| Danish organisation | Global Aktion |
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| Title of the intervention | Enhancing democratic learning among union members in rural South Africa |
| Partner name(s) | Commercial, Stevedoring, Agricultural and Allied Workers Union (CSAAWU) and The Trust for Community Outreach and Education (TCOE) |
| Amount applied for | 443.350 DKK |
| Country(ies) | South Africa |
| Period (# of months) | 6 months - September 15th 2022 to March 15th 2023 |
| If re-submission or in continuation of a previous intervention, please insert journal number |  |

1. **Objective and relevance**

**1.1 The purpose of the intervention**

Rural workers in South Africa face multiple obstacles when it comes to taking active part in democratic decision making and being allowed to influence their own lives. They are often physically removed from democratic power centres, and they have often not had the opportunity to learn about democratic processes and their own right to be heard. The covid pandemic, of course, has only made this situation worse, as it has not only worsened living conditions and labour conditions in rural parts of South Africa, but has also furthered the distance between rural communities and the opportunities for democratic participation. Trade unions, however, represent one forum, where this group of workers can exercise influence. As unions have also felt the negative impact of the pandemic on their ability to mobilise and support rural workers, there is a need for boosting the union democracy structures and making sure that workers are able to participate and learn collectively through these structures. The pandemic has increased tensions between workers and limited the opportunities for bringing together communities and establishing unity across groups of workers. Therefore, now more than ever, there is a need for reinstalling a sense of community and togetherness, and a feeling that it is possible to take charge of your own life while remaining in solidarity with other workers.

The agricultural workers union CSAAWU organises rural workers from across the value chain. The union is based on democratic principles and a social empowerment approach that seeks to uplift and empower not only the individual worker, but working class communities as a whole, and given its democratic basis and membership rule, the union will take centre stage in this democratisation project. As an important building block stands the union congress set to be held in November this year. The congress is an integral component of the union’s democratic structure, and is, due to covid, long overdue. It has the potential to bring together the collective of workers and reinvigorate the democratic process and discussion within the union. However, due to limited funds, the congress would only be quite small and basic and without specialised efforts for inclusion and true democratic learning, if not for this intervention. As such, the purpose of this project is to build on the momentum of the pending union congress and use it to thoroughly boost participation, not only in numbers, but in quality of participation. The intervention will seek to rebuild and reinvigorate democratic morale within the union, support workers in understanding the democratic structures, and empower them to participate meaningfully and deeply in democratic decision making, collectively and individually - and as a result, enable them to participate in other democratic fora as well. Special care will be given to ensure the participation of women, migrants and seasonal workers in this process to strengthen the inclusivity of more marginalised segments of the workforce into the union and ensure equal access to decision-making fora.

**1.2 Standing on the shoulders of previous and existing projects**

This intervention is not a continuation of our previous and current partnership projects, but rather should be seen as a complementary effort that thrives on the synergy with other activities and builds on the experiences here from. The partners’ collaborative projects always centre the union as an important change maker and forum for participation in rural communities. Our focus is on strengthening living and working conditions for rural workers, and our projects are based on the idea of collective movement building and community solidarity as drivers of participation and sustainable social change. Therefore, neither the focus area nor approach differs much from other projects, just like the target groups are similar. However this project is focused on a single main event and supporting activities and is therefore more focused than our other projects. This means we are able to draw directly on experiences from previous implementation when it comes to mobilising for and implementing activities of this project. One such learning, for instance, is that there is a great need for specialised sessions for marginalised workers. Of course, women, migrants and seasonal workers will be welcomed for all activities, but ensuring true participation requires the opening up of spaces where discussions can flow more freely, and the risk of participants being overheard or side-lined is significantly smaller. At the same time, this intervention is different in its very narrow focus on strengthening the democratic participation for members of the union. While this has always been an important part of our project, it has not previously stood alone as the major aim and outcome of activities. As such, we will be able to draw on some experiences, but we are also testing out a new approach to the union’s basic democratic foundation intended to maximise the output of democratic activities and decision making within the union.

**1.3 The intervention context**

In March this year, two of GA’s activists went to Western Cape, South Africa for a partnership visit. Here, they were struck by the conditions facing rural communities following the covid pandemic. At the time of the visit, a conflict had broken out between different groupings within one small rural community in Robertson town. Here, two groups of migrant workers, from Lesotho and Zimbabwe respectively, were fighting over jobs, and local South African workers became involved in the conflict as well. It turned violent, and police interfered with harsh methods. The conflict showcased a number of issues, which have been present in rural South African communities pre-pandemic, but which have intensified massively during these past years of lock-downs and an overall deteriorating social, political, and economic situation faced by all South Africans.

First off, the conflict highlighted the scrambling for jobs and livelihoods that are the reality for most workers. Unemployment levels are high and rising, and jobs have become even more precarious, with labourers less often having fixed-term employment, and more often being employed as seasonal labourers, piecemeal workers, and through labour brokering agencies. This is especially true for women and migrant workers, who are last in line for fixed positions. Once employed, workers are confronted by appalling labour conditions, with very low pay, often below the standard minimum wage, no health and safety compliance, and a lack of the legally mandated benefits such as sick pay, holiday and parental leave. During the epidemic lock down, rural communities have been exposed to an increased number of unlawful dismissals and displacements of permanent workers. There is a need for workers and working-class communities to be able to stand up for themselves and demand that they be treated with dignity and according to South Africa’s otherwise decent labour laws. There is also a very urgent need for migrant workers and other marginalised workers to gain a place in the worker’s movement and become included under the umbrella of worker solidarity. This work has long been prioritised by CSAAWU, but more sustained and specialised efforts are needed.

Second, the increased casualisation of labour also has fundamental and negative ramifications for the social fabric of communities. Economic frustrations have been on the rise, and workers are increasingly fighting over jobs. As there have been significantly fewer opportunities for workers to meet and discuss their conditions, some workers have turned their frustrations towards one another, and it has been difficult for people to see the benefits of uniting across the worker community. As an important community mediator, CSAAWU usually is able to mediate such frustrations and strengthen the social cohesion. But the union has also been hit hard by the lockdowns, from hindering physical workshops to impairing CSAAWU’s mobilisation of members and outreach within the community. This has significantly impaired their ability to reach workers, who often do not have access to digital and virtual aids for meeting each other and meeting the union. There has, therefore, been significant obstacles for the building and boosting of working class solidarity. There is a great need to get workers together to discuss the struggles they have in common and how these can be fought collectively, in order to rebuild cohesion in the fragile rural communities. This also highlights the need to include marginalised groups of workers into the collective.

Third, the conflict in Robertson also showcases the very limited support for rural workers and the lacking outlets and opportunities for addressing issues and affecting changes in their life and community. No authorities are addressing the root causes of the conflict, but rather treat the conflicting parties as troublesome elements. The worker communities are most often very remote, and are far removed from decision making processes affecting their lives. Many are uneducated and do not have basic tools for participation - but a great wish to be heard and included. The remoteness of these communities have been further exacerbated by the lack of digital literacy. The pandemic has increased the use of digital tools for democratic participation, but rural communities are lagging behind in access to computers and data, which is expensive and often requires a rudimentary understanding of technology. As the union has, as mentioned, also been affected negatively in its ability to reach out to members and communities as wholes, most workers do not have any spaces for airing their grievances, seeking support and taking part in democratic decision making. It is urgent to restore the union as a platform for connecting to the fellow workers and achieving fundamental understanding of how to engage oneself in struggles and decision making on topics relating to your own life and communities.

This all goes to show that while South Africa is not officially classified as a fragile context, there are significant elements of both political, social and economic instability. Such instability is very visible in the rural areas, and acts as the backdrop for all our activities within this partnership. All three actors, therefore, are accustomed to working within such an environment, and we have learned from necessity to be flexible in our planning in order to accommodate sudden changes in what is possible or what will be effective. Our approach, while not a nexus approach as such, builds on the idea that being part of a movement for social strength directly boosts resilience by strengthening solidarity bonds and enabling people to make sound collective choices. At the same time, there is a strong prevention element, in that we seek to strengthen the social fabric of the communities, thus preventing some of the potential conflicts that could arise. Lastly, we believe that strong individuals and even stronger communities, who are able to advocate for their rights, will be able to counteract some consequences of instabilities, at least at the local level.

**1.4 Strengthening civic participation**

This project is about strengthening CSAAWU as a centre for worker’s civic participation and democratic decision making. Equally, we seek to enable individual workers, particularly those most marginalised and furthest removed from standard democratic procedures, to participate in meaningful ways and gain a sense that their engagement matters. CSAAWU members will be introduced to democratic participation in the union through preparatory constitutional meetings where they will gain knowledge of and critically review the constitution. The participants will learn to draft resolutions that propel the union forward towards the realisation of worker’s rights and social justice for all workers. We also know from experience that bringing together workers for larger events can be very powerful and have a significant effect on feelings of being included, being heard, and being part of a larger movement - all contributing to a strong motivation to learn more and keep connected to the collective platform that has shown people the power of participating. As such, this project seeks to provide basic democratic learning and a substantial understanding of how one can, despite being marginalised and removed from conventional democracy, participate in democratic procedures and engage in civic discussions, but also to provide a chance to use this new knowledge actively to actually partake in real decisions that may affect one's life and opportunities. New and old members will experience the power of standing together in solidarity, get a chance to learn from inspirational movements from across the region, be empowered to present their resolutions, hold their union accountable, and exercise their democratic right to elect a new union leadership. The aim is to inspire a new generation of CSAAWU members to organise themselves and their fellow workers in their united struggle against poverty and injustice.

**1.5 Climate considerations**

Bringing together delegates for a congress from across the western provinces of South Africa obviously requires some transportation. Therefore, a certain amount of transportation is deemed integral to the success of this project - especially as many participants come from remote areas. The general transport will take place in bigger or smaller buses (combi’s), depending on the amount of delegates from different areas and the possibilities of gathering delegates on-route. Flying will be limited to the monitoring visit from Denmark. Thus, for both financial and environmental reasons transport will be planned for with as little environmental and financial impact as altogether possible. The project activities do not deal directly with climate questions. However, rural communities are feeling the effects of climate change, and this topic may therefore be chosen as being of relevance for discussion among the entire worker community at the congress.

1. **The partnership/collaborators**

This intervention will be part of an existing collaboration between the three partners CSAAWU, TCOE and GA - a partnership which aims at strengthening the fight for better living conditions for farmworkers and their communities in the Western Cape, South Africa. The three organisations have worked together since 2016 as solidarity partners and project partners supporting the members of CSAAWU and the farm worker communities in their everyday struggle for better living conditions on the farms. Currently, the partners are collaborating on a CISU funded project as described in the previous section. There are obvious synergies to be found between that project and this new intervention. Through multiple joint campaigns, projects and partnership visits, the partners have developed close trust and a mutual friendship, and it is with this solid basis, as well as our collective experiences and lessons learned from our previous and current projects, that we seek to venture into another CISU intervention. This intervention will impact the collaboration between the three organisations by furthering an already strong and fruitful partnership to build on top of the success of previous interventions.

**2.1 The Commercial, Stevedoring, Agricultural and Allied Workers Union (CSAAWU)**CSAAWU was formed in 2006 to address the appalling working and living conditions faced by farmworkers and farm dwellers on South African farms. The union currently employs 14 people in various positions and geographical areas. These employments are mostly financed through the membership fees with support from TCOE. The staff is recruited from the most active parts of the membership base. As most members of the CSAAWU leadership and staff have a background as farm workers themselves, they have a strong knowledge of and a special contact with the union members and farm workers in general. Today, CSAAWU has approximately 5.000 members. It is one of four unions operating in the Western Cape which actively organise amongst the 121.000 rural workers in the area. Over time, they have increased their focus on recruiting women in different areas in order for them to become more aware of their rights in the workplace and on farms. CSAAWU operates from a social movement unionism perspective, meaning that they are oriented towards social justice goals, rather than being steered by a narrow economic agenda of traditional collective bargaining. This also means that they extend union action outwards to include wider communities and they advocate for broad labour-community alliances. They know the challenges workers face and they know how to approach and organise members safely and efficiently.   
CSAAWU stands at the centre of this intervention and will be key in planning and implementing all activities. CSAAWU has intimate knowledge and connections to the target group of this project, and they are therefore able to mobilise participants and ensure that all activities are on point and aligned with needs and wishes of the target group.

**2.2 Trust for Community Outreach and Education (TCOE)**TCOE is one of GA’s oldest partners, and over many years the partnership has been consolidated by very similar ideals and values. TCOE’s main work streams are movement building, food sovereignty and rural democratisation. TCOE works with rural communities, organising people for action, and training people on questions of food, land, gender and farm workers’ rights. Over the years, TCOE has built a strong network of political allies, and they have great strategic and operational capacity to further the intervention objectives. Of particular importance to this project is TCOE’s extensive experience with democratisation initiatives among rural populations. TCOE is adept at developing initiatives for the furthering of democratic participation, and they are skilled at ensuring inclusion of vulnerable groups into democratic processes and forums.   
TCOE’s role in this intervention will be to act as strategic and operational support partner to CSAAWU. Together with CSAAWU, TCOE will plan and co-facilitate the congress and ensure a pedagogic and inclusive approach to all activities. TCOE will also contribute with great planning and coordination skills, and will therefore play a logistical key role. While CSAAWU has the close connection to the target group and will ensure relevance of all discussions, TCOE has great theoretical and practical knowledge on optimal strategies for learning, which will be strategically valuable for the implementation of impactful activities.

**2.3 Global Aktion (GA)**GA has its roots in the Danish Anti-Apartheid Movement and therefore has a long history of working in the South African context. Today, GA’s goal is to create an international movement across borders and continents in order to fight current structures of inequality and injustice. GA’s solidarity work is built upon a long-term collaboration with, and knowledge of, the hardship and struggles of social movements in Africa. Through solidarity actions and campaign work, GA mobilises people and raises awareness in Denmark about unequal structures across borders and continents, in order for people to become conscious of the opportunities for change that arise when we work together. GA is strongly focused on capacity sharing with partners in order to improve the mobilisation and organisation of ourselves as well as our partners to ensure inclusion in political processes globally and locally. The GA South Africa team consists of individuals who have strong connections to South Africa and the partners, and who know the context of the project as well as the political and practical considerations that the partners may have, as several members have lived and worked in the Western Cape. This makes GA an able strategic partner.  
In this intervention, GA will act mainly as a strategic partner, providing a strategic sounding board and support for activities where appropriate. This includes support for monitoring and evaluation activities. GA will take part in the congress in order to support implementation, inspire feelings of a greater community for change, and gather material for outcome harvesting in the evaluation process. GA will also assist with project coordination and communication with CISU, financial monitoring and reporting to the donor.

1. **Target groups, objectives, and expected results**

**3.1 Target groups**

The target group of this project consists of members of the community-based trade union CSAAWU as well as prospective new members from the rural communities of the project. The members and prospective members are for the main part rural workers employed either on farms or in other rural workplaces related to the agricultural sector (wineries, distilleries, canning factories, processing plants etc.). As labourers, most of CSAAWU’s members experience high levels of precariousness, and many share experiences of poor labour conditions, discrimination in the workplace and a lack of democratic and labour rights. They form part of rural communities, which are marked by high levels of poverty and unemployment, with most workers living in informal settlements or rundown houses on the farms. Most of these workers do not have many platforms for democratic participation available to them. The union acts as one of the few spaces where their voice is actively heard, and with this project, we want to amplify the democratic understanding and make sure that there are no obstacles to true participation within this forum. Such democratic understanding and experience will also likely raise the target group’s confidence to partake in other aspects of democratic debate outside the union.

The project will have a specific focus on including the most marginalised groups within this overall group of target beneficiaries. Among the workers, Women, migrant workers and seasonal workers generally have the most precarious livelihoods. They are also more likely to face situations of abuse, and they are generally less likely to be organised in a union. Therefore, special efforts are needed to make sure that they gain a place in the union democracy and are given a platform to speak out from their point of view, as this is not likely to happen organically. Including the most vulnerable workers in decision making processes means that decisions and action plans will to a higher extent mirror the specific conditions and cater to the special needs of these groups, just like it will likely have an empowering effect to be included, making marginalised workers feel safe enough to speak out. Furthermore, including such groups will have a positive effect on the social cohesion of the communities and limit tensions between groups of workers - a tendency we have seen a lot of lately, as workers are struggling post-pandemic and scrambling for available job opportunities. Finally, although not based in any numerical target, youths will be prioritised for activities to the extent possible, as they, just like women, migrant workers and seasonal workers, have had very limited opportunities to participate in democratic processes during the last years of pandemic lock down, and therefore have drifted far away from the union democracy. It should be noted that there may be some overlaps, as many female workers are seasonally employed, and many migrant workers are both female and seasonally employed, just like youth is a cross-cutting category.

More specifically, the project is expected to reach the following primary target groups:

* 245 union members will participate in the CSAAWU congress, where they will collectively make decisions about CSAAWU’s future strategy and priorities, and thereby learn about functioning democracy in practice. Out of these, at least 100 will be women, 30 will be migrants, and 50 will be seasonal workers.
* 150 union members will participate in pre-congress workshops at local level, where they will become acquainted with CSAAWU’s democratic structures and be involved in proposing resolutions for the future work of the union.
* 50 women will take part in special women’s community meetings prior to the congress, where they will share experiences, learn about the union democracy and gain confidence to take part in the democratic processes themselves.
* 50 migrant workers will participate in special community meetings for migrant workers, where they will share experiences, learn about the union democracy and gain confidence to take part in the democratic processes themselves.
* 50 seasonal workers will participate in special community meetings for seasonal workers, where they will share experiences, learn about the union democracy and gain confidence to take part in the democratic processes themselves.
* 500 members of the rural community will participate in Speak-Out sessions prior to the congress, where they can share experiences and learn about opportunities to take part in union democracy.
* 100 union members will participate in follow-up workshops after the congress, where they will evaluate the congress and discuss avenues for local implementation of action plans and resolutions in their local community.

The secondary target group is comprised of the rural communities as wholes. Indirectly, having a strong democratic base of the union will benefit the community as a whole, as they will have representatives who are genuinely looking out for their interests and understand perfectly what changes are needed at community level. This community impact is particularly expected due to CSAAWU’s social unionism approach, which involves a holistic community-centred approach to organising which takes into account the needs and expectations of whole communities which the members are part of.

**3.2 Objectives and strategy**

Opportunities for gaining understanding and experience of democratic processes in practice are hard to come by in rural South Africa. Being part of a union is for many rural workers the only real avenue for democratic participation. However, many still have limited understanding on how the union’s democratic processes work, and how they can themselves take part in the union democracy. Further, the recent years of pandemic lockdowns have made it increasingly hard, and there have been significant impediments to participating even in the otherwise quite localised and community-based union democracy. Therefore, this project aims to make use of the momentum of the upcoming union congress to further democratic understanding and participation among union members and build up the confidence of marginalised groups of workers to make their voices heard and engage in discussion pertaining to themselves and the communities they live and work in. Specifically, the project works with one overarching objective, which reads as follows:

*Capacitating union members, specifically precarious workers, to understand and meaningfully participate in the union democracy.*

The project works with three main outcomes, each of which is feeding into the overall objective:

* Outcome 1: Workers and prospective workers, including the most precarious groups of workers, have gained knowledge on the union democracy as well as insights on how they can themselves participate.
* Outcome 2: Workers, including the most precarious workers, have had opportunities to gain practical experience of the union democracy and have participated in decision making on issues pertaining to their everyday lives.
* Outcome 3: Workers are engaged in implementation of democratic union decisions in their local communities and are able and willing to continue their involvement in the local union democracy.
* Outcome 4: Female workers, including seasonal female workers, have opportunity to frame gender-sensitive resolutions.

The activities under each objective fall into a chronology that is build around the union congress: Objective one is achieved during a preparation phase, objective 2 is achieved during the congress, and objective 3 is achieved through a follow-up phase, which also links into the existing CISU-funded partnership project between TCOE, CSAAWU and GA.

**3.3 Activities**

The realisation of expected outcomes is operationalised through sets of activities, which are as follows:

*Outcome 1: Workers and prospective workers, including the most precarious groups of workers, have gained knowledge on union democracy and insights on how they can themselves participate.*

**Activity 1.1: Mobilising the members**

A key activity consists in mobilising members and creating awareness of the opportunity to partake in the union democracy through activities of this project, including not least the congress itself. Pamphlets will be produced and distributed to workplaces explaining the content and the relevance of the congress to the participants. Through activities in our shared CISU-funded project, the shop stewards at work place level will be able to answer questions about the union congress and how to attend.

Speak-Outs will be organised in each of the targeted communities. These Speak-Outs will build on the momentum of the ten-year anniversary of the 2012 farm worker uprising in the Western Cape, and will involve the sharing of stories from the uprising as well as the progress or lack thereof during the last ten years. The Speak-Outs will be open to the entire communities and will be intended as a forum to share struggles and gain understanding of the reasoning behind uniting in demanding rights. The Speak-Outs will also be a forum for discussing ways of participating in the ongoing farm worker struggles through the union democracy, and to learn about the benefits of participating and becoming engaged in the union work.

**Activity 1.2: Congress preparation workshops**

Two meetings will be held in each of the five targeted areas for union members leading up to the congress. In the first round of workshops, participants will learn about the importance of participating in the union’s democratic processes and understand the foundation of the union in the form of its constitution, and they will be encouraged to discuss ways of improving the constitution and the union’s work in general. In the second round of workshops, participants will be tasked with and supported in developing resolutions to bring to the congress. Such resolutions will be directly based on the participants’ own needs and wants, and regardless of whether they themselves participate in the congress, their voices will reach the forum through their proposals for resolutions. The workshops will be held in the five regions Metro, Winelands, Kannaland, Langeberg and Vredendal to make sure workers and union members in all regions will be heard in this process. At each workshop, at least 20 people will be able to attend, all of which will expectedly leave with a greater sense of how and why they should participate actively in the union’s democracy.

**Activity 1.3: Engaging vulnerable groups of workers**

The project will have specialised community meetings for women, migrant workers and seasonal workers respectively. Groups of approximately ten people will get together in each of the targeted communities to discuss union democracy and how it pertains to themselves and their peers. They will be able to discuss the importance of women’s, migrants’ and seasonal workers’ participation in the union work and in the union democracy. In the meetings, the participants will be informed about the activities at the congress and what the democratic processes of the union are like. They will also discuss the benefits of participating, as well as debate why it is important to have marginalised and precarious workers take on leadership roles in the union, and they will have an opportunity to collectively draft suggestions for the union leadership. Finally, they will share information on the obstacles they see for their own participation, in order for the union to make sure that these are alleviated in the best possible manner.

*Outcome 2: Workers, including the most precarious workers, have had opportunities to gain practical experience of the union democracy and have participated in decision making on issues pertaining to their everyday lives.*

**Activity 2.1: The CSAAWU congress**

The congress is the pinnacle of union democracy, where all decisions regarding the union’s future work is made. It is, therefore, the obvious entry-point for learning about union democracy in practice, and to gain a sense of collective unity and true participation in important decision making. During the congress, participants will become involved in debates and decision making on topics relevant to the union, they will submit resolutions for the members to process and they will be able to elect the union’s leadership. The congress will enable first-time participants to understand the workings of democracy and union structures, and the program will be mindful of creating smaller spaces for deliberation and democratic debates on relevant political topics. This project will not only enable the participation of more members to the congress, but also contribute to the inclusiveness and learning aspects of the program. Thus, aside from the mandatory democratic content of a typical general assembly, the congress will focus on bringing knowledge and inspiration on how to ‘do’ democracy and how to be an active part of a movement for social justice and change. During the congress, the following sub-activities will take place:

**2.1.1 Democratic decision making and election of leadership**

The participating union members will have direct influence over decisions regarding the future of the union. They will be introduced to the working principles of the union democracy, including the voting system, the role of an election committee, and the principles for election of persons. They will be involved in discussions and adoption of resolutions and policy papers for the union, and they will be tasked with the election of their leadership. They can run for leadership positions themselves, as well as implement guiding principles for the leadership to be elected. All procedures will be thoroughly explained to make sure all participants understand their own role in union decision making.

**2.1.2 Workshops and training**

During the congress, the participants will be able to attend workshops, training and focused discussions on a range of topics. These may include political topics such as the impact of the climate crisis, the current economic state of South Africa, or the consequences of the Covid pandemic, or they may include more operational topics such as how to establish better local union organisation, benefits of inclusion of women and migrant workers or similar.

**2.1.3 Invitation of special inspirational guests**

At the congress itself, the partners will invite special guest speakers who will be able to motivate and encourage the participants and to inspire action or new ideas among the members. The speakers will to some extent have particular experience to share around the inclusion of women, migrant workers and other precarious groups of workers into unions and social movements, but some may also more generally share best practices and ideas from other countries, regions or even industrial sectors.

The participants in the congress will be chosen among the union members. Each local branch will elect its delegates to go to the congress. The delegates must be members themselves to be eligible to vote. The election of congress delegates will take place at branch meetings organised outside of this project. CSAAWU will be mindful that an acceptable number of women, migrants and seasonal workers have a chance to go to the congress. Note that CSAAWU will, as part of their basic democratic model, sponsor 140 participants for the congress. This project will then increase the participant number by an extra 105 delegates, as well as see to the thorough democratic involvement of delegates and other union members and the dedicated inclusion of marginalised groups. The co-funding scheme is outlined in section 4 of this proposal.

*Outcome 3: Workers are engaged in implementation of democratic union decisions in their local communities and are able and willing to continue their involvement in the local union democracy.*

**Activity 3.1: Follow-up workshop**

Follow-up meetings will be held in each of the five targeted regions following the congress. Here, participants will have the opportunity to share their feedback from the congress and the activities leading up to the congress, and they will be able to discuss the outcomes of the congress, including resolutions and work plans. Workshop participants who were not at the congress themselves will be introduced to these as well. At the workshops, participants will also be guided in discussing the opportunities for implementation of policies and resolutions at their local branches, and they will have the opportunity to help guide the newly elected leadership on ways forward. To the extent possible, the presence of the member(s) of the elected leadership will be prioritised. The purpose of the workshops is to showcase how union democracy continues outside of the congress - that it is something that takes place on an everyday basis when working towards common goals decreed by the delegates at the congress.

The partners have an ongoing project, which targets some of the same people, i.e. union members. Therefore, continuous follow-up from the congress and ongoing implementation of resolutions will naturally be integrated into activities of the project, thus ensuring a direct connection and hopefully an overall strengthening of future project activities outside of this specific project.

**3.4 Systematising learnings and experiences**

There is a perpetual need to support union members and rural communities in general in achieving true participation in civil society and democratic forums, and it is almost certain that similar activities with a similar purpose will be carried out by the partners in the future, individually or collectively. Therefore, it is highly valuable to evaluate and document the suitability of the activities involved as well as the overall effects of the project, in order to adapt and improve actions in the future for even better results.

The project's limited timespan and the very concrete activities involved will contribute to the feasibility of the evaluation. Specifically, the participant’s self-assessed changes in knowledge, understanding and behaviour will be evaluated, amongst other factors. During the project, the partners will do on-site evaluation of activities, and through small interviews and conversations as well as observations assess the individual and collective progress experienced by participants. Following some activities, participants may be asked to complete questionnaires to self-assess what they have gained from participating.

We will then have a thorough monitoring and evaluation session with all three partners present in South Africa. The session will include an outcome harvest workshop for participants and partners, where we will attempt to isolate the effects of the project’s activities in relation to expected outcomes. The session will also involve discussions between the project partners of lessons learned during implementation, and avenues for future amendments to similar activities for the improvement of impact.

1. **Supplementary financing**

Supplementary financing - a total of 277.200 DKK - for the congress is provided by TCOE and CSAAWU - mostly from their own sources. This funding covers 140 out of the 245 participants. Supplementary fundraising is not an absolute prerequisite, as TCOE and CSAAWU will be able to provide the additional financing, but for the benefit of the overall financial situation of the two organisations, it is desirable to raise additional funding from other sources, and this work is ongoing. At time of writing, 45.000 DKK of the 277.200 DKK has been granted by Norwegian People's Aid.