, MINIJUST, MINAGRI, MINALOC, MINISANTE, MININFRA, MINIRENA)

#### **Priority V. Coordination, follow-up and evaluation of the activities**

Rwanda has already achieved many things in line with 1325 UN Resolution. However, related activities are not well known and they are not well coordinated. The activities planned in this Priority V will

contribute to reinforcement of technical and financial capacities of the steering committee members in their tasks of ensuring coordination and follow-up of activities mentioned in this action plan.

### **Commitment**

1. Rwanda is committed to raising necessary funds to implement this National Action Plan.
2. In order to share its experience and learn from other countries, Rwanda is committed to file annual reports on implementation of the Resolution 1325.

### **Objectives**

1. To reinforce institutional and organizational capacities of the steering committee
2. To ensure monitoring and evaluation of the implementation of this action plan

<b>Expected results</b>	<b>Activities</b>	<b>Indicators</b>	<b>Institution in charge</b>
Capacities are reinforced in "gender budgeting " and funds for the implementation of this action plan are available	To organize training courses on "gender budgeting" for the ministries and civil society organizations	Number of participants who attended training	MIGEPROF, PF/TH (Partners: MINECOFIN, FFRP, GMO)
Activities are coordinated and resources are mobilized	To coordinate and mobilize resources	Annual action plan is available	MIGEPROF, PF/TH (Partners:)
Financial and material resources are sufficient	To organize a round table of donors	Number of MoUs signed	MINECOFIN, MIGEPROF (Partners: MINAFFET, PF/TH)
Members of the steering committee learn from other countries experience as far as implementation of 1325 Resolution is concerned	To participate in various meetings organized in the region, in Africa and elsewhere in the world	Number of missions report produced	MINAFFET (Partners: MIGEPROF, President Office) (Partners:)
The steering committee makes sure that the activities mentioned in this action plan are implemented	To produce quarterly reports To organize regular meetings for the steering committee	Number of reports produced Number of meetings held	MIGEPROF, PF/TH (Partners: MINAFFET, MINADEF, MININTER)
	To involve Government and Civil Society stakeholders in implementation of the action plan	Number of participants	MIGEPROF, PF/TH (Partners: MINAFFET,

			MINADEF, ININTER, GMO)
Participative and effective follow-up and evaluation are ensured	To appoint someone from each institution and organization who will follow up implementation of this action plan	Number of stakeholders involved in the follow-up and evaluation of implementation of the action plan	MIGEPROF, PF/TH (Partners: MINAFFET, MINADEF, FFRP, GMO)
	To develop systems of monitoring and evaluation of the action plan	Monitoring and evaluation system is established	MIGEPROF, PF/TH, FFRP (Partners: MINECOFIN)
	To evaluate the action plan every year.	Evaluation report available	MINAFFET (Partners: MIGEPROF, PF/TH, FFRP, GMO)

## G. BUDGET ESTIMATES FOR ACTIVITIES AND RUNNING EXPENSES<sup>1</sup>

Activities	Budget estimates in \$ US			Total
	2009 -2010	2010-2011	2011-2012	
<b>Priority I. Prevention of gender based conflicts and violence</b>				
To carry out a gender analysis of Rwandan policies relating to defence and homeland security and to make recommendations	15 000	-	-	15 000
To review recruitment procedures for women in Army and Police	26 000	-	-	26 000
To train decision makers in gender, peace and security during retreat days	45 000	-	-	45 000
To organize a series of trainings on the 1325 Resolution for soldiers and policemen	350 000	-	-	350 000
To train women leaders on conflict management, mediation and peace negotiation techniques	60 000	60 000	60 000	180 000
To translate and disseminate international, regional and national laws relating to women's rights and peace building*	55 000	55 000	55 000	165 000
To follow-up ratification of regional and international laws relating to women's rights, peace and security	82 000	82 000	82 000	246 000
To adapt Rwandan laws to international and regional laws and to adopt new laws that promote equality and gender equity	150 000	60 000	30 000	240 000
To make an inventory of discriminatory practices and to develop sensitization messages	15 000	20 000	25 000	60 000
To sensitize local leaders at the grassroots level and opinion leaders on women's rights and to relate it to the fight against gender based violence	10 000	10 000	10 000	30 000
<b>S/ Total</b>	<b>808 000</b>	<b>287 000</b>	<b>262 000</b>	<b>1 357 000</b>
<b>Priority II. Protection and restoration of victims' dignity</b>				
To judge suspected GBV criminals (advocacy, sensitization and legal assistance)	30 000	20 000	10 000	60 000

<sup>1</sup> Activities planned will be integrated in the existing plan of actions and budgets for institutions

To train soldiers and policemen in humanitarian international law	-	350 000	-	350 000
To train soldiers and policemen in the fight against GBV	100 000	-	-	100 000
To reinforce legal assistance services to GBV victims	125 000	75 000	25 000	225 000
To create community centres where GBV victims can find someone to talk to and to get appropriate advice (advocacy, sensitization)	30 000	20 000	10 000	60 000
To increase trauma counselling centres within the community (advocacy)	30 000	20 000	10 000	60 000
<b>Activities</b>	<b>Budget estimates in \$ US</b>			
	<b>2009-2010</b>	<b>2009-2010</b>	<b>2009-2010</b>	<b>2009-2010</b>
To provide quality health care assistance for GBV victims with HIV/AIDS, unwanted pregnancies and other health problems	10 000	10 000	10 000	30 000
To analyze and manage effectively the sexual abuse issue within Gacaca process	50 000	-	-	50 000
To create psychosocial rehabilitation centres for dangerous criminals (advocacy and sensitization)	30 000	20 000	10 000	60 000
To do monitoring on reintegration of former women combatants	200 000	200 000	200 000	600 000
To create special services for women in difficult situations: women refugees, women returnees and displaced women (advocacy and sensitization)	30 000	20 000	10 000	60 000
Advocacy for special infrastructure for disabled people	30 000	20 000	10 000	60 000
To create community day care centres (advocacy and sensitization)	30 000	20 000	10 000	60 000
To support gender desks within RDF and National Police	350 000	-	-	350 000
<b>S/Total</b>	<b>1 045 000</b>	<b>775 000</b>	<b>305 000</b>	<b>2 125 000</b>
<b>Priority III. Participation and representation</b>				
To train women leaders in peace building and security	60 000	60 000	60 000	180 000
To increase the number of women in decision making organs – both for elected and appointed members (advocacy and	30 000	20 000	10 000	60 000



sensitization)						
To create a databank on women who have experience in peace and security areas	50 000	50 000	50 000	50 000		150 000
To recruit/ appoint women who work in peace and security areas and to train them accordingly	30 000	20 000	20 000	10 000		60 000
To create a databank on women in decision making organs at grassroots' level (village, cell, sector)	50 000	50 000	50 000	50 000		150 000
To create day care centres in areas where various services are provided (advocacy and sensitization)	30 000	20 000	20 000	10 000		60 000
To create proximity health services within the Army and National Police (advocacy and sensitization)	30 000	20 000	20 000	10 000		60 000
To put in place a permanent framework of dialogue between women leaders and women at the grassroots level	45 000	45 000	45 000	45 000		135 000
To organize meetings and to share information within existing structures: CNF, Gender Monitoring Office, FFRP, MIGEPROF, NURC, CNLG, CNJ, civil society about conflict prevention and conflict resolution	15 000	15 000	15 000	15 000		45 000
<b>Activities</b>	<b>Budget estimates in \$ US</b>					
	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>			
To organize a forum where information will be shared at least once a year on various decisions relating to peace and security. The forum will include women structures and public institutions	12 000	12 000	12 000			36 000
To reinforce partnership with various institutions specialized in conflict prevention and conflict management	14 000	14 000	14 000			42 000
To organize trainings for trainers through CNF structures	250 000	-	-			250 000
<b>S/ Total</b>	<b>616 000</b>	<b>326 000</b>	<b>286 000</b>			<b>1 228 000</b>
<b>Priority IV. Women and gender promotion</b>						
To discuss about topics which are sources of conflict in meetings at village level.	80 000	50 000	20 000			150 000
To prepare relevant messages, posters and sketches on the 1325 Resolution	75 000	-	-			75 000
To carry out research on peaceful coexistence between Genocide perpetrators, the community and victims.	50 000	-	-			50 000

To organize debate at all levels on issues raised while carrying out research						
To draw lessons from Gacaca jurisdictions and to set up programmes and/or strategies for peaceful coexistence among Rwandans once the Gacaca process is over	30 000	30 000	30 000	30 000		90 000
To identify and change systems and structures which facilitate conflict and violence prevention and resolution	72 000	-	-	-		72 000
To train men and women at all levels on gender and conflict,	20 000	20 000	20 000	20 000		60 000
To organize training for opinion leaders on various themes **	-	-	-	350 000		350 000
To organize training courses on «gender budgeting» for the ministries and civil society organizations	-	100 000	-	-		100 000
<b>S/ Total</b>	<b>327 000</b>	<b>200 000</b>	<b>200 000</b>	<b>420 000</b>		<b>947 000</b>
<b>Priority V. Coordination, Monitoring and Evaluation</b>						
To develop the annual action plan	5 000	5 000	5 000	5 000		15 000
Seminars, conferences and meetings at regional and international level	180 000	180 000	180 000	180 000		540 000
To organize meetings for the steering committee	18 000	15 000	15 000	15 000		48 000
To organize a donor conference for this action plan	12 000	12 000	12 000	12 000		36 000
To lobby for more resources so that this action plan can be implemented	20 000	-	-	-		20 000
To attend various meetings organized in the region, in Africa and elsewhere in the world	85 000	85 000	85 000	85 000		255 000
To produce quarterly reports	8 000	8 000	8 000	8 000		24 000
To organize meetings for the steering committee	15 000	12 000	12 000	12 000		39 000
To involve Government and the civil society stakeholders in the implementation of the action plan (meeting once a year)	20 000	20 000	20 000	20 000		60 000
To organize meetings with focal points of each partner's institution and organization	8 000	8 000	8 000	8 000		24 000
To develop systems, procedures and criteria for follow-up and evaluation of interventions	10 000	-	-	-		10 000
To assess each year this action plan for celebration of the 1325 Resolution in October.	50 000	80 000	80 000	80 000		210 000
<b>S/ Total</b>	<b>431 000</b>	<b>425 000</b>	<b>425 000</b>	<b>425 000</b>		<b>1 281 000</b>
<b>Equipment</b>						

Computers and printers	85 000	-	-	<b>85 000</b>
4 wheel drive car	14 000	10 000	5 000	<b>29 000</b>
Furnitures	35 000	-	-	<b>35 000</b>
<b>S/ Total</b>	<b>134 000</b>	<b>10 000</b>	<b>5 000</b>	<b>149 000</b>
<b>Operational expenses</b>				
Communication fees	16 000	16 000	16 000	<b>48 000</b>
Documentation and publication fees	12 000	22 000	22 000	<b>56 000</b>
Transport and representation fees within the country for members of the steering committee	6 000	8 000	8 000	<b>22 000</b>
Equipment repair and maintenance	54 000	55 000	56 000	<b>165 000</b>
Fuel	25 000	26 000	27 000	<b>78 000</b>
Stationery and office furniture	15 000	16 000	17 000	<b>48 000</b>
Salaries, per diem and other allowances(three people)**	200 000	250 000	300 000	<b>750 000</b>
Consultancy fees	100 000	120 000	150 000	<b>370 000</b>
<b>S/ Total</b>	<b>428 000</b>	<b>513 000</b>	<b>596 000</b>	<b>1 537 000</b>
<b>Total</b>				<b>8 624 000</b>
<b>MIGEPROF management fees</b>	144 000	144 000	144 000	<b>432 000</b>
<b>Total</b>				<b>9 056 000</b>

\*: Law n° 22/99 to supplement Book I of the Civil Code and to institute part V on matrimonial regimes, liberalities and inheritance; law n° 47/2001 instituting punishment for offences of discrimination and sectarianism; Organic Law n°8/2005 on the use and management of Land in Rwanda; Law instituting prevention and punishment of gender based violence, Law instituting punishment of genocide ideology, Family Code.

\*\* : gender and conflict ; gender and economy; gender and good governance; gender and justice; gender and water management; gender and agriculture, gender and environment; gender and reproductive health etc.

\*\*\* : 1 Executive Secretary, 1 Programme Manager, 1 Administration and Finance Officer

## BUDGET SUMMARY

Activities	Budget estimates in US \$		
	2009 -2010	2010-2011	2011-2012
Priority I. Prevention of gender based conflicts and violence			<b>Total</b>
S/ Total	808 000	287 000	1 357 000
Priority II. Protection and Restoration of Victims' dignity			

S/ Total	1 045 000	775 000	305 000	2 125 000
<b>Priority III. Participation and Representation</b>				
S/ Total	616 000	326 000	286 000	1 228 000
<b>Priority IV. Women and Gender Promotion</b>				
S/ Total	327 000	200 000	420 000	947 000
<b>Priority V. Coordination, Follow-up and Evaluation of Activities</b>				
S/ Total	431 000	425 000	425 000	1 281 000
<b>Equipment</b>				
S/ Total	134 000	10 000	5 000	149 000
<b>Running/operational expenses</b>				
S/ Total	428 000	513 000	596 000	1 537 000
<b>Total</b>				<b>8 624 000</b>
<b>MIGEPROF management fees (5%)</b>				
<b>Total</b>	<b>3 933 000</b>	<b>2 680 000</b>	<b>2 443 000</b>	<b>9 056 000</b>

#### **Explanation on Budget**

This budget will be implemented by a committee in charge of implementation of the 1325 UN Resolution. Various activities are currently implemented by public and private institutions. The steering committee will need logistic support of its Secretariat for the coordination of the stakeholders' activities, advocacy and sensitization activities in order to involve more women in peace building and security process. The largest share of budget is allocated to activities which will be implemented through the Secretariat or in collaboration with other stakeholders, for instance, research, training, monitoring activities carried out by women in difficult situations, the organization or participation in various meetings. The action plan suggests a budget for advocacy, sensitization and follow up for activities that require expertise from specialized institutions dealing with the recruitment of women in the army and police, medical care for the victims of gender based violence, setting up day care centers and proximity services for women who have got higher responsibilities etc.

## I. CHRONOGRAM

Activities	Period												
	2010				2011				2012				
	1	2	3	4	1	2	3	4	1	2	3	4	
<b>Priority I. Conflict prevention and prevention of gender based violence</b>													
To carry out a gender analysis of Rwandan policies relating to defense and homeland security and to make recommendations													
To review recruitment procedures for women in the Army and Police													
To train decision makers in gender, peace and security retreat days													
To organize a series of trainings on the 1325 Resolution for soldiers and policemen													
To train women leaders on conflict management, mediation and peace negotiation techniques													
To translate and disseminate international, regional and national laws relating to women's rights and peace building*													
To follow up ratification of regional and international laws relating to women's rights, peace and security													
To adapt Rwandan laws to international and regional laws and to adopt new laws that promote equality and gender equity													
To make an inventory of discriminatory practices and to develop sensitization messages													
To sensitize local leaders at grassroots' level and opinion leaders on women's rights and to relate it to the fight against gender based violence													
<b>Priority II. Protection and Rehabilitation of victims' dignity</b>													
To judge suspected GBV criminals (advocacy, sensitization and legal assistance)													
To train soldiers and policemen in humanitarian international law													
To train soldiers and policemen in the fight against GBV													
To reinforce legal assistance services to GBV victims													
To set up community centres where GBV victims can find someone to talk to and get appropriate advice (advocacy and sensitization)													
To increase trauma counselling centres near the community (advocacy and sensitization)													





