



FUNDAMORGAN



Access to
Justice



Community Legal
Assistance Program

A project aligned with the Sustainable Development Goals



Community Legal Assistance Program



In 2006, after 17 years of helping women victims of domestic violence in the country, the Foundation for the Promotion of Women decided to close its operations. With the intention of continuing the legal support provided until then, Morgan & Morgan decided to create The Community Legal Assistance Program in January 2007, becoming the flagship project of its commitment to the United Nations Global Compact on issues of Corporate Social Responsibility.

The Community Legal Assistance Program is a non-profit organization whose main objective is to guide and represent, free of charge, in family and domestic violence processes people who earn less than B / .800.00 monthly from Panama, San Miguelito and Chorrera. This service includes guidance, counseling and legal representation in Family and Domestic Violence processes.

This program also confirms Morgan & Morgan's commitment to the defense and promotion of Human Rights. Therefore, the company focuses its efforts on providing a strong financial investment to this project by having excellent administrative and technological support and a specialized professional team versed on the issue and that together contribute to the SDG 5 (Gender Equity), SDG 16 (that promotes peaceful and inclusive societies and access to justice for all) and SDG 17 (Strategic Alliances).

Action Axes



Legal Services

We provide free legal advice and representation to people who generate less than B / 800.00 monthly, in domestic violence and family law proceedings, in Panama, San Miguelito and Chorrera. As of December 2018, more than 2,907 legal proceedings have been attended to, helping people who otherwise could not have resolved their situation. Legal advice has been given 7,050 times.

Prevention and awareness-raising

Among our most relevant awareness-raising activities, we can mention #YoDigoBasta, an initiative that promotes that everyone, from within their industry or expertise, contribute to the fight against gender violence. In this sense, our most relevant project to date has been the event called "**Ni con el pétalo de una rosa**" (a popular Spanish saying that warns that a woman should not be hit even with a rose's petal) where for two consecutive years people and businesses from the flower industry, wedding planners, florists and event decorators have been invited to contribute with the Community Legal Assistance Program. The event purpose was to achieve two objectives: raise the issue to a wider and higher public and, in turn, raise funds to invest in the economic empowerment program aimed at women victims of domestic violence who have been taken care of by the foundation. In 2017, we participated in the sponsorship of the book **ENOUGH! 100 women against gender violence**, a project that in its second phase of creative writing and mini-story workshops centered around gender violence, has impacted 1,158 people from different groups within society: migrant women, rural communities, book clubs, private enterprise, students. In November 2018, we created a visual campaign for social networks, where we promoted being patriotic encouraging such things as rejecting sexist jokes, sharing of household chores and the no violence against women.

Advocacy

With the aim of promoting laws and effective public policies to prevent violence against women and support the victims of violence, we are members of the "Special Committee on Violence against Women" (CONVIMU), which is comprised of the National Institute of Women (INAMU), the Public Ministry, the Judicial Branch and State Institutions. We also participated in the revision of the law that classifies femicide as a crime, through CONVIMU, which is made up of all the members mentioned above. This initiative resulted in the approval of the law in 2014 by the National Assembly, and more recently the internal approval of the regulation of said Law in January 2017. Additionally, we are part of the advocacy group Allies x Childhood and Adolescence, which promotes that the following commitments for children are included in the political and public agenda: comprehensive health, quality education, less poverty, growth without violence and laws that guarantee their rights.

Alliances

As members of a globalized society, we recognize the importance of working with allies in all sectors. For this reason, important alliances have been made with international organizations, public institutions, private companies and the third sector. In this sense, we can mention that we have carried out agreements with: Caja de Ahorros; Defensoría del Pueblo (Ombudsman); Nutrehogar; Ministry of Social Development; National Institute of Women; UN Population Fund (UNFPA); United Nations Children's Fund (UNICEF); ONUMUJERES; SUMARSE as part of the AVANCEMOS project; NUTEJE Foundation, ProNiñez Foundation and FUNDADER. We also have partners such as: TVN-Media Group, Medcom Group, Next TV, Panama Radio, USMA, UDELAS, Tourmaline and Durando, National Lottery.

All of our alliances are focused on the empowerment of women, access to justice and gender equality as a tool to build a more just society and reduce poverty and inequality.

Empowerment

In order to provide more comprehensive care, we have initiated a Program for the empowerment of women, through training in short courses in crafts, cooking, baking, beauty and computer science, so that they can start small businesses and generate resources to support their families. Our program "Women Entrepreneurs' Space" (EME for its acronym in Spanish) seeks to strengthen the self-esteem and empowerment of women survivors of domestic violence, through courses in crafts, cooking and computing, which also will allow them to generate their own income thus helping them break economic dependence on their aggressors. To date, we have managed to provide more than 135 scholarships, (88 women) in courses that range from the confection of "tembleques" to computing, confectionary, gourmet cooking, Christmas arrangements, flower arrangements.

Management and Quality

The team

To achieve this goal we have a professional team consisting of 8 full-time staff: Executive Deputy Director, 1 Criminal Lawyer, 2 Family Lawyers, 2 interns, 1 Social Worker, 1 Administrative Assistant. They are supervised by a Board of Directors composed of the CEO, Partners of the firm, Manager of CSR and Morgan and Morgan's Manager of Organizational Development.

Internal processes and controls

To ensure the quality of our service with users, processes are implemented from the time the person calls or arrives at the Foundation.

- When the person calls, an appointment is made within the range of the next 10 days in order to be properly attended.
- When the person comes for the first time, he/she is interviewed by Social Work, to understand their socioeconomic situation, family composition and thus determine if it is a process that can be taken care of in the Foundation. In order to avoid re-victimization, the person is not interviewed about his/her particular situation, but only asked to give an overview that allows us to identify possible help.
- Approach the topic of domestic violence: what it is, how to identify it, measures to prevent it, among others.
- Every month, all the processes are entered into software that is updated weekly thus allowing an effective follow-up.
- When the processes are finished, a survey is given to the users to identify quality of service and impact of our support in their lives.
- We have a Continuity Plan so in case of any eventuality there is guaranteed that we can continue with any other required processes.

Our internal processes are the same as those established for the Morgan and Morgan operation, under strict corporate standards.

- Organizational development: talent management and recruitment and welfare
- Audit and Risks: audit, oversee the financial operation and attention and follow-up processes
- Accounting and Treasury: everything is managed under the firm's policy
- Payroll: support with payments, withholdings, and procedures before the CSS, among others.
- Marketing and Communication; they are responsible for publicizing the program through social networks, spaces with journalists, magazines and reports.

Financing

Morgan and Morgan finance 77% of the operation. The other 23% is obtained thanks to a subsidy granted by the Ministry of Social Development, which complements the attention in the penal area.

Impact indicators (2007-2018)

<p>Open processes</p> <p>2,907</p>	<p>Scholarships</p> <p>135</p>	<p>People receive advice during these fairs</p> <p>1,162</p>
<p>People trained</p> <p>8,872 (74% women)</p>	<p>Legal Fairs</p> <p>89</p>	<p>Legal advice and guidance</p> <p>7,050</p>

We implement measurement surveys of our services and the impact on the lives of the people we serve. In relation to evaluations of talks on prevention and awareness, application of pre and post test to new users of the foundation, and surveys measuring the quality of service and perception in terms of impact on their lives.

255 surveys available from 2015 to 2018, of services and impact on their lives (applied at the end of the process with the user)

- 99% rate the attention between excellent and good; 1% regular.
- 100% would recommend us to others
- 100% of those who answered the question of whether our intervention impacted their lives positively, answered yes, especially in the improvement of: decision making, relationship with their children, tranquility, stability and desire to fight.

Of 223 users surveyed in pre and post test: (applies to users who come for the first time and who must go through an induction)

- PRE: 85% do not recognize what domestic violence is, nor do they know how to identify it
- 80% do not know our services (they think that we are court appointed)
- POST: 100% satisfied with the information received
- 90% know about their duties and expectations in term of their process.
- 90% clarify their doubts about violence and processes.

Project AVANCEMOS

- 11 companies, 640 employees impacted
- Of those: 404 received training and 232 received free legal advice in family and violence processes.
- 129 evaluations given after the talks
- 85% rate the trainings as excellent

Alliances



Recognitions



“Recognition for good business practices aimed at the achievement of the Sustainable Development Goals”

Especially from the SDG 5: Gender Equality by the Global Compact of Colombia.



“Good Corporate Citizen Award”

Morgan & Morgan was distinguished by the American Chamber of Commerce and Industry of Panama in the first version of the "Good Corporate Citizen" award, for the work it carries out through the Community Legal Assistance Program and received recognition from the Ombudsman's Office for its long history in the defense of Human Rights.



“Integral Project for the Development of Rural and Marginal Women of Panama-EIDHR / 20010 / 252-327”

We were awarded internationally by the Association of Women for Dialogue and Education of Madrid, Spain (MDE) and by the European Commission.

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