

<p>Overall Programme goal</p>	<p>A Southern Africa region of active women, workers, marginalised groups and strong people organisations able to engage with responsive governments in promoting social justice and progressive development to sustain peace and democracy in the region.</p>				
<p>Political Priority Area</p>	<p>Democracy and human rights</p>	<p>Equality and worker’s rights</p>	<p>Just transition</p>	<p>Peace and dialogue</p>	<p>Gender equality</p>
<p>Decision makers</p>	<p>1.1 Governments at all levels respect and uphold the Supremacy of constitution. 1.2 Government department leaders prioritises responsive accountability and governance principles in all government departments. 1.3 Government heads of department significantly reduce Public Institution Corruption. 1.4 Parliamentarians and public and political representatives agree to regular engagement and dialogue on reforms. 1.5 Parliamentary committees and public and political representatives regard and respect Olof Palme Partner organisations as key resource institutions of credible and technically sound information and analysis¹.</p>	<p>2.1 Government at all levels ensures the effective implementation of gazetted laws that protect worker’s human rights. 2.2 Government at all levels recognises informal workers and ensures they access same benefits as workers in the formal sector. 2.3 Government at national level consults trade unions and worker’s rights bodies prior to implementing economic decisions. 2.4 Employers act responsively to incidents of reported Sexual Harassment in the workplace. 2.5 Judiciary system adopt a victim friendly systematic approach.</p>	<p>3.1 Decision makers are more responsive to environmental and climate issues through engagement on just transitionⁱⁱⁱ 3.2 Provincial / municipality officials gain shared understanding of policies and the needs of the right holders. 3.3 Duty bearers are more accountable and effective in crafting policies and engage more with partner organisations in policy formulation and implementation.</p>	<p>4.1 Local councils allow for the smooth transfer of knowledge and skills at office tenure expiration in order to secure gains made. 4.2 Politicians and leaders in government able to deal with past atrocities and injustices that divide communities in a sensitive way^{iv}. 4.3 Political leaders define the National vision of Peace cohesive communities.</p>	<p>5.1 Service providers respond to women’s demand for quality, dignified Sexual and Reproductive Health Services 5.2 Employment councils ensure equal opportunities for men and women in the workplace. 5.3 Ward councils include women by creating platforms.</p>

	<p>1.6 Duty bearers at all levels are more accountable and effective in crafting policies and engage more with partner organisations in policy formulationⁱⁱ.</p> <p>1.7 Government expressing political will to engage with citizens on Human Rights issues.</p>	<p>2.6 Governments ratify the policies they have signed for at regional and national level.</p>			
<p>Actors working in cooperation</p>	<p>1.2.1 CSOs and their alliances engage in participatory democracy processes^v.</p> <p>1.2.2 CSO(s) are vocal about their demands regarding reducing vulnerabilities and insecurities^{vi}.</p> <p>1.2.3 CSOs and media houses regularly publish issues of media reform.</p> <p>1.2.4 NGOs deepen social compact in democratic processes by strengthening their watchdog role.</p> <p>1.2.5 Civil society come together and strengthen each other to increase meaningful participation in society.</p>	<p>2.2.1 Trade Unions and their partners bargaining for decent wage and improved working conditions.</p> <p>2.2.2 Partner organisations collaborate with strategic partners to support the reinstatement of worker’s rights in full if economy is stable.</p> <p>2.2.3 Trade Unions and other players lobby employers to negotiate for decent wages</p> <p>2.2.4 Trade Unions and CSOs collaborate to organise the informal economy workers.</p> <p>2.2.5 Trade Unions and NGOs prioritise gender equality in National and Regional Agreements.^{vii}</p> <p>2.2.6 Partner organisations strengthen their political advocacy by engaging</p>	<p>3.2.1 CSOs join campaigns and actions on environmental sustainability and just transition.</p> <p>3.2.2 Partners in cooperation come to a common understanding on just transition in different contexts which also incorporate equality and democracy.</p> <p>3.2.3 Local activist groups come together and strengthen each other with the aim to increase participation on just transition.</p>	<p>4.2.1 NGOs and partners participate in entrenching a culture of tolerance teaching communities to dialogue peacefully.</p> <p>4.2.2 NGOs and partners raise awareness in the current approach of the SADC and AU where they avoid naming and shaming violators of peace and democracy.</p> <p>4.2.3 CSOs to raise voice to AU and SADC to demand for governments to be inclusive and democratic.</p>	<p>5.2.1 Women’s rights and gender activists create safe spaces for women.</p> <p>5.2.2 CSO partners strengthen the capacity of Trade Unions in becoming more women friendly</p> <p>5.2.3 CSOs to design robust approaches to dealing with violence against gender non-conforming women.</p> <p>5.2.4 CSOs collaborate to deal with the backlash against gender equality.</p> <p>5.2.5 Partners collaborate with political parties to ensure there are safe spaces for women to belong and participate in.</p> <p>5.2.6 Men engage in addressing systemic gender-based violence and sexual harassment and helping men and women realise the benefits of this change.</p>

		<p>labour movements strategically.</p> <p>2.2.7 CSOs develop strategies that respond to the changing future of work^{viii}.</p> <p>2.2.8 Trade Unions securing autonomy by ensuring the independence of Trade Unions from Political authorities and business.</p> <p>2.2.9 Partner organisations are strengthened in working together on migrant workers issues.</p>			
<p>Rights-holders</p>	<p>1.3.1 Women, youth and workers demand their rights, as a result of their raised empowerment.</p> <p>1.3.2 Citizens are able to report corruption without interference.</p> <p>1.3.3 Citizens actively participate and demand for media reforms at Parliamentary Hearings.</p>	<p>2.3.1 Workers experience freedom from victimisation in the workplace.</p> <p>2.3.2 Workers are aware of their rights and assert them.^{ix} (including health and safety issues)</p>	<p>3.3.1 Citizens have increased knowledge on environmental and climate issues and act upon it.</p> <p>3.3.2 Citizens exchange ideas and experiences for a shared understanding on just transition.</p> <p>3.3.3 Youth gain knowledge on the link between just transition and democracy and equality in order to claim their rights.</p> <p>3.3.4 Citizens are sharing methods and tools for sustainable farming.</p> <p>3.3.5 Citizens have increased knowledge on policies around climate change and how it is affecting them.</p>	<p>4.4.1 Citizens assert interests in national peace building initiatives.</p> <p>4.4.2 Communities demand audience with local council authorities to address service delivery issues in safe dialogue spaces.</p> <p>4.4.3 Communities, in particular women and youth, become solution oriented towards progressive development.</p> <p>4.4.4 Citizens are able to live in cohesive and tolerant communities</p>	<p>5.3.1 Women do not go back to their abuser.</p> <p>5.3.2 Women recognise and value their contribution to household.</p> <p>5.3.3 Women speak out and break the silence on Gender Based Violence.</p> <p>5.3.4 Women approaching health centres to demand and access Sexual and Reproductive Health services.</p> <p>5.3.5 Women in the workplaces know their rights and report violations.</p>

3.3.6 Communities are building strong sustainable initiatives to be better able to respond and adapt to the effects of climate change. in the face of rising extremism, xenophobia and tribalism.

POs

- POs are more vocal, actively providing thought –leadership with regards to the development of the society.
- POs creates an ideology of shared vision and united front.
- POs collaborate and support each other.
- POs demonstrate big picture systems thinking in order to be more relevant.
- POs engaging with decision makers and rights holders.
- POs are showing that they are able to drive effective and sustainable behaviour change.
- POs act to increase their knowledge on Just Transition localised to building resilient communities.

List of acronyms:

AU	The African Union
CSO	Civil Society Organisations
NGO	Non-governmental organisations
PO	Partner Organisations
SADC	Southern African Development Community

ⁱ This is measured by the number of invitations extended to partner organisations to participate in Bill crafting, review and public hearing engagements. Success stories, which can be monitored and documented, will be drawn from narrative reports and sharing during network meetings.

ⁱⁱ For example; local councillors, provincial governors, parliamentarians, senators, mayors, traditional leaders and heads of states.

- iii For example: Political leaders, business leaders, traditional and community leaders.
- iv There are past injustices , atrocities and extra judicial killings, apartheid, liberation struggle issues not dealt with which the peace building pillar works to address as these withhold progressive development.
- v These participatory democracy processes takes place at various levels, be it regional, national, provinsial or local community based ones. The alliances can also be thematic, regional, national, provinsial or local bodies.
- vi It is a wide range of issues, among them to speak up against structural violence, geopolitical marginalisation, poverty, human rights violations, which make a lot of the communities in southern Africa vulnerable and insecure.
- vii Through the agreements made, adhered to and resources allocated in the implementation of these signed treaties.
- viii For a CSOs to be relevant in advancing the rights and positions of workers sustainably, they also need to take into account that the economy is global and that the factors that define the workplace is evolving. CSOs need to be adaptive and strategic in such environment.
- ix At output level awareness achieved through the results of the educational training workshops which may of our partners will continue to do. This was to merge both awareness through education/ capacity building and the demonstration of that literacy by taking action in asserting those rights.