

**Penal Reform International  
In cooperation with New Tactics in Human  
Rights Program**

**Training of Trainers  
Workshop**

**"New Tactics : practical Application in Death Penalty Abolition"**

**16-20 Jul 2011  
Geneva Hotel  
Amman - Jordan**

**Presented by  
Taghreed Jaber, Raja Al-Hiyari, Ibrahim Al-haik – Noor Zara  
Penal Reform International & Partners- Jordan  
Amman – Jordan**



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## **Introduction:**

Penal Reform International (PRI) is an international, non-governmental organization with Consultative Status at the United Nations Economic and Social Council (ECOSOC) and Council of Europe, and Observer Status with the African Commission on Human and People's Rights.

This training workshop aims to train core group of master trainers from seven participating countries to further train specialists, relevant human rights activists representing civil society promoting for Death Penalty Abolition.

New Tactics in Human Rights Program has approved Penal Reform International ( PRI)– MENA office proposal about Death Penalty Abolition, under their Strategic Support Grant funded by the Foreign Ministry of Netherlands, the goal of this project is to develop and share a regional and international New Tactics training materials specialized in death penalty abolition and provide the international and regional experience in one handbook to be used in a trainer of the trainer workshop to build the capacity of the civil society organizations about advocating for the abolishment of the death penalty utilizing PRI's MENA regional knowledge and the international advocacy experience in collaboration with new tactical methodology. The for mentioned workshop will provide a platform for dialogue and discussion to raise awareness about the techniques used in death penalty abolition with some training skills that can be used in the future trainings done by the participated civil society organizations.

## **Goal:**

goal of the workshop is expand the to develop and share a regional and international New Tactics training materials specialized in death penalty abolition and provide the international and regional experience in one handbook to be used in a trainer of the trainer workshop to build the capacity of the civil society organizations about advocating for the abolishment of the death penalty utilizing PRI's MENA regional knowledge and the international advocacy experience in collaboration with new tactical methodology. the needed training skills in terms of tools and methodologies

## **Trainers:**

Ms. Taghreed Jaber ( PRI ), Ms. Raja Al-Hiyari , Mr. Ibrahim Alhaiek, Ms. Noor Zada ( Jordan- Partners ).

## **Participants:**

The group of fifteen participants working directly in the field of death penalty abolition from seven countries (Morocco, Egypt, Algeria, Yemen, Tunisia, Sudan, Lebanon and Jordan). All participants proved high involvement , dedication and interest, no absentees observed. The group also proved high cooperation and serious engagement in the practical exercise in working groups and in presentations. (Attachment #1: Participants List)

## Venue and Time:

The training took place in Geneva hotel from 9:00 am – 3:30 pm. (Attachment #2: Training Agenda)

The following time table was agreed upon the request of the participants as of the second day.

09:00 – 11:00	Session one	120 Minutes
11:00 – 11:30	Break	30 Minutes
11:30 – 13:30	Session Two	120 Minutes
13:30 – 13:45	Break	15 Minutes
13:45 – 15:30	Session Three	105 Minutes

## Workshop Objectives

The main objective of the training is to equip the participants with the necessary training knowledge and skills, the detailed objectives are to introduce participants to following topics:

- Advance knowledge about death penalty abolition , the reasons for the abolition, the regional experience in the death penalty abolition.
- The 5 steps new tactic methodology used in training to advocate for death penalty.
- Write down action plans for the participated countries to run death penalty campaigns promoting for the abolition.
- The communication mechanism – source and benefits of individual differences.
- Preparation of a training content.
- The training techniques and methods.
- The Audio Visual aids.
- The skills of a successful trainer.
- The different styles of trainees and how to deal with.
- The training environment.
- The participatory learning cycle.

## Training Methodology

The training methodology mainly followed the Adults Learning Techniques ALT, interactive learning approach where participants were encouraged and motivated to get involved in the process through guided questions. Daily Working groups and presentations followed by discussions. Practical approach and direct implementation of all presented. Energizing exercises were also carried especially in the afternoon sessions.

The trainers intended to raise mutual learning, and left their comments always after all participants.

Each training day started with the reflection on the previous day using various methods, and each day was ended with summary on the day activities..

At the end of the workshop all participants received a CD containing the training material and all photos taken through the training days

## Day One: Saturday ,16<sup>th</sup> Jul

### Session One: 9:00- 10:40

09:00 – 10:40

- ✚ Welcoming Remarks
- ✚ Introducing organizers, trainers and participants.
- ✚ Discuss participants' expectations
- ✚ Discussed the rule of the sessions
- ✚ Introduction about the project and the objectives of the workshop

10:15 – 11:00

✚ General information about the death penalty in the Arab World

- Registration of participants
- Ms. Taghreed Jaber , Penal Reform International – Regional Director, welcomed the participants and the trainers, she also thank them for their efforts to be part of the training.
- Participants introduced themselves by sharing personal two truths and a lie and the rest of the participants would figure out the lie.
- Ms. Taghreed Jeber briefed to the participants PRI projects and its related work and projects to death penalty and it's vision for the MENA region, also she mentioned PRI cooperation with New tactics in human rights program in making this workshop possible. Moreover, she talked about the objectives of this training and expected outcomes.
- Ms. Raja Hiyari briefed the participants about Partners-Jordan, its training background especially in new tactics , and a brief about its current work.
- Both participants and trainer agreed on the working ground rules of the training program as follows:
  - Being punctual
  - Constructive feedback
  - Mutual respect to ideas and thoughts
  - No smoking inside the training room
- The trainees were asked to write down their expectations for this training in terms of skills and knowledge that they expect to gain in this training in pieces of fruits paper and their area of interest and expertise in pieces of paper as the roots of the tree , both fruits and roots were hanged on the tree on the training hall.
- PRI distributed the training books ( New Tactics, Death Penalty Toolkit, and Making Law and Policy that Works)



- Ms. Taghreed Jaber presented the second part of the session which was an over view about death penalty abolition from an international perspective, adding to it the regional perspective and the current laws and regulations that rule this punishment. Moreover , some statics and figures that can be used for advocating for this cause .



### Session Two :

**11:15-12:15**

### **✚ Introduction of New Tactics 5 steps and Sun TZU**

#### **✚ New Tactics: Step 1**

- At the beginning of the session the trainer asked the participants to play an energizer exercise called Wall, Rabbit and Arrow. Trainees were asked to be divided into two groups Each group should agree secretly between them in 10 seconds, to form the shape of Wall or Arrow or Rabbit, knowing the following:
  - Wall: blocks an arrow, and in this case; the group that shapes a wall win over an arrow.
  - Arrow: kills the rabbit, and in this case; the group forming an Arrow win over the Rabbit.
  - Rabbit: jumps over the wall, and in this case; the group forming a Rabbit wins over the wall.
- After the 10 seconds, the groups should stand back in two rows facing one another. Then the coach counts to three, each group should form a Wall or Arrow or Rabbit at the same time. The winner will be determined based on what pointed above, and by this; the first round ends. Coach continues the rounds until he feels the group is energized and can go back to the training track
- The trainers presented the aims of using new tactics especially in the field of human rights. Moreover, the trainer gave an introduction about Sun Tzu as a strategic philosopher and his book that deals with art of war and conflict management.
- The three main resources of knowledge that will lead to a better strategic decision is to know yourself, your opponent and your terrain .
- The trainers in presented the five steps in the new tactics as a strategic methodology.
- A discussion was generated about some of the terminologies that will be used in the training and both trainers and trainees agreed on one definition for the following terminologies : tactic , strategy and lobbying





- The session ended by presenting the first step of the new tactic methodology which is knowing yourself which is also known as defining the problem. A few examples were presented and discussed.

### Session Three:

1:30-3:15

#### New Tactics :Step 2

- In the third session was about step two which is building the vision, the mountain picture was discussed with the participants to differentiate between the tactic , strategy and vision .
- The participants were distributed to 4 groups each group included two countries representatives, and they were asked to define a problem that they think it's an emerging one and is related to death penalty.
- Each group presented the problem that they decide to work on and their vision. Ms. Raja Al-Hayri commented on the outcomes of this session by giving some hints and ideas to better write the vision to meet the description of the problem. The groups were distrusted as follows :
  - Group 1: Yemen and Egypt
  - Group 2: Algeria and Jordan
  - Group 3: Sudan and Tunisia
  - Group 4 : Morocco and Lebanon
- Each group decided to work on one problem in one of the group counties therefore group one decided to work in Egypt, Group two in Jordan , Group three in Tunisia and lastly Group four in Morocco.



## **Day Two: Sunday ,17<sup>th</sup> Jul**

### Session One:

09:00 – 11:00

#### New Tactics :Step 3

- The second day started by doing an energizing exercise : the trainers asked the participants to set in circles, while one person well stand in the middle of the circle and he will say a general description that might ably to several participants, every participant who this description apply to him has to exchange his chair with somebody else, the remaining participants will go again and select another description.
- Ms. Noor Zada presented to the trainees the third step which is know the terrain and using the tactical map tool , she also explained the reason for using the tactical map and how it's developed.
- At the end of the session the trainees watched a movie about a mouse who is trying to reach his vision with the help of his friends by trying different tactics.

## Session Two :

11:15 -12:45

### New Tactics : Continuation of Step 3

- The participants worked as countries groups to work on their tactical map , the trainers and facilitators helped in visualizing the targeted people, groups, institutions...ect based on the problem that was previously defined.
- The trainers distributed one type of the tactical relationships to five groups and asked them to make a small role play in order for the rest of the participants to guess the nature of the played relationships.
- The trainees went back to their tactical map to indentify the relationships that rule their different stakeholders .
- At the end of the session the trainees were asked to take a position in between the minus /plus line according to their own perspectives about a certain issues, wither they fully support the idea so they would stand on the plus sign or they fully disagree so they would stand on the negative sign , or they could stand anywhere in between showing their agreeing or disagreeing degree. the trainers raised up two topic :
  - Do you agree that there is certain type of jobs that women can't do .
  - Do you agree that the gradual abolition of the death penalty is the perfect solution to abolish the death penalty in the Arab world



## Session Three:

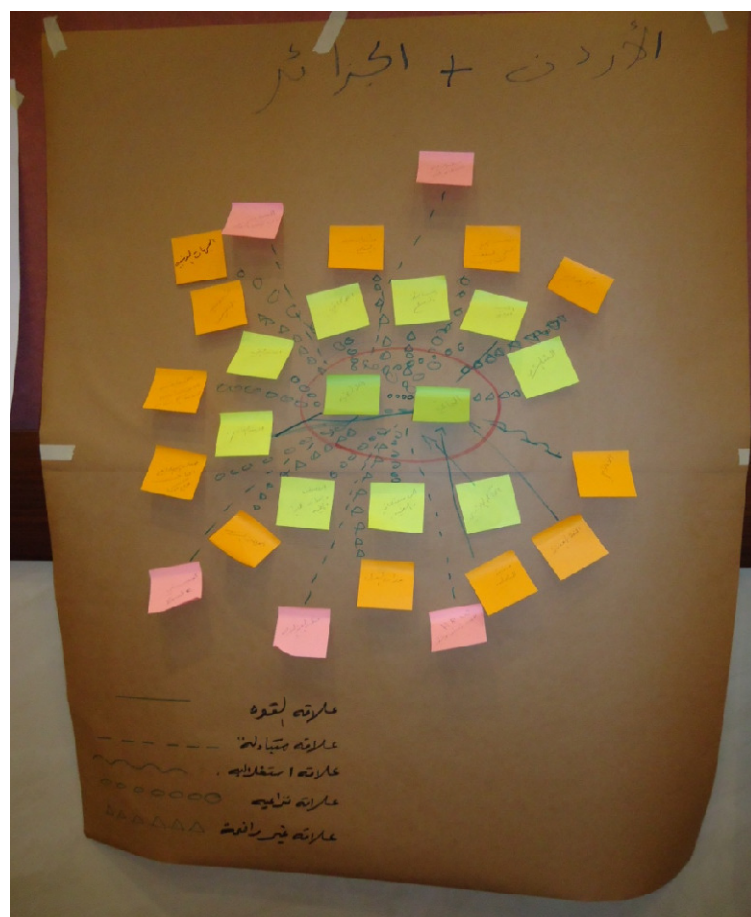
1:00-3:15

### New Tactics :Step 4 & 5

- The trainers presented the spectrum of Allais as a tool and explain the reasons and benefits of using it , they also gave an example to demonstrate the way it works. They also discussed the types of ( SMART ) tactics that can be used in moving the Allais from one position to another moving forward to the positive side.
- Trainers presented the fifth step which is developing the action plan, the trainees split to their countries groups and starting developing their countries action plan with the help of the trainers and facilitators. ( the groups action plans are in attachment no. 3 ).









## Day Three: Monday ,18<sup>th</sup> Jul

### Session One:





09:00 – 11:00

#### Work Plans Presentation

- The four countries groups presented their action plans in a collaborative way among the group members , each action plan presentation was followed by a discussion generated by the participants.

### Session Two :

11:15-1:15

-  Design principles guiding the process of participatory training (7 Qs)
-  Types of learners (KAV visual, auditory, kinesthetic)
-  Three domains of education (CAP cognitive, emotional, kinesthetic).
-  ASK attitudes and trends, knowledge, skills

- The session started with an energizing exercise called 7up , where all the participants made a circle and start counting till 7 in different directions , the person who says 7 should make the 7up move.
- Mr. Ibrahim Al-haik presented the guiding design principles of the participatory training process , by distributing 7 questions to the four groups asking them to arrange the equations based on their used in the process of planning for a training , the questions were as follows : who ? , why ? , when? Where ? for whom ? what? And how ?
- The four groups presented their arrangement based on what they think is right , after wards the trainer presented the definition of each questions and what to look for as answer.
- The second topic was about the differential patterns of learning , where the trainer posted 6 groups , including the three types of learning patters but with different order, so that each participants will select a group based on his/her learning patter preferential. Moreover, the trainer explained the differences between the different patterns.
- The third topic was about Three domains of education, where the trainer explained that That learners arrive at the change in their knowledge and skills when they think , feel and do, so that the learning occurs through three domains: Kinesthetic (activities and interaction of ideas) , emotional (feelings) and cognitive (ideas).



- The fourth topic was the areas of development and change of the learner (Knowledge, Skills and attitudes). As the participatory approach will lead to enhance the knowledge ,develop the related skills and generate an attitudes that serve the goal.

### Session Three:

1:30-3:15

- ✚ **The Principles of Dialogue Education (respect, safety, immediacy, participation, inclusion, relevancy, encouragement, sequence).**
- ✚ **(Dialogue VS Monologue)**

- The trainer started the session asking the participants to set in two circles , the smaller circle is a stable one facing the outer side, the second circle is the moving one and its facing the inner side, the trainer asked the participants to discussed their own definitions about the eight factors and they have to keep circulating every 30 seconds and discuss a new topic each time. The purpose of this exercise is to train the participants how to manage a dialogue in a timely manner.
- The trainers explained in the this session that to reach the learner to the highest possible level of participation there are Eight factors that influence the participation and effectiveness of the learners, which are respect, safety, immediacy, participation, inclusion and relevancy, encouragement, sequence The second topic was about Dialogue verses the monologue , what about the differences and when to use each one during the training session.



## **Day Four: Tuesday ,19<sup>th</sup> Jul**

### Session One:

09:00 – 11:00

- ✚ **Triangle assessing needs and resources of OBSERVE, ASK, STUDY.**
- ✚ **Training methods (brainstorming, open discussion, the collective game, role plays, groups work , individual work, simulation, case study)**

- The trainer defined the triangle of needs assessment and how to carry out each step and what to conclude from each observation , questions and study .
- The second topic was the training methods used in the participatory approach , the trainer distributed two methods for each group and asked them to play it for the participants, some groups discussed the pros and cons for using some of the



methods, other groups discussed topics related to death penalty using the selected methods by the trainer. Four groups presented their presentations in this session.

### Session Two :

11:15-1:15

✚ Continuing the training methods:(brainstorming, open discussion, the collective game, role plays, groups work , individual work, simulation, case study)

- The working groups continued to present their role play for the training methods

### Session Three:

1:30-3:00

✚ Educational tasks and model 4 A's ( ANCHOR, ADD, APPLY, AWAY

✚ Seven columns for designing training sessions including model 4 A'

✚ Practical training exercise

- The session started with an energizing exercise , where the trainer asked the participants to form groups of the number that the trainer mention , for example if he said 4 the participant should form groups of fours , participants who are left without a group will go out the game.
- The first topic in this session was about designing the tasks and the training sessions.  
in designing the training as a whole, it is important that there be a clear structure and each training session is designed to be implemented in an integrated manner and to be useful for the coach-card instructions. Traditionally, in the naming of elements of the training session bar the seven training columns are as follows (1. The address of the training session, 2. Topic or topics related to the hearing training in addition to the information content, 3. The objectives of the training session, 4. The time required for implementation, 5. Logistics used of the training session, 6. implementation steps, 7. Wrap Up to extract basic skills and summarize the output.
- At the end of the session the trainer gave an example how he usually plan for the training. he also asked each participant to plan for a training session to be presented in the next day for 15 minutes , the topic should be related to death penalty.



## **Day Five: Wednesday ,20<sup>th</sup> Jul**

### Session One:

09:00 – 11:00

✚ Preparation with the working groups (6 groups in parallel  
✚ Practical Exercise for Training (group 1) + (group 2)



- The participants took one hour to practices and prepare for their sessions.
- Four participants presented a training session.
- After each presentation , the participants discussed the training style presented , with their recommendations or comments on the training session. With the trainer comments as a wrap up for the session.



### Session Two :

**11:30 – 1:00**

**✚ Practical Exercise for Training(group3)+(group4)**

- Six participants presented their training sessions
- After each presentation , the participants discussed the training style presented , with their recommendations or comments on the training session. With the trainer comments as a wrap up for the session.

### Session Three:

**1:15 - 4:00**

**✚ Practical Exercise for Training(group5)+(group6)**

**✚ Final Evaluation and closing remarks**

- Four participants presented their training sessions.
- After each presentation , the participants discussed the training style presented , with their recommendations or comments on the training session. With the trainer comments as a wrap up for the session.
- The end of the session was a closing speech done by Asim Turkawi and Diana Shalabi representing PRI and a thank you note for the participants efforts and energy spent in the training workshop . Finally the certificates were handed to the participants





## Workshop Evaluation

At the end of each day we distribute an evaluation to find out what the participants liked the most what they dislike about the day and any recommendations or observations that would make it a better training and those evaluation forms were reviewed by the PRI project manager and the trainers, yet. every morning we highlighted the results of the evaluation and response and act based on that. in the fifth day, the final evaluation covered all aspects related to the training, venue, training material, trainer and training techniques, and below is the analysis of the evaluation. (Attachment #4: Final Evaluation Form).

	Strong Disagree (-)	Disagree (-)	No Comment (-/+)	Agree (+)	Strong Agree (+)
<b>Administrative and Regulatory Factors</b>					
1. The space and equipment used during the training program contributed to the learning process.			1	9	4
2. Organizers responded to the needs of the participants during the training program.				8	6
<b>Training Material and Content</b>					
3. Clearly understood the objectives of the training program.				5	9
4. Program achieved the desired objectives.				8	6
<b>Program Training Methods</b>					
5. Training methodology created an effective learning environment for me.				8	6
6. The use of training materials (i.e. videos, brochures, etc.) was effective and useful.				9	5
7. I will use these training materials I have learned in my current career.				5	9
8. I had enough time to sufficiently learn the relative topics.	1		3	6	4
9. There was a logical sequence and cumulative building to the context of the material.			1	6	7
<b>Trainer</b>					
10. The trainer had the knowledge and understanding of the subject to provide effective in-depth training.				8	6
11. The trainer stimulated discussion and reflection and allowed participants to exchange ideas and experiences.				6	8
12. The trainer expressed interest in helping participants.			1	6	7
13. Overall, I am satisfied with the performance of the trainer.				5	9
<b>Impact of the Training</b>					
14. I increased my knowledge and my skills of the topic as a result of my participation in this program.				6	8
15. My acquired skills are directly relevant to the nature of my work.				6	8
16. Overall, I am satisfied with the training program.				7	7
<b>Total</b>	1	0	6	110	111
<b>Percentage</b>	.44%		2.6%	96.9%	

As presented in the above evaluation, the participants are responded positively to the workshop by 96.9% , while 2.6% responded as acceptable , there was only one negative review about the time sufficiency in learning the relative topics of training.

**1) the strength points in this training workshop ?**

- It's training agenda was Comprehensive.
- Learning the New Tactics methodology
- The training was very rich in content.
- Skillful trainers , and excellent organizing efforts
- The training combined the theory and the practice about death penalty.
- The team work
- The regional context in the training which helped formulating a solid knowledge about death penalty in all the participated countries.

**2) what is the areas of improvements in this training workshop ?**

- The action plans needs more time to be developed
- To distribute the training material ahead of time in order for the participants to review it before at the beginning of the training
- Allocate more time for sharing the regional experiences in implementing projects and campaigns about death penalty
- The training was intensive and it would be better if there is more time to deeply go through all the training topics.
- Map working all the action plans developed for the countries for better cooperation and coordination.

**3) What are the topics raised in the training and was useful for you?**

- The New Tactics five steps .
- Analyzing Spectrum of Allais .
- The training skills
- Advocating campaigns

**4) What are the training programs that you considering in the future ?**

- A specialized course in preparing action plans and projects
- An advance training using New Tactics in Human Rights projects
- Training workshops about the right to life
- How to run human rights campaigns
- Criminal justice reform training especially in torture adorable

## **Trainer's comments**

The trainers are taking this opportunity to thank the PRI for allowing the learning experience and based on the facts made likes to mention the following :

- The workshop duration was very short, especially when considering the number of participants. The minimum training days to cover all training topics should not be less than 6 days as minimum for a group not exceeding 12 participants. In our case the training duration should be minimum of 12 working days to equally enable all participants to practice and implement the training elements under the direct supervision of the trainers, and receive feedback by the trainers and colleagues to enrich the learning and skills gained.
- The participants proved high dedication and commitment in plenary and in working groups.
- The participants had many points for clarification, which was not totally fulfilled due to short time.

- All topics were introduced in short frame without going deeper in the subject due to time limitations.
- The participants in their evaluation made several comments on the need for further training with practical application.
- At the end of the training the trainers and PRI coordinator evaluated the participants performance as PRI is looking for expanding their list of Death Penalty experts and trainers, this small evaluation facilitate nominating new trainers for the coming death penalty future activities, this evaluation was carried out based of the following criteria :
  - o Their background knowledge and experience in Death Penalty and in the training field
  - o Their training skills development during the workshop
  - o Their level of participation and communication.
  - o Their final presentation performance.

The results were categorized as the following :

**Category No. 1 :**

1. Rafic Zakharia
2. Osama Ibrahim
3. Driss Oumhand
4. Amor Boubakri

**Comments :** Members of this category are well skilled , they may have practiced training before, they have the personality, willingness, ability, and confidence, they may only need polishing of some skills and further practice with further coaching. It is not necessarily attending new training , coaching while training might be enough. However training is a continuous process for professionals also , they may work good with category2

**Category No. 2 :**

1. Oula Ben Nejma
2. Nabil Ebrahim
3. Khaled Ali Al-Maweri
4. Adnan Alomari

**Comments:** Members of this category, are good potential for successful trainer, proved high interest, dedication, interaction, ability to learn and work in groups, willingness and ability to be future trainers , need advanced training course focusing of further skills and practical application

**Category No. 3 :**

5. Hoda Nasralla
6. Daila Obaidat
7. Nadia Laghrissi
8. Jessica Hallak
9. brahaim Bashier
10. Dadoua Laiachi

**Comments :** Members of this category have less scale / grade of Category B , need more efforts and focused training to build their skills

Report Attachments:

- Attachment # 1: Participants List
- Attachment # 2: Countries Action Plans

### Attachment 1 :

	Name	Title of Position	Contact Information	Country
1	Amor Boubakri	Tunisian Organization for Security and Penal Reform	Land: 0021698261347 Fax: 0021673232869 Email: rbbkr04@gmail.com	Tunisia
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3	Mebrahim Bashier	Place	Mobile: 249912251097 Work: 249155129595 Email: mebrahim@yahoo.com	Sudan
4	Adnan Alomari		Email: adnan.alomari@live.com Tel: 962778000000	Jordan
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6	Osama Ibrahim	Hesham Mubarak Law Center HMLC/ Egypt	Home: 25566066 Land: 0105484470 Work: 25758908 Mobile: 0148484865 Email: bibars008@gmail.com	Egypt
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10	Khaled Ali Al-Maweri	Hood Organization	Work: 9671212580 Mobile: 967777177501 Email: almaweri2009@hotmail.com	Yemen
11	Dadoua Laiachi	The National Advisory Committee for the Advancement and Protection of Human Rights	Work: (213771090890) 0021321239091/21 321239133 Email: czerfa@yahoo.fr 0021321729026/00 213661586110	Algeria
12	Driss Oumhand	Moroccan Coalition against the Death Penalty	Work: 0522487033 Mobile: 0660293487 Email: oumhanddriss@yahoo.com	Morocco
13	Nadia Laghrissi	Moroccan Coalition against the Death Penalty	Work: 2126686818 24 Email: bentererisse@yahoo.fr	Morocco
14	Daila Obaidat	Change Academy	Tel: 962775424467 Tel 2: 00962795899880 Email: madanidaila@hotmail.com	Jordan

## Attachment 2 :

### Countries Action Plans

## Action Plan Egypt

**Problem:** The popular opinion is in favor of the death penalty

**Vision:** A criminal justice system that respects the right to life and a society that has the environment to accept reintegration of a convicted person.

**Objective:** Create public opinion in favor of the abolition of the death penalty

**Target Group:** judges, unions, and civil society groups

Selected Tactics:

<u>What resources are need (i.e. human resources, materials, etc.)?</u>		<u>How will this plan be implemented?</u>		<u>What is the mission?</u>	
Who is responsible for the implementation ?	What resources are available to you?	When?	What are the steps?	Change Judges in support of the death penalty and those who are neutral into those against the death penalty. Create allies.	
Hesham Mubarak Center for Law Egyptian Initiative for Personal Rights Arab Center for Independence of the Judiciary Arab Organization for Penal Reform International	- Human resources: researchers, specialists, lawyers, judges – have the ability to study, research, and persuade	December 2011	- administrative apparatus - scholars Shari'a and civil Law. - cost to distribute booklets at a price - the cost of preparing research and	Field work Research of alternatives to death penalty 1000 booklets distributed in 3 seminars	

Reform Organizations All International Human Rights group in this field (i.e. Amnesty International)			printing		
Researchers	Cost of research papers and printing	Be prepared at least 1 month prior to seminars	Research of issues where innocent are executed - a copy of this research		
Implementers	- cost of invitations for judges - rent of seminar room, photography, video equipment	- Suez, November 2011 - Alexandria, February 2012 - Cairo, May 20		3 seminars in Suez, Alexandria, Cairo	
Implementers	- cost of lecturers and program spending	December 2012		Prepare TV show with judges and human rights centers	
Implementers	Cost of documentary film and presentation of film	Displays during seminar	Documentary film	Documentary film about the death penalty	
Lecturers and trainers with headquarters – Coordinating Committee of Egyptian Workers	Hesham Mubarak Center for Law - Egyptian Initiative for Personal Rights - Center for Economics and Social Rights	December 2011 March 2012 July 2012	3 Lectures in Cairo – Coordinating Committee of Egyptian Workers	Field work	Change trade unions from neutral to opposing the death penalty
Hesham Mubarak Center of Law Egyptian Initiative for Personal Rights	Costs Brochures	November 2011		Brochure distributed prior to seminars (1000 copies)	
Trainer	Wage of	January	Implementer	2 Leaders of	

	trainers and trainee transportation	2012 April 2012	s	Labor influence colleagues to be against the death penalty	
Available resources: judges, jurists, researchers	Need: Human resources Administrators of Shari'a and Civil Law Experts Financial resources Logistical resources Monitoring, identification research options	September 2011- may 2012			10 groups from 10 provinces of those who changed from neutral to opposing the death penalty
Available resources: lawyers, researchers, private associations within the nation	Need: Financial assistance for wages of trainers and rent for room	November 2011 January 2012 May 2012	Egyptian Initiative for Personal Rights and Hesham Mubarak Center Select organizations	10 associations in 10 provinces (those who changed from neutral to actively against the death penalty)	Training sessions in Cairo - 2 courses with 10 people selected to coordinate the courses - film training
	Brochures	Cost of printing 1000 copies			

## Action Plan Morocco:

- **Goal:** Morocco's Ratification of the Optional Protocol II to the Civil and Political Rights
- **Target Group:** Moroccan Parliament, Civil Society, the Commission of Justice and Legislation at the Ministry of Justice
- **Selected Tactics:** Create a Documentary to promote the Abolition of the Death Penalty, organize a round table in Parliament
- **Issue:** Morocco has not ratified Protocol II of the Civil and Political Rights **Vision:** A guarantor of rights and dignity for human beings, especially the right to life, in society.

What resources are needed (i.e. human resources, educational materials, etc.)?		How will the services be implemented?		What is the mission?	
What resources are available to you?	Who will implement the services?	When?	What are the steps to effectively implement services?		
Financial resources to cover the costs of a meeting.	Human Resources (i.e. Members of the Committee)	Supervisory Committee in the Moroccan Coalition for the Abolition of the Death Penalty.	From September 10 <sup>th</sup> to September 20 <sup>th</sup>	Make Contacts through: messages, email, fax	Hold Consultative Meetings with the following parties:
- expert - Financial resources to cover the cost of the services	Human resources composed of Committee Members	Expert with the Supervisory Committee in the Moroccan Coalition for the Abolition of the Death Penalty	From September 10 <sup>th</sup> to September 20 <sup>th</sup>	Preparation Forms by Experts	Gather Public Opinion
- financial resources - specialist internet services	Human Resources	- specialized team - supervisory committee - Penal Reform International	From October 1 <sup>st</sup> , 2011 to August 31 <sup>st</sup> , 2012	- media campaign to urge officials and lobby groups for reconciliation practices - Produce Moroccan documentary "A Cup of Tea for Reconciliation"	Committee of Justice for legislation at the Ministry of Justice of Morocco

# Action Plan Tunisia

**Problem:** The popular opinion is in favor of the death penalty

**Vision:** A criminal justice system that respects the right to life and a society that has the environment to accept reintegration of a convicted person.

**Objective:** Create public opinion in favor of the abolition of the death penalty

**Target Group:** judges, unions, and civil society groups

Selected Tactics:

<u>What resources are need (i.e. human resources, materials, etc.)?</u>		<u>How will this plan be implemented?</u>		<u>What is the mission?</u>
Who is responsible for the implementation?	What resources are available to you?	When?	What are the steps?	Change judges from the negative or neutral opinion to allies in support of the abolition of the death penalty
<ul style="list-style-type: none"> <li>- Tunisian Organization for Security and Penal Reform</li> <li>- Ally judges persuade the judges association towards opposition of the death penalty</li> <li>- university professors and Law Scholars</li> <li>- all international human rights organizations in this field (i.e. Amnesty International)</li> </ul>	<ul style="list-style-type: none"> <li>- Human resources: researchers, specialists, lawyers, judges – have the ability to study, research, and persuade</li> <li>- administrative apparatus</li> <li>- scholars Shari'a and civil Law.</li> <li>- cost to distribute booklets at a price</li> </ul>	December 2011	<ul style="list-style-type: none"> <li>- field work</li> <li>- research: alternative punishments to the death penalty booklets</li> <li>- 1000 copies distributed during 3 seminars</li> </ul>	
Implementers	<ul style="list-style-type: none"> <li>- the cost of preparing and printing research papers</li> </ul>	Prepared for scheduled seminars at least 1 month prior to seminars	<ul style="list-style-type: none"> <li>- Research paper on the issue of innocent executions</li> <li>- copy of the research</li> </ul>	
Implementers	- costs of	Capital –	- seminars in	



	invitations for judges to attend the seminars - wages of trainers - rent for seminar room, photography, and video equipment	November 2011 Sousa – February 2012 Saquaes – April 2012	capital, sousa, saques		
Implementers	Contact organizers of the program and the costs	December 2012	TV programming: show with Judges and centers of human rights		
Implementers	Costs of preparing documentary film (preparation and presentation)	Displays during the seminar	Short documentary film on the death penalty		
				Field work	Change unions opinions so that they become allies
The character and persuasion power of union actors that support the abolition	Lecturers and trainers	April 2012 May 2012 June 2012	3 lectures: Capital, Saques, Gafsa		
		March 2012	2000 brochures distributed prior to lectures		
Trainers	Wages of trainers and trainees and headquarters rent	May 2012 October 2012	Implementers	2 labor leaders persuade colleagues to oppose the death penalty	
Trainers specialized in the field of human rights	Funding to cover the costs of training	February 2012 April 2012		20 people selected within the society to	Small associations of those who turned

	rooms, eating, wages of trainers			coordinate and prepare courses for 2 training courses	into active allies (10 associations in 10 provinces)
	Cost of printing 2000 copies		Fold?		