

***Making Human Rights Real:***  
***A Human Rights Education Program for Women***  
**Facilitator's Program Manual - Algeria and Tunisia versions**  
**ENGLISH SUMMARY**



*Partners for Justice*

Morocco Field Office  
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# ***Making Human Rights Real: A Human and Legal Rights Education Program for Women in Algeria and Tunisia***

## **1. Program Summary:**

Global Rights is pleased to present Algeria and Tunisia specific versions of *Making Human Rights Real*, our facilitator's manual for women's human and legal rights education.

As part of our *Maghreb Initiative* to promote women's rights in Algeria, Morocco and Tunisia, the Rabat-based field office of *Global Rights* collaborates with local NGOs, lawyers and activists in these three countries to develop and implement human and legal rights education programs targeting illiterate and semi-literate women. During more than two years of collaboration with our local partners in Algeria and Tunisia, we:

- Held two intensive 4-day *Facilitating for Women's Human Rights Education* workshops in Algeria and Tunisia for members of local NGOs to train them as human rights education program facilitators for illiterate and semi-literate women;
- Provided technical assistance and coordinated pilot implementation of human rights education for groups of illiterate and semi-literate women by participant organizations, with one designated NGO in Algeria and Tunisia serving as Country Coordinator to repeat trainings for additional program facilitators, and conduct monitoring, peer evaluation and follow-up;
- Tested and rewrote our 422-page Arabic language *Making Human Rights Real* Morocco program manual to be specific for Algeria and Tunisia;
- Published and widely distributed the Algeria and Tunisia versions of our revised *Making Human Rights Real* program manual to Algerian and Tunisian human rights NGOs, local development associations, activists and lawyers in Algeria and Tunisia.

This English Summary describes the elaboration process and the content of the Algeria and Tunisia specific versions of our program manual.

Both the Algeria specific (290 pages) and Tunisia specific (230 pages) versions of *Making Human Rights Real* contain an Introduction to human rights education, a Practical Guide for Program Facilitators, numerous two-hour sessions on a wide diversity of women's human rights themes for program facilitators to hold with groups of women participants, and appendices with additional resources. Each of the program sessions contains a Lesson Plan accompanied by a legal reference sheet with relevant international human rights conventions, national – Algerian or Tunisian - laws, and religious texts and local customary law as appropriate.

The *Global Rights* Morocco team designed this *Initiative* to increase knowledge of human and legal rights, encourage self-empowerment and self-motivation, and teach networking and collective mobilization for advocacy skills among illiterate and semi-literate women in the Maghreb. We also designed this program to develop the capacities of local NGOs to conduct outreach to women in their communities and mobilize women at the grassroots level into their rights-based advocacy initiatives. The program uses a participatory approach based on an empowering pedagogy appropriate for human rights education for adults.

The program targets human rights education with illiterate women, but was designed to be flexible and adaptable for implementation with other groups of women. However, the essential characteristic of the program is that none of the sessions require reading or writing skills on the part of the participants. Finally, the program was designed to be low-budget with few material resources required. Implementing organizations need merely a facilitator, a group of women, two hours, and a place to meet.

Funding for the facilitators' training workshops and the development and publication of the Algeria and Tunisia versions of this manual was generously provided by the United States Department of State Bureau of Democracy, Human Rights and Labor (DRL) under Award Number S-LMAQM-03-H-0115 for our *Empowering Women in the Maghreb* Initiative - project dates October 1, 2003 – March 31, 2006.

Previous Morocco versions of the Manual were made possible with the generous support of the Middle East Partnership Initiative (MEPI) and the United States Agency for International Development (USAID).

## **2. Elaborating the Program Manuals:**

In June and September 2004, *Global Rights* conducted two *Facilitating for Women's Human Rights Education* training workshops for 27 members of 16 human and women's rights NGOs, local development associations and labor unions from 14 cities, towns and villages in diverse regions across Algeria and Tunisia. Each of the 4-day workshops trained participants on the use of *Making Human Rights Real*, human rights education facilitation techniques, women's human rights and gender concepts, and the implementation of human rights education programs for women in their communities.<sup>1</sup>

Following these two initial in-country training workshops organized by *Global Rights*, in July 2005 each of our Country Coordinators in Algeria and Tunisia conducted follow-up workshops to train additional members of local NGOs in their communities to be program facilitators, elaborated a calendar and plan for testing the current Morocco specific *Making Human Rights Real* program Manual with women beneficiaries in their communities, and formed a national network committee among participating local NGOs to rewrite our current Morocco program Manual to be Algeria and Tunisia specific:

- The *Association Défense et promotion des droits des femmes* (ADPDF) in Algeria held a four-day in-country *Facilitating for Human Rights Education* workshop that united 10 members of 7 select local NGOs from Algiers, as well as Western, Eastern and Southern regions of the country, including the *Association d'aide psychologique de recherché et de formation* – Al Harrache, *Association sportif d'Amir Abdelkader* – Algiers, two local development associations from Oran, *Association Tipaza* – Tipaza, *Association Aicha Oum al Moumaneen* – Aflou, *Association Défense et promotion des droits des femmes* – Algiers.
- The *Association des Femmes Tunisiennes pour la Recherche et le Développement* (AFTURD), in collaboration with the *Espace Tanassof* (a network of local Tunisian

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<sup>1</sup> For more details, please see *Facilitating for Women's Human Rights Education: Training Workshops Final Report – Algeria and Tunisia* (June – September 2004) available in English and Arabic at [www.globalrights.org](http://www.globalrights.org)

NGOs) held a four-day in-country workshop that united 15 members of local human and women's rights NGOs, health advocacy NGOs, labor unions, and micro-credit associations, including the *AFTURD: Association des Femmes Tunisiennes pour la Recherche et le Développement*, *ATFD : Association Tunisienne des Femmes Démocrates*, *UGTT: Union Générale des Travailleurs Tunisiens*, *ATLC-MSTSIDA - Association Tunisienne de lutte contre les MST SIDA*, *APEL: Association pour la Promotion de l'emploi et du logement* (rural local development association) *Enda Inter Arabe* (micro-credit NGO that focuses on women in marginalized neighborhoods), *Association des Mères Célibataires* (single mothers advocacy NGO), and the *Union Syndicale des Travailleurs du Maghreb Arabe*.

Following these follow-up training workshops in Algeria and Tunisia, our two Country Coordinators united participants into national network committees comprised of diverse NGO and local development association members, including teachers, popular education facilitators, activists and lawyers. The two national committees tested and rewrote the 422-page Arabic language Morocco specific version of *Making Human Rights Real* – the subjects and content of program sessions as well as the legal information presented - to be specific to their respective country.

Previous Morocco specific versions of *Making Human Rights Real* were originally elaborated by the Rabat based field office of *Global Rights* and a network of 31 Moroccan women's rights NGOs and local development associations from diverse regions across the country. During more than six years of close collaboration with our local partners in Morocco to enhance human rights education for illiterate women, we:

- United 21 members of 14 women's advocacy NGOs and local development associations from diverse regions across Morocco in a *Women's Legal Literacy Working Group* to design and produce the first version of an Arabic language facilitator's manual entitled *Making Human Rights Real: A Legal Literacy Program for Women in Morocco* (September 2000-January 2002);
- Conducted an innovative training series on women's human rights education facilitation and program implementation for 88 representatives of 78 organizations in 39 cities, towns and villages from 6 diverse regions (February-April 2002);
- Implemented pilot programs of legal literacy for over 7000 women beneficiaries in our partner organizations across the country, providing technical assistance and on-going monitoring and evaluations (April 2002-May 2003);
- United 27 legal literacy program facilitators for a 3-day *National Consultation* to evaluate the first version of the program manual, design and write new curriculum based on field experiences, enhance the program facilitation methodology, analyze obstacles to program implementation and develop strategies to address them, and link local organizations across Morocco implementing the program (June 2003);
- Rewrote and produced a revised version of the Morocco program manual based on input and evaluations from both program facilitators and the women participants, as well as integrated the legal reforms to the Personal Status Laws in February 2004 (July 2003 – June 2004);
- Currently implement, evaluate and provide on-going technical assistance to hundreds of local NGOs across Morocco as they conduct the program with thousands of women in their communities.

### **3. Program Manuals - Table of Contents:**

#### **I. Introduction to Human Rights Education**

- A. Program Summary
- B. Human Rights Education: Conceptual Framework
  - 1. Legal basis for human rights education programs
  - 2. Definition of human rights education
  - 3. The role of human rights education in advocacy and social change
  - 4. The role of human rights education in economic development
  - 5. The role of human rights education in the elaboration of international standards
- C. Program Objectives: Why do Human Rights Education for Women?
  - 1. Participants
    - (a) Increase knowledge of human and legal rights among illiterate and semi-literate women;
    - (b) Encourage self-empowerment and self-motivation among illiterate and semi-literate women to develop their individual capacities to defend their rights;
    - (c) Teach networking and collaboration skills among illiterate and semi-literate women to develop their collective capacities to mobilize for change.
  - 2. Advantages to implementing organizations
- D. Pedagogical Approach: How do we conduct Human Rights Education?
- E. Program Implementation Follow-up

#### **II. Facilitators' Guide**

- A. Facilitating Human Rights Education for Women
  - 1. Characteristics of a good facilitator
  - 2. The role of the facilitator
  - 3. Strategies and techniques for successful facilitation
  - 4. The art of asking questions
  - 5. Confronting challenges
- B. Description of Facilitation Activities
- C. Additional Ideas for Program Sessions
- D. Logistical Considerations
  - 1. Creating groups of women for human rights education: outreach and organization
  - 2. Integrating Berber women into the program
  - 3. Space considerations
  - 4. Time and duration considerations
  - 5. Prior to each session
  - 6. Obtaining necessary resources
  - 7. Addressing resistance in the community
- E. How to Use this Program Manual
  - 1. Understanding its organization
  - 2. Being creative, flexible and responsive to the participants
  - 3. Enriching the program

### III. The Program Sessions

Each of the two-hour program sessions in the Algeria and Tunisia versions of the Manual contains a “Lesson Plan” that sets out the steps the facilitator should follow, as well as an accompanying “Legal Reference Sheet” that details the legal elements related to the specific topic of that session.

The “Lesson Plan” for each session explains the subject of the session, the objectives, the total time allocated for the session, the necessary material, and the steps for the sessions. Each session is organized around the following structure:

1. Warm-up activity
2. Activity to introduce the topic for that session and situate the women in their reality
3. Informative activity: the facilitator presents the relevant legal information through a simplified lecture or an activity
4. Mobilization activity: the participants apply what they have learned, analyze problems, and strategize through a variety of participatory activities such as role plays, case studies, and debates.
5. Short description and discussion of an example from another country
6. Closing activity
7. Evaluation

The “Legal Reference Sheets” explain the legal elements for the session that the facilitator studies ahead of time to familiarize herself with the laws and the vocabulary used and integrate into the session. Each is organized around the following structure:

1. National (Algerian or Tunisian) laws: Constitution and national legislation
2. International human rights law: Conventions and U.N. Declarations
3. Religious texts and customary law as appropriate
4. Examples of laws and advocacy strategies from other countries, as well as relevant statistics
5. Glossary of the vocabulary used

	<b>Algeria Manual – 73 sessions</b>	<b>Tunisia Manual – 49 sessions</b>
<i>Module 1: Introduction to the concept of human rights and oneself as a subject of rights</i>	Session 1: Introduction to the concept of women’s human rights	Session 1: Introduction to the concept of women’s human rights
	Session 2: Introduction to the concept of liberty	Session 2: Introduction to the concept of liberty
	Session 3: Introduction to the concept of dignity	Session 3: Introduction to the concept of dignity
	Session 4: Introduction to the concept of equality	Session 4: Introduction to the concept of equality and discrimination
	Session 5: Discrimination against women	Session 5: Introduction to gender analysis
	Session 6: Introduction to	Session 6: Introduction to the

	gender analysis	sources of law used in the program
	Session 7: Introduction to the sources of law used in the program	Session 7: Protecting women's human rights: individual responsibility
	Session 8: Protecting women's human rights: individual responsibility	
	Session 9: Collective mobilization for the promotion of women's human rights	
<u>Module 2: Women's human rights in the family</u>		
Theme 1: The Marriage Contract	Session 1: The legal age for marriage	Session 1: The legal age for marriage and consent
	Session 2: Consent to marriage and the right to choose one's husband	Session 2: The marriage contract: the possibility of including clauses in favor of the woman and how to negotiate clauses
	Session 3: Dowry	Session 3: Dowry
	Session 4: The marriage contract: the possibility of including clauses in favor of the woman	Session 4: Contribution to household costs during marriage
	Session 5: The marriage contract: how to negotiate clauses	
	Session 6: Polygamy	
	Session 7: Marriage " <i>Urfi</i> (traditional marriage without a written contract)	
Theme 2: Divorce	Session 1: Introduction to the concept of divorce and the different types of divorce in Algeria	Session 1: Introduction to the concept of divorce and the different types of divorce in Tunisia
	Session 2: Divorce initiated by the husband	
	Session 3: Divorce initiated by the wife (without cause)	
	Session 4: Divorce initiated by the wife (for cause)	
Theme 3: Women and their Children	Session 1: Child custody and guardianship	Session 1: Child custody
	Session 2: Filiation	Session 2: Filiation
	Session 3: Single mothers	Session 3: Guardianship
		Session 4: Transmitting nationality
		Session 5: Single mothers

<u>Module 3: Women's human right to an equitable economic development</u>	Session 1: Women's human right to development	Session 1: Women's human right to development
	Session 2: Women and poverty	Session 2: Women and poverty
	Session 3: Women and desertification	Session 3: Women and desertification
	Session 4: Women and water	Session 4: Women and water
	Session 5: Women's right to decent housing	Session 5: Women's right to decent housing
<u>Module 4: Women's human rights to property</u>	Session 1: Women's unpaid work in the household	Session 1: Women's unpaid work in the household and marital property upon divorce
	Session 2: Contribution to household costs during marriage	Session 2: Women's inheritance rights
	Session 3: Marital property upon divorce	
	Session 4: Financial support by children in old age	
	Session 5: The right to have a bank account	
	Session 6: Women's right to credit	
	Session 7: Women's inheritance rights	
<u>Module 5: Women's human right to freedom from violence</u>	Session 1: Verbal violence	Session 1: Verbal violence
	Session 2: Physical violence in the family	Session 2: Physical violence in the family
	Session 3: Sexual assault	Session 3: Sexual assault
	Session 4: Sexual harassment in the workplace	Session 4: Sexual harassment in the workplace
	Session 5: Women as the target of terrorist violence	Session 5: Women as the target of terrorist violence
	Session 6: The impact of terrorism on women's human rights	Session 6: The impact of terrorism on women's human rights
	Session 7: Pimping women for profit	Session 7: Pimping women for profit
	Session 8: Violence against sex workers	Session 8: Violence against sex workers
	Session 9: Trafficking in women	Session 9: Trafficking in women
<u>Module 6: Women's human right to education</u>	Session 1: Women's right to education	Session 1: Women's right to education



	Session 2: The impact of illiteracy on women's human rights	
<u>Module 7: Women's human right to health</u>	Session 1: The obligation to have numerous children	
	Session 2: Women's right to access to health care	
	Session 3: Freedom from charlatans	
<u>Module 8: Women's human rights at work</u>	Session 1: Discrimination at work in the formal sector: hiring, salaries, hours, and family responsibilities	Session 1: Discrimination at work in the formal sector: hiring, salaries, hours, and family responsibilities
	Session 2: Discrimination at work in the informal sector: the case of domestic workers	Session 2: The right to belong to a labor union
	Session 3: The right to belong to a labor union	
<u>Module 9: Women's human right to full citizenship</u>		
Theme 1: Freedom of movement	Session 1: Women's right to freedom of movement	Session 1: Women's right to freedom of movement and migration
	Session 2: The impact of male migration on women's rights	
Theme 2: The Impact of Corruption on Women's Human Rights	Session 1: Corruption and gender	Session 1: Corruption and gender
	Session 2: Corruption in the judicial system	
	Session 3: Corruption and elections	
Theme 3: The Human Rights of Women Prisoners	Session 1: The human rights of women prisoners	Session 1: The human rights of women prisoners
Theme 4: The Human Rights of Physically Challenged Women	Session 1: Physically challenged women's human rights	Session 1: Physically challenged women's human rights
Theme 5: Women's Right to Administrative Documents	Session 1: Women's right to the <i>livret de famille</i>	
	Session 2: Women's right to a national identity card	
	Session 3: Women's right to a passport	
<u>Module 10: Women's Right to Participate in Political Life</u>	Session 1: Making decisions without women	Session 1: Making decisions without women

	Session 2: Women and decision-making positions	Session 2: Women and decision-making positions
	Session 3: Obstacles to women's political participation	Session 3: Obstacles to women's political participation
	Session 4: The right to vote in elections	Session 4: The right to vote in elections
	Session 5: Vote your Conscience	Session 5: Vote your Conscience
	Session 6: Know your Government	Session 6: Know your Government
<u>Module 11: Women's Human Right to Freedom from Stereotyping</u>	Session 1: Images of women in advertising and school textbooks	Session 1: Images of women in advertising and school textbooks
	Session 2: The role of the media in promoting responsibility for human rights violations	Session 2: The role of the media in promoting responsibility for human rights violations
<u>Module 12: Field Trips</u>	Session 1: <i>Livret de famille</i> office	Session 1 : Model Field Trip (Police Station)
	Session 2 : Hospitals	
	Session 3 : Police stations	

#### IV. Appendices

- A. Program Evaluation Form
- B. International Conventions Ratified by Algeria or Tunisia
- C. International Human Rights Calendar
- D. Internet Resources for Human Rights Education
- E. Directory of Human Rights Organizations in Algeria or Tunisia
- F. Arabic-Berber Glossary of Human Rights Terms (*Algeria version*)

#### ***Sources cited in the Program Manual:***

The human rights education program manual was made possible through a variety of rich resources on human rights education and existing program manuals. The following sources are cited in footnotes in the Program Manual where appropriate:

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