

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

Programme Objective	Indicators	Baseline	Means of verification
Partner organisations have contributed to more democratic participation, equality and human rights for the target groups.	1. Partners organisations are working through joint Democratic forums and new forums are created. Target: 2 examples from local, 2 from regional and 2 from national level each year.	1. During last program period there were several joint democratic forums created both at local, regional and national level.	1. Minutes from joint meetings and examples from project reports.
	2. Percentage of active women at leading positions within national and local parliamentary bodies. Target: An increase of female Members of Parliament actively participate in parliament debates during 2016-19, 10 % more in average than in 2014.	2. 35% of female Members of Parliament actively participate in parliamentary debates during 2014.	2. Project reports.
Intermediate Objective 1	Indicators	Baseline	Means of verification
The participation and opinions of the target groups affects the implementation of the new constitution and contributes to improved labour laws.	1. Examples of how the participation and opinions of the target groups affects the implementation of the new constitution. Target: 4 examples minimum per year.	1. In 2013 the constitution was adopted. However, the implementation process, including alignment of legislation and regulations, is still in an initial stage.	1. Project reports and network meetings.
	2. Legislation regarding strengthened labour rights and trade union rights that have been adopted. Examples of improved legislation regarding parental leave and protection against sexual harassment have been adopted and are implemented. Target: Four per programme period.	2. Constitutional provisions on trade union and labour rights have not been adequately implemented in relevant legislation. Ongoing processes towards improved legislation regarding worker´s rights.	2. Collective Bargaining Agreements (referred to in project results and reports).
	3. Percentage of farm workers in the target group having access to adequate health care at their work places. Target: 80% of farm workers in the target group.	3. 70,3 % of farm workers in the target group had access to adequate health care at their work place 2014.	3. GAPWUZ:s reports from mapping of farms and negotiations with employers. Collective Bargaining Agreements in place.

PALME CENTER'S ZIMBABWE PROGRAMME 2016-19

Intermediate Objective 2	Indicators	Baseline	Means of verification
Women, unionized workers and marginalized target groups have gained increased knowledge and capacity to claim their rights.	1. Percentage of those participating in trainings that have gained greater awareness and capacity to demand their rights regarding health and labour rights. Target: 65% of participants ¹ .	1. Baseline last programme period was 75%.	1. Questionnaires, interviews, project reports.
	2. Percentage of women in the target group living with HIV/Aids that request access to adequate health care. Target: 65 % of women in target group ² .	2. In July 2014, 35 % of the women in the target group living with HIV/Aids requested access to adequate health care.	2. Questionnaires and project reports from Partner Organisations.
Intermediate Objective 3	Indicators	Baseline	Means of verification
The Olof Palme Center's partner organisations enjoy greater legitimacy and are more representative for their target groups.	1. Percentage of women holding leading position as elected representatives within the ZCTU and its affiliates. Target: 30%	1. In June 2014, the percentage of women at leading position as elected representatives within the ZCTU and its affiliates were 12,5 %.	1. Statistics from ZCTU Gender department. Minutes from annual meetings and congresses from the affiliated unions.
	2. Number of persons in the target groups involved or reached by activities carried out by the Partner Organisations. Target: 230 000 per year in average over programme period ³ .	2. During 2014, the program activities involved or reached 245 000 persons.	2. Project reports from all Partner Organisations.

1 It's not just about gaining greater awareness about one's rights. The second step is to act upon that knowledge with an enhanced capacity to demand one's rights. During parts of last programme period, the country was ruled by a broad coalition (Government of National Unity) and a new constitution was put in place. Since then the situation has deteriorated, the economy is at a standstill and the nationalization of companies and the ongoing farm invasions doesn't care for workers' rights. Millions of people lack food. Also the fact that the planned elections of 2018 are being prepared for already, even though they are two years down the line.

2 Since it is such a stigma surrounding the issue, the threshold to start to get target group involved at local level is high. One must also factor in the fear of politization of activities from the authorities' perspective. The fact partner organizations have been engaging in this issue and in these communities throughout for some time now shows that the effects on participants are good and they are not viewed as anti-authoritarian for being part of the project activities.

3 The 230 000 figure may vary annually depending on the activities undertaken. The figure is lesser than in 2014, that's relating to the fact that many activities targeting a broader audience might be put on hold come election time. It is a high number but it's entailing both primary and secondary target groups.