

NAMIBIA: ORGANISING, POPULAR EDUCATION AND ADVOCACY - RAF 2016-19

Programme Objective	Indicators	Baseline	Means of verification
Organisations and target groups have strengthened their influence related to the rights of women, workers and young people.	<p>1. Examples on legislative and policy changes and implemented minimum wage in more sectors through Collective Bargaining Agreements or legislation.</p> <p>Target: At least one change regarding rights on the workplace and protection, through protective gear, CBA or changes in labour law. At least one more sector gets minimum wage.</p>	<p>1. Majority has little understanding of basic labour rights and employers are not well informed about employee challenges.</p> <p>CBA and/or legislation regarding national minimum wage is lacking in many sectors, such as farm works and petroleum workers.</p>	<p>1. Project reports (Collective Bargaining Agreements and policy documents in petroleum sector.</p> <p>Participants evaluations and recorded debate in public realm.)</p>
	<p>2. The organisations working with advocacy have gained a better capacity to influence and have better relations with policy makers and decision makers such as employers' organisations, employers and national decision makers.</p> <p>Target: The quality of the meetings with employers and ministries have improved in at least five of the projects. Policy makers and decision makers continues to find WLC and LaRRi reports useful.</p>	<p>2. The dominance of the ruling party is apparent even in the civil society. The spaces for dialogue must be created and enhanced for a thriving Namibian Civil Society to be sustainable.¹</p> <p>Many of partner organisations within programme are renowned and relevant in Namibia for their work with advocacy.</p>	<p>2. Project reports.</p>
	<p>3. Examples on behavioral or political changes by official and/or traditional leaders towards target groups as a result of their involvement in projects.</p> <p>Target: At least three examples, from public debate or other statements will be collected each year.</p>	<p>3. Our previous experience shows that certain project methods have achieved a change in the minds of decision makers and governing bodies. OPC supports processes like these and also that these practices and success stories are shared within the programme to benefit all.</p>	<p>3. Project reports and network meetings.</p>

¹ Only one San man has been member of the Parliament so far. He has recently been appointed as the Deputy Minister in the Vice-President's Office responsible for marginalized people. Aside from San people absence as members of parliament, there has never been a substantive representation of San women's issues in the Parliament. In the 25 years of independence, the Namibian government had never debated any request, demand or need of San women and girls. Contact between WLC and San Development Division has been established, the project has also good relations with the National San Council who is supportive and wants to collaborate on national and local level.

Intermediate Objective 1	Indicators	Baseline	Means of verification
<p>Women, workers and young people have increased knowledge and awareness about their rights.</p>	<p>1. Number of people from the target groups have been reached by project activities. Target: 120 000 reached by project activities, 6300 directly involved in activities during the entire period.</p>	<p>1. Sister Namibia publication reaches 24 000 annually. Participants reached by and involved in project activities such as study circles and workshops were 1150 during 2015.</p>	<p>1. List of participants, project reports.</p>
	<p>2. Number of people reached by different activities who says their knowledge and awareness is increased. Target: 75 % of participants claim increased knowledge as a result of participation.</p>	<p>2. Has not been systematically followed up before.</p>	<p>2. Focus group interview – follow up interview. Project reports but mostly also during network meetings.</p>
	<p>3. For the projects working with education or study circles there are examples/ success stories told about how the target group has been able to practice their new skills/ awareness. Target: Two examples per project and year, where relevant.</p>	<p>3. There are multiple examples of project groups practicing new skills from previous period.</p>	<p>3. Share experience and good practice at regular meetings with the network.</p>
Intermediate Objective 2	Indicators	Baseline	Means of verification
<p>Target groups have strengthened their capacity to influence political decision making.</p>	<p>1. Occasions when target group been able to interact with decision makers/employers Target: Two examples per relevant project partner to be shared on joint programme meetings.</p>	<p>1. These indicators are set to influence ongoing processes. During last period, target groups created new platforms for dialogue with decision makers as well as forms of capacity building within organisation and on local network level. Emphasis for this programme period will be put on sharing experiences within programme to inspire partners and further advocacy work for all partners involved.</p>	<p>1. Project reports, notes from programme meetings.</p>
	<p>2. Examples of official as well as non-official complaints regarding human rights violations. Target: At least one example per relevant project partner to be shared on joint programme meetings.</p>	<p>2. See above.</p>	<p>2. Project reports, monitoring visits.</p>
	<p>3. Working processes around Laws and regulations were partner organisation has been influential². Target: One example per relevant project partner.</p>	<p>3. See above.</p>	<p>3. Project reports. (Collective Bargaining Agreements, quality of Collective Bargaining Agreements, minutes from meetings). Examples to be shared on joint programme meetings.</p>

² Here is referred to more institutionalized processes of influence. For example; in reference groups when drafting proposals for new laws or collective bargaining agreements.

PALME CENTER'S NAMIBIA PROGRAMME 2016-19

Intermediate Objective 3	Indicators	Baseline	Means of verification
<p>The Palme Center partner organisations have strengthened their capacity to represent target groups.</p>	<p>1. More active members within member based organisations. Target: In at least 3 organisations.</p>	<p>1. At start of programme period two of the organisations are member based, and a third is going in as a trust but with the aspiration to be member based.</p>	<p>1. Project reports.</p>
	<p>2. No of meetings and sessions partners have specifically addressed internal organisational development and strategic planning and systematically kept target group involved. Target: At least one annual session, which is followed up quarterly per organisation.</p>	<p>2. OPC will follow up on individual plans and aggregate.</p>	<p>2. Project reports and activity plans.</p>
	<p>3. Strategic plans for better representation in place. Target: 9 branches to have functioning and active women structures.</p>	<p>3. MANWU Gender Policy and Program (adopted in 2012) advocates for each union structure should have functioning women structure with a focal person.</p>	<p>3. Project reports, whether functioning Women Structure is in place. Election conference report.</p>