

MÅLMATRIS - WESTERN BALKANS: DEMOCRATIC PARTICIPATION AND POPULAR EDUCATION, 2016-19

Program Objective	Indicators	Baseline	Means of verification
Partner organisations and their target groups of under-represented groups and workers succeed in creating and influencing changes that safeguard their rights and interests and closing the gap between different groups in society.	<p>Indicator 1: Level of implementation of new labour law regarding trade union work and organised workers on the entity level. Target: At least 20 trade union partner organisations report of successful implementation of the new labour law at their workplaces. No legal action needed regarding the implementation of the new law.</p> <p>Indicator 2: Number of legal cases taken to court by organised workers within the local partner organisations regarding violation of labour rights, and the proportion positively resolved. Target: At least 350 cases.</p> <p>Indicator 3: Examples of effective mechanisms established that safeguard the interest of underrepresented groups such as tenants, youth, women and Roma. Target: At least 50% of proposed measures from Quality of a Briefing Paper¹, adopted. Increased number of companies that have adopted antidiscrimination measures, at least 10. Governmental policy recognising non-formal education implemented. Tenant's position policy paper created. Women, youth and Roma living conditions policy paper created.</p>	<p>1. Labour law was adopted without public discussion. Inadequate implementation of the new labour law. The trade unions are not prepared for the challenges with the new labour law.</p> <p>2. There is no special court dealing with labour rights issues, thus cases are rarely solved and no legal service is offered to employees.</p> <p>3. Employees do not know how to influence and pursue their labour rights. There is no public discussion or governmental interest to deal with living conditions, cultural rights or in general position of woman, youth, and Roma. Non/formal education is not formally recognised.</p>	<p>1. Trade union reports. Reports from public discussions. Media reports. Number of employees complaints within the companies where local partners are active.</p> <p>2. Court cases minutes. Evidence of registered solved cases.</p> <p>3. Report, Minutes. Official documents created. Governmental policy documents.</p>
Intermediate Objective 1 The Palme Center's trade union partner organisations have the capacity to demand respect for labour rights; efficient forms of organising, successful collective bargaining deals and established a positive image of the trade union movement.	<p>Indicator 1: Increased membership: Number of new members in the trade unions partner organisations, especially woman and youth. Target: at least an increase of 3 percent each year in the partnering trade unions.</p> <p>Indicator 2: Established free and accessible legal service in cooperation with other social² partners; Number of employees who received free legal aid, especially woman and youth. Number of social partners involved. Target: 3000 workers have gotten free legal service through local partner organisations. Established cooperation with new NGOs and maintained cooperation with existing NGO partners regarding provision of legal aid</p>	<p>1. Trade unions membership gradually reduced. Trade unions lack methods to involve woman and youth.</p> <p>2. Workers do not have access to legal aid nor can they afford legal services. Organised union legal protection for workers is meagre and lacks solidarity. Workers have insufficient legal information, support and services from</p>	<p>1. Trade union data base. Track of trade unions activities (reports) to involve woman and youth.</p> <p>2. Evidence on requested legal services - report on type and number of legal services provided, contract with lawyer. Report about legal aid provided. Meeting</p>

¹ E.g: Quality of a Briefing Paper drafted outlining key labour rights and laying out proposed solutions/ measures, quality of policies regarding improvements in workplace environment, non-formal/lifelong learning education governmental policies. Commerce trade union will produce it within the project.

² Social partners are representatives of employers and governmental organisations, as well as NGOs that are not exclusively part of the Palme center program. Social partners are partners in social dialogue as well.

	<p>service to workers.</p> <p>Indicator 3: Effective social dialogue³ established; Number of partners trained in how to work with social dialogue. Number of joint meetings organised between trade union local partners and other social partners Number of collective agreements signed.</p> <p>Target: at least 50 different social partners trained. At least 20 joint meetings. At least 1 common action or statement, per year. At least 25 new collective agreements signed.</p> <p>Indicator 4: Trained leadership and general membership, especially woman and youth, via popular education methods Number of trade union leaders trained. Number of members trained. Number of woman and youth on upper leadership position. Number of woman and youth trained. Study circle methodology used by trade union partner organisations.</p> <p>Target: at least 100 leaders trained (50 % woman and youth). At least 300 member of general membership trained. Number of women and youth in leadership positions?</p> <p>Indicator 5: Improved image of trade unions; Number of outreach initiatives. Number of media coverage. Number of social media initiatives (events, fb groups, social media strategy within TU)</p> <p>Target: At least 20 community public initiatives organised by trade union partner organisation. At least 10 positive national media reportage coverage and 100 positive reportage of local media coverage.</p>	<p>trade unions.</p> <p>3. Effective social dialogue is still developing. We want to multiply success that we reached through previous programme. Cooperation between trade unions, government, CSOs, employers on grass root level. No tradition of common decisions or actions.</p> <p>4. Less than 30 percent of leadership in trade union partner organisations are comprised of woman and youth. Trade unions lack the funds and capacity to organise trainings for membership and leadership.</p> <p>5. Trade unions organise community actions only for international labour day and international woman day, not using modern approach. Trade unions do not join community actions of the general public interests. Trade unions rarely cooperate with traditional media and do not utilize social media up to the satisfying level. Trade unions do not use new sustainable ways of participatory learning.</p>	<p>minutes,</p> <p>3. Terms of Reference for legal aid system</p> <p>4. Reports from trainings. Participants list. Reports from meetings. Reports from joint actions. Collective agreements.</p> <p>5. Reports, photos from community actions. Press clipping. Social media reports. Survey</p>
<p>Intermediate Objective 2 Partner organisations have increased the representation of under-represented groups in decision making positions, both internally and externally, and have the ability to work in</p>	<p>Indicator 1: Number of formal local teams involving under-represented groups in public discussions.</p> <p>Target: All partner organisations have local teams or ensured participation in local policy issues that involve under-represented groups.</p>	<p>1. Only 3 partner's organisations managed to involve under-represented groups in public discussions.</p> <p>2. Only 15 woman sections exists that have statutory rights. Only few youth</p>	<p>1. Reports from the activities. Evidence of involvement/ participants list etc.</p>

³ A social dialogue is communication activity involving social partners intended to influence the arrangement and development of work related issues. These can be direct relations between the social partners themselves ("bipartite") or relations between governmental authorities and the social partners ("tripartite"). To make it more clear, Social dialogue can mean negotiation, consultation or simply an exchange of views between representatives of employers, workers and governments.

<p>cross-sector partnership.</p>	<p>Indicator 2: Established and active women and youth sections with statutory rights within the trade union local partner organisations. Number of woman and youth sections. Target: At least 30 new sections (15 plus 15).</p> <p>Indicator 3: Increased cross sectors partnership; Number of joint initiatives/actions/partnership between local partner organisations and other stakeholders in project related issues. Target: At least 10 new partnership per partner organisation.</p> <p>Indicator 4: Increased representation of under-represented groups in decision making positions within the local partner organisations. Target: All partner organisations include under-represented groups defined by the program in their decision making structures.</p>	<p>sections exist with statutory rights.</p> <p>3. There is already several effective collaborations between different partners in society, i.e. trade unions, NGOs, local governments etc. that contribute to projects results, but not in a systematic way. The elections in 2014 affected partnership in a negative way.</p> <p>4. Most of the partner organisation request feedback from the beneficiaries but not systematically and not ensuring involvement of under-represented groups. The projects are often not based on the needs and opinions of members of under-represented groups.</p>	<p>2. Statues of the trade unions, minutes.</p> <p>3. Meeting reports, MOUs signed, photos, meeting attendance list, report on joint activities. Evidence of existing social dialogue.</p> <p>4. Surveys, reports, meeting minutes, interviews with beneficiaries.</p>
<p>Intermediate Objective 3 Target groups of the local partner organizations are empowered to negotiate for their rights and are able to utilize their skills to empower others</p>	<p>Indicator 1: Increased number of persons from under-represented groups in the right based education. Target: At least 2500 persons.</p> <p>Indicator 2: The target group regard them self as more capable in perusing their rights. Target: At least 500 persons.</p> <p>Indicator 3: Increased successful initiatives from beneficiaries; Number of initiated community initiatives. Number of volunteers involved in supporting under-represented groups within the local partner organisations. Target: 100 initiatives, 500 volunteers.</p>	<p>1. During last period (2012-14) local partners provided training for under-represented groups but the demand was higher than the service possibility. There is no human rights and skill based education available in remote communities or small cities.</p> <p>2. People who receive education very often do not utilize their knowledge to improve their situation and remain marginalized.</p> <p>3. There is no suffice mechanism to ensure people mobilisation, community based activism or community initiatives. Evaluation showed that small initiatives by participants ensure their utilisation of obtained knowledge.</p>	<p>1. Trainers reports. Participant's evaluations. Interview with participants. Attendance list. Photos.</p> <p>2. Follow up reports. Interviews. Evidence of registered cases.</p> <p>3. Reports from initiatives. Photos. Action plans.</p>