**INCLUsion, acceptance and safety – ENHANCING PARTNER RESPONSES**

**addressing MARGINALISED & VULNERABLE youth**

**IN Namibian COMMUNITY AND state RESPONSES**

a joint project between Spor Media and Positive Vibes Trust, Namibia

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# Abbreviations used

|  |  |
| --- | --- |
| * AYP | * Adolescents and Young People |
| * AGYW | * Adolescent Girls and Young Women |
| * CITT | * Community Inclusion Task Teams |
| * CSE | * Comprehensive Sexuality Education |
| * GBV | * Gender-Based Violence |
| * LGBT+ | * Lesbian, Gay, Bisexual and Transgender people (‘+’ = others who identity in ways different from the dominant expectations of society in relation to sexual orientation, gender identity and expression) |
| * LILO | * Looking in, Looking Out. (A series of PV developed workshops, se section 3) |
| * LRDC | * Law Reform and Development Commission |
| * M&E | * Monitoring and Evaluation |
| * MEL | * Monitoring, Evaluation and Learning |
| * MGECW | * Ministry of Gender Equality and Child Welfare |
| * MoHSS | * Ministry of Health and Social Services |
| * MSM | * Men who have Sex with Men |
| * NAPPA | * Namibia Planned Parenthood Association |
| * NHRAP | * National Human Rights Action Plan |
| * NSF | * National Strategic Framework for HIV and AIDS |
| * OD | * Organisation Development |
| * ORN | * Out-Right Namibia |
| * OSISA | * Open Society Initiative for Southern Africa |
| * PLHIV | * People Living with HIV |
| * PM | * Programme Manager |
| * PV | * Positive Vibes Trust |
| * RACOCs | * Regional Aids Coordinating Committees |
| * RCC | * Regional Community Coordinators |
| * SGBV | * Sexual and Gender based Violence |
| * SOGIE | * Sexual Orientation, Gender Identity and Expression |
| * Spor | * Spor Media |
| * SRH-R | * Sexual and Reproductive Health and Rights |
| * TWG | * Technical Working Group |

|  |  |
| --- | --- |
| Danish organisation | Spor Media |
| Title of the intervention | Inclusion, acceptance and safety – Enhancing Partner responses:  Addressing marginalised & vulnerable youth in Namibian community and state responses. |
| Partner name(s) | Positive Vibes Trust |
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| Country(ies) | Namibia |
| Period (# of months) | 12 |

Development interventions

**To strengthen civil society organising to promote the fulfilment of rights and equal access to resources and participation and to bring about lasting improvements for poor, marginalised and vulnerable target groups.**

**To make partners reach out to, mobilise, and cooperate with the wider society and other actors. This serves to expand partners’ access to resources and financing, while boosting the effect and sustainability of all their actions.**

**please note before writing the application:**

* *NUMBER OF PAGES: The application text must not take up more than 25 pages (Calibri, font size 11, line spacing 1.0, margins: top 3 cm, bottom 3 cm, right 2 cm and left 2 cm). Applications exceeding this length will be rejected.*
* *LANGUAGE: The application text must have been drawn up in cooperation between the local partner(s) and the applicant Danish organisation. Accordingly, there must be a document available in a language of relevance to the local partner. The actual application, however, can only be submitted to CISU in Danish or English.*
* *CONTEXT: Remember that the application will be assessed depending on whether the intervention will take place in a stable or fragile context. Section 2.4 in the Guidelines outlines how to analyse and describe how fragility is expressed in the context. You can also read more on CISUs website (in Danish)* [***www.cisu.dk/nexus***](http://www.cisu.dk/nexus)
* *THE SUSTAINABILITY MODEL: in the sustainability model in section 1.2.7 of the Guidelines you can find inspiration on how to describe your intervention and how to address climate- and environmental sustainability as well as social justice.*

GUIDANCE on submission of applications is available at [**www.cisu.dk/skemaer**](http://www.cisu.dk/skemaer) (the website is presented in Danish, but many documents are also available in English, French and Spanish.)

NB: DELETE THIS GUIDE BOX WHEN YOU ARE READY TO SEND IN YOUR APPLICATION.

# Objective and relevance (the world around us)

## Intervention objective and rationale

*The core focus of this intervention will be on catalysing community level change across 5 different geographical locations working with 5 established PV partner organisations representing or supporting young LGBT+ people, and adolescent girls and young women (AGYW).* *The project will simultaneously 1) enhance the capacity of these partner organisations to mobilise and support their members, 2) build/enhance the social movements around these organisations and 3) support the organisations to carry out a range of local community level advocacy work.*

This intervention is about improving the life opportunities of young LGBT+ people, and adolescent girls and young women (AGYW) by strengthening movements for change and facilitating positive shifts in community and state responses to these vulnerable and marginalised groups. 15-24-year-olds are the focus.

Young people – though a recent focus of popular campaigns and political rhetoric – remain relatively marginal in Namibia. A great many are unemployed, poor and voiceless, and the most marginalised are subject to violence, abuse and social exclusion – conditions that limit Namibia’s future development, and mitigate against addressing the deep, structural inequalities that characterise the society.

While also young heterosexual men in Namibia face a wide range of developmental, social, and practical problems, LGBT+ young people and girls and young women face especially destructive forms of social, gendered and economic violence that increase their vulnerability, and exclude them from some aspects of community life, and/or from meaningful social, political, and economic participation.

**LGBT+ young people:** A recent situational analysis explored the experience of LGBT+ youth aged 18 to 24. It revealed alarming levels of sexual violence, other forms of violence, expulsion from the home, bullying at school (sometimes by teachers), terror of being outed and shunned by family, early school-leaving, suicidal ideation, self-destructive coping mechanisms (e.g. excessive alcohol or drug use), and many instances of young people turning to sex work for economic survival. Stories of isolation, fear, rejection and loneliness were the norm.

Globally, LGBT+ young people continue to be disproportionately affected by HIV.[[1]](#footnote-1) This is also true in Namibia where the situation is exacerbated by a discriminatory legal environment, the phenomenon of corrective rape, inadequate education about HIV-prevention in non-heterosexual relationships, transactional sex, and multiple and concurrent partnerships.[[2]](#footnote-2)

Low levels of literacy on sexual orientation and gender identity (SOGIE), Human Rights and the law were also evident among LGBT+ youth.

**Adolescent girls and young women** are vulnerable and often voiceless too – though perhaps less obviously marginalised because they are a much larger and more visible group. Positive Vibes’ work with AGYW within a Global Fund project confirms high levels of teenage pregnancy, common experiences of gender-based violence (1 in 4 young women reports having experienced GBV[[3]](#footnote-3)) and high rates of transactional sex. They also have a significantly higher prevalence of HIV: 5,4% compared to 2,5% in boys in the 15-24 age group.[[4]](#footnote-4)

We will unpack the challenges facing these primary target groups in more depth in Section 3. In general, however, their experiences of exclusion, violence and inequality are rooted in the social, economic, and historical context of post-colonial African patriarchy, heteronormativity, and a common fear and rejection of dangerous or unspeakable difference (otherness). All of which finds expression in common prejudices at community-level, as well as in the policy, laws and practices of the state. Of course, these larger, pervasive dynamics (patriarchy, etc.) are not easy to influence directly; to begin to shift them requires that we spark change in community systems and the structures which surround and sustain them. This is a long-term goal to which we expect this intervention will contribute.

### Critical Gaps Addressed by the Project

Our strategy for addressing these challenges aims to catalyse change by addressing some critical gaps:

1. Local communities reproduce the damaging norms that limit the life chances of AGYW and LGBT+ youth; and this in turn makes for less equal, more violent and less healthy communities. Donor and government priorities mean that most programming is biomedical or focused of narrow health-outcomes. And limited empirical evidence is available about groups which have been rendered more or less invisible. Consequently, relatively little emphasis is placed on the social and cultural shifts needed to produce change in the communities and neighbourhoods where people live, or in the legal and rights landscape that influences these communities.
2. National health and HIV policy does speak to the needs of LGBT+ and AGYW, and Comprehensive Sex Education is built into the school curriculum. However, there is a significant gap between policy and practice because current programming tends to be narrowly focused on health outcomes. In other areas of policy and law – and especially in relation to LGBT+ youth – there is mostly silence and a lack of relevant and supportive policy. Indeed, several laws (e.g. the Sodomy Law and the Combatting of Immoral Practices Act) actively criminalise this group – in the public imagination, if not in fact.
3. Civil society lacks a coherent response to these challenges. Nascent movements for change exist, but these are not always well positioned to influence social/community norms or to make the connections between their constituencies’ experience and state structures and responses.

The intervention grows directly out of a previous Spor Media/PV collaboration funded by CISU, taking place from July 2019 to end of March 2020 with additional activities continuing with funding from other sources. This previous project, GETTING READY FOR A COMPREHENSIVE ADOLESCENT AND YOUNG PEOPLE (AYP) PROGRAMME IN NAMIBIA established the pre-conditions for the present project through developing the Spor – PV partnership, developing a strategy for PVs AYP work, and creating buy-in to the new strategy among the target group and CSO and governmental actors.

Based on the new strategy, Spor Media and PV applied for a larger project in March 21 which was approved but rejected due to lack of funds. A slimmed down version of this project retaining 2 out of previously 4 Immediate Objectives (IO1 and IO4) and only working in one community (Inclusion, acceptance and safety – A foundational project) was submitted for the September 21 funding round and received funding. The slimmed down project which has just started implementation supports PVs *direct* in-depth work with CSOs, community and government structures in one community and PVs *direct* work with national level advocacy.

The present project, while positioned within the same new strategy for PVs work with AYPs, takes a different and more *indirect* approach by supporting the development of organisations working with and for young LGBT+ people and AGYWs, and their work with their constituency and their advocacy work. This enhances the capacity of the CSOs working within the sector and makes it possible to reach a broader geographical area. The project builds on the plans included as IO3 in the March 21 application but has been substantially developed.

These two projects which will mostly run parallel with each other both grow out of PVs AYP strategy and have substantial potential for cross fertilization and for otherwise supporting each other. The combination of in-depth work in one community combined with high level advocacy work by PV (the first project) with work through partners across 5 other communities with a focus on community level advocacy work (in this project), are supplementary and will offer an opportunity to trial and learn from different approaches.

*Because the two projects are situated within the same context and the overall same strategy, substantial elements of the context description and some elements in the strategy description are partly similar.*

## Intervention context: relevant social, economic and political conditions[[5]](#footnote-5)

Namibia is a relatively stable environment. While substantial changes have happened in the years following independence in 1989, fundamental changes in relation to gender roles and perceptions of LGBT+ have been slow to unfold.

Namibia’s 1990 Constitution[[6]](#footnote-6) aimed to redress the impact of years of genocide, racism and apartheid under colonial rule. Two principles are central to the Constitution:

* Recognition of human rights *for all*
* The realisation of human rights as a *precursor* to the realisation of freedom, justice and peace.

Over the past 30 years, Namibia has made considerable gains: an independent judiciary is in place; governing ministries are aligned to core social and economic priorities; much work has been done to address inequities in access to public services. By 2009/10, the percentage of Namibians living below the national poverty line had halved, from 69.3% in 1993/94 to 28.7% in 2009/10[[7]](#footnote-7). By 2015/16 the figure was 17.4%.[[8]](#footnote-8) Economic growth over the past 30 years has moved the country into the ‘upper middle-income’ category (UN). New HIV infections have been reduced by 50% in the past five years (2012-2017) when compared with the UNAIDS 2012 estimates – and Namibia is on track to achieve the global UN 90-90-90 targets for adult women[[9]](#footnote-9). Access to education has also increased dramatically: by 2015, 98.6% of children were accessing education.

However, the past 5-6 years have been characterised by economic crisis and contraction due to long term drought and shifts in regional and global markets, amplified by Covid 19 – this is beginning to erode some past economic and social gains. Further, Namibia is still one of the most unequal countries in the world with a Gini coefficient of 0.591 (2015 figures) and a human development index of 0.645 (130/189 countries)[[10]](#footnote-10)

In 2016, a national unemployment rate of 34% was recorded – given the current economic contraction, this is unlikely to have improved. 43.4% of younger people (aged 15-34 years) were unemployed; 12% more women than men. More than 70% of unemployed people had a junior-secondary education or less.

The ruling party, SWAPO, has been in power for the thirty years since liberation, and LGBT+ issues are entirely absent from their manifesto. Anti-LGBT+ rhetoric and hate speech was once commonplace in the highest reaches of government (e.g. President Sam Nujoma, 1990-2005). In later years, silence has been a more common response.

Gender-based violence is high. A 2013 demographic health survey[[11]](#footnote-11) showed that one in four young women had experienced intimate partner violence. The same study found that 28.2% of female respondents (aged 15 to 49) believed it was justifiable for a man to beat his wife. Interestingly, this figure is higher than that for male respondents (21.9%).

Laws criminalizing LGBT+ sexual practices remain in the penal code, although there is a moratorium on the enforcement of the Sodomy Law. Mention of SOGIE is absent from most policy and law with the exception of the HIV space (where ‘key populations’ are included), and some references in Education policy.

Attitudes at community level tend to be conservative although there are significant variations across the different population groups and between towns and countryside. Compliance with prescribed gender and social roles is valued; deviation is often punished (sometimes violently) and rejected. Social and mainstream media mostly reflect negative public attitudes to LGBT+ people, and at the extremes, they are blamed for phenomena such as drought, as well as the more usual ‘moral decay’. Like most of post-colonial Southern Africa, Namibia is, at root, a patriarchal society. An ideal of African, cisgender, heterosexual manhood is the centre around which all other sanctioned social roles revolve.

Namibian civil society is not especially strong, and the gradual withdrawal of donor funding (due to upper middle-income status) has been a challenge for many organisations. However, over the past decade new national and local organisations focusing on women, girls and LGBT+ have emerged and been significantly strengthened (in part through PV’s work in the LGBT+ space) and there are numerous community level self-help groups of PLHIV, and increasingly, of LGBT+, AGYW, and sex workers.

In terms of attitudes towards LGBT+ at national level there are signs of increasing openness:

* Namibia’s First Lady is a key ally and supporter of LGBT+ causes and the sponsor of the #BeFree campaign;
* the Ministry of Health and Social Services has taken significant steps to address LGBT+ and AGYW via the National Strategic Framework for HIV prevention and has worked closely with PV around this;
* the Minister of Education has supported work to improve Comprehensive Sexuality Education (CSE). During 2020, the Ministry petitioned the Ministry of Foreign Relations decision to suspend Namibia’s Eastern and Southern Africa (ESA) Commitment on sexuality education and sexual and reproductive health service for adolescents and young people. These commitments were renewed in 2020.
* The Minister of Justice also tabled the repeal of the sodomy and unnatural sexual offenses report to cabinet for review in May 2021. PV with Namibian CSOs developed a submission to support the Law Reform and Development Commission (LRDC) proposal to remove sodomy and other acts. sexual offense and other obsolete laws identified during community consultations in 2020. However, follow-up submissions from the Religious fraternity has put this conversation on hold.
* Some positive case law has also been established in Namibia in 2021 and early 2022. The most recent of these was the high court’s ruling on 20 January 2022. Two same sex couples launched a consolidated application for the court to recognize their foreign marriages. While the court held that it could not overrule the supreme court’s rulings and previous case law set, the court also held that *“the interpretation by the Supreme Court of articles 8, 10 and 14 was narrow, outdated and couched in tabulated legalism; those homosexual relationships are without doubt, globally recognised, and increasingly more countries have changed their laws to recognise one’s right not to be discriminated against on the basis of one’s sexual orientation. It is time to recognise that homosexuality is part and parcel of the fabric of our society and that persons- human beings- in homosexual relationships are worthy of being afforded the same rights as other citizens; that the Supreme Court’s interpretation of the international law was wrong; and that in a functioning democracy, founded on a history such as our own, coming from a system of unreasonable and irrational discrimination, to obtain freedom and independence, and then to continue to irrationally and unjustifiably take away human rights of another segment of Namibian citizenry, simply because of their orientation - amounted to cherry-picking of human rights, and deciding whose rights are more “human”, and to be protected, more than others. This is not what our democracy was founded upon.”* This **unanimous ruling of the full bench of the High Court** while not immediately changing the law amplifies the need for the Namibian court system, specifically our Supreme Court to be more ambitious in realising the rights of sexual and gender minorities within our court system.

There is a strong rhetoric and some positive action around issues such as sexual and gender-based violence, including the establishment of GBV units and national campaigns. A strong focus on AGYW as a priority group has arisen from both global and national analyses – even if much of this work positions AGYW as service-recipients, or ‘objects of intervention’, rather than agents of change, and subjects of their own development which is the basic premise of our intervention.

The National Assembly’s standing committee on gender recently spearheaded national and subregional conversations on the Namibian Abortion and Sterilisation act of 1975. These hearings demonstrate National Assembly’s willing and openness to have consultative, evidence-based processes on legal reform.

Namibia is a unique society in several respects. There is a culture of government-civil society consultation – and a degree of openness on the part of the state to citizen and CSO voices. It is also a relatively small society. With a population of just over 2.5 million there is no great distance between people on the ground and those in positions of structural power; it is relatively easy to access people and places of influence. For this reason, and because of PV’s strong position in-country, it is eminently possible to work effectively both at local and national level and make an impact on both. This is also why PV has tended to pilot new approaches and methods in Namibia.

These factors make Namibia an ideal ground for the proposed intervention. Many social problems exist; the plight of marginalized youth is dire; and there are significant policy gaps. But the potential for significant impact is also high – there are relatively strong institutions, rule of law, reasonable political and economic stability, existing shifts in gender dynamics, and a fairly strong foundation for implementing effective interventions at community and national levels.

While above description speaks to Namibia as a whole, there are significant differences between different local communities due to cultural, ethnic, and economic differences. A more detailed description of the targeted communities is included in Section 3.

Namibia must still be considered a stable country in relation to CISUs use of the stable/fragile concepts but the Covid-19 pandemic coming on top of a long economic crisis has introduced a significant element of unpredictability into the present situation. Our thinking on how to deal with this is reflected in section 3, subsection on risks.

## Contribution to strengthening civil society to advance social justice

This intervention aims to contribute towards the realisation of young people’s human rights, and to amplify their voices and effective participation at community and national level. Civil society strengthening is central to this work.

At the core of the project is a substantial thread of ongoing capacity building support to the involved 5 Namibian CSOs in terms of civic participation and systems monitoring, advocacy and media work and resource mobilisation work. Building on this foundation there is then support for their movement building work among their constituencies and support for their local level advocacy and influence work. For more details of this see section 3.

We will work with local youth-led civil society organisations – LGBT+ and AGYW-led initiatives – and allied organisations working with these target groups. We see strengthening these organisations and their programming as a contribution to building stronger LGBT+ and AGYW movements. Sex work is common in both target groups and results in further marginalisation and stigmatization, and organisations representing the interests and rights of young sex workers will be included in the work.

Through the partners we will also engage with faith-based organisations, women’s organisations and other key civil society stakeholders where appropriate.

In the process, we will transfer an approach to catalysing community level change and accountability to organised civil society, and to the involved communities themselves, as well as a range of PV methods that will support such changes.

For more detail on our strategy, please see Section 3 below.

## Response to climate- and environmental conditions

An intervention like this requires substantial in depth “face time” between partner staff and PV staff. Extended Community processes and in-depth reflection and learning which drives quality are just not suited for Skype or Zoom processes. So, it is unavoidable to create a level of negative environmental impact through the effect of transport, and more so due to the size of Namibia and its low population density. However, we have tried to optimize the trade-off between quality through in-depth face to face engagement and the negative environmental footprint of transport.

In terms of internal transport in Namibia local public transportation will be used as much as possible. Workshops and trainings will be at venues which support local environmental footprint by safeguarding reasonable measures to prevent pollution and ecological degradation. Reusable commodities e.g. face masks will be encouraged within the project and the team will ban the use of plastic.

In terms of Spor Media’s involvement in activities in Namibia the number of air flights is kept low by **combining** different activities in one trip and by combining some basic monitoring and follow up with a project visit funded by another project. There are a total of 2 flights included in the budget for 2 Spor members to participate in a range of interlinked activities: review work, learning events, strategy, and programme development work.

# The partnership/collaborators (our starting point)

## Experiences, capacities and resources of participant partners as well as other actors

**Positive Vibes (PV)**

PV is a Namibian NGO with a long track record of work at community level initially around HIV/Aids, as well as advocacy work addressing local and national government institutions. PV has played a key role in national strategy and policy development processes and engaged in many dialogues with the Namibian government in collaboration with its extensive network of civil society partners. PV is represented on several key Technical Working Groups and Advisory Committees under the Ministry of Health and Social Services (MoHSS). PV also works closely with the Office of the Ombudsman and the Office of the First Lady of Namibia. At the local level, PV is a respected partner often represented in local coordination structures, e.g. Regional Aids Coordination Committees (RACOCs).

Since 2012, PV has also operated extensively across Africa and beyond, in partnerships with Frontline Aids, HIVOS, and several Northern LGBT+ organisations (e.g. LGBT+ Denmark) and has set up an office in Cape Town to handle the international work.

PV’s key focus area is on work with community members **who are most othered and stigmatised**: LGBT+ persons, People Living with HIV (PLHIV), young women and girls, and sex workers.

PV grew out of a strong Scandinavian development tradition (Ibis) merging with an equally strong South African development and organisation development (OD) tradition. This dual origin has shaped its work around catalysing social change by supporting conscientisation at multiple levels, building community ownership, and enabling marginalised people to use their voices for effective influence. The work is enabled by a clear approach to community engagement and facilitation that typically involves long-term accompaniment of partners and a strong human rights orientation.

A special feature of PV for almost 2 decades is its continuous innovative work on the development of a wide range of *methods, workshops and processes* to catalyse change through movement building, organisation development and advocacy (e.g. the Looking In, Looking Out [LILO] suite of workshops and processes). PV’s support and methods are highly appreciated by partners and participants, and the impact of its approach and methods is well documented.[[12]](#footnote-12) For more detail on PV methods, please see Section 3.

While the day-to-day partner in this project is the Namibia office of PV which is a semi-autonomous unit within PV, resource persons from the PV regional office in Cape Town will be centrally involved in strategic decision making and key strategic activities. The PV Namibia set up has in the last year gone through a growth and consolidation process to adapt its structure and staffing to the increase in project activities and now has the necessary capacity to handle the additional work, including this project with Spor.

**Spor Media**

Spor Media is a Danish association with 40 years of experience in visual communication and culture, focusing on cultural and social conditions in Africa, Latin America and Asia, and on creating links between South and North. Spor Media historically works with:

* cooperation with organisations in the Global South concerning culture and media training for young people
* peer-to-peer intercultural learning
* production of web-based teaching materials
* production of documentaries

Spor Media is an organisation with a board and active members from all over Denmark – many of them with experiences from development assistance activities, communication, and education/training, and many with a Namibia background.

In the last 10 years Spor Media has gradually gained additional experiences from cultural and communication activities aimed at strengthening the self-esteem of young people from poor or marginalised backgrounds in cooperation with socio-cultural organisations in the Global South and has developed its capacity to handle larger development and cultural exchange projects. In cooperation with long-term partners, Spor Media make direct links between development and information activities and between youth in the Global South and in Denmark. Please see as an example The [Global Stay Tour Project](http://www.spormedia.dk/globalstaytours) - organising virtual study tours for Danish students to Kenya and Bolivia. Since 2018, the organisation has brought substantial, resource mobilisation training and support capacity on board, as well as additional programme development and management capacity.This strengthening of the organisation has happened both at secretariat and board level where decades of senior leadership and fundraising experiences from e.g. two major Danish NGOs have been added to Spor Media’s already substantial experiences.

Spor Media has a strong network of partners in Denmark, in particular in Schools, Highschools (Spor Media cooperates closely with Globale Gymnasier), and Youth Schools (Efterskoler) across the country, with particular strong links in the municipalities of Kalundborg and Sønderborg.

For each of Spor Medias activity areas there is one point person/programme-/project manager who holds the overall responsibility for coordinating this particular area of work including the coordination of the involvement of Spor Media volunteers in the work. These point persons, at present 4, work partly on a voluntary basis and are partly funded out of the projects they are in charge. They work closely together to secure coherence and learning between the different work areas.

**Civil society actors in Namibia**:

A range of CSOs, and more informal, community-level organisations representing or supporting the target groups, will be involved in this intervention. These are alle PV partners from previous or ongoing work. The requirement for all partner selection was local presence and extensive community reach within selected local communities. Below follows a brief overview of partners:

**Y-Fem Namibia** is an activist-led feminist women’s human rights organization. It was founded in 2009 and responds in proactive ways through campaigns and one on one leadership development, mentorship of young women and agency by promoting and protecting young women. Their aim to build an inclusive and intersectional feminist movement of young women and girls in Namibia that know and can claim their full human rights as persons as active citizens. Young Feminist Movement(YFEM) works within Windhoek

Proposed Site: Khomas region, Windhoek

Proposed target population: Lesbians, bi, queer and other women who have sex with women and AGYW, above the age of 18

**The Women’s Leadership Centre (WLC),** established in Windhoek in 2004, is a Namibian-based feminist organisation. Their strategy is to educate women, in particular young women, on their rights as guaranteed under national laws and policies as well as the international instruments ratified by the state, and to provide safe spaces within which the young women can relate these to their own lives, develop a feminist intersectional analysis of why these rights are not yet realised in our patriarchal state and society, support one another in processes of healing from the multiple violations most of them have experienced, and empower themselves personally and collectively to assert their rights and work towards social justice as equal citizens of their country. WLC works in rural SAN communities as well as Zambezi with AGYW, and across the Namibian regions with lesbians.

Proposed Site: Otjozondjupa region, Tsumkwe

Proposed target population: AGYW, above the age of 18

**MPower Community Trust (MPCT)** is a Namibian-registered non-profit community organisation working primarily in the coastal town of Walvis Bay. MPower advances the rights and sexual health of men who have sex with men (MSM) through self-efficacy initiatives that strengthen positive self-identification amongst gay men. They also promote and support linking their members to core HIV prevention and treatment services and peer support mechanisms.

Proposed site: Erongo region; Walvis Bay

Proposed target population: gay, bi, queer and other men who have sex with men, above the age of 18

**Pots of Hope(POH)** is a Namibian Non-governmental organisation registered with the Ministry of Health and Social Services as a welfare organisation operating in Kunene region. Specifically, Pots of Hope aims to challenge the socio-economic inequalities and enable the vulnerable sections of society towards the goal of self-reliance on women, children, LGBTI and youth. Also, they aim to mobilize and harness the power of women, LGBTI and children at large to combat gender violence, and promote poverty eradication.

Proposed Site: Kunene region, Outjo

Proposed target population: AGYW, LGBT youth, above the age of 18

**Voices of Hope Trust(VHT).** Established in 2012, Voice of Hope Trust is a sex worker-led organisation, dedicated to the social inclusion of transgender, female, and male sex workers in the Erongo region of Namibia. VHT’s goals include the promotion of constitutional rights, the decriminalisation of sex work, and the advancement of sexual and reproductive health and rights of sex workers.

Proposed site: Erongo region, Henties bay

Proposed Target Population: Sex workers, of all genders, above the age of 18

## Building on previous collaborations

**At the level of the Spor Media-PV relation**: There has been an ongoing dialogue and low-key cooperation between PV and Spor Media from the earliest days of PV. This was stepped up from early 2018 with a decision to explore a broader and deeper partnership. Growing out of this process the partners have worked more closely since July 2019 on the CISU-funded *‘Getting ready for a comprehensive Adolescent and Young People (AYP) Programme in Namibia’* project and on a range of no cost follow up activities*.* In February 2022 the partners have started implementing the new CISU funded project *Inclusion, acceptance and safety – a foundational project.* The present project builds on the same strategy, have the same overall objective, but applies a different approach by working through CSO partners and operate in different localities.

**At community level and national level in Namibia:** Namibia is the home of PV – the organisation has a historically strong country-level presence and track record with civil society partners, with emerging movements of LGBT+ and sex worker organisations, as well as with the government. This includes extensive direct experience of and engagement with the targeted community, and with CSOs working in and with it.

In relation to work with AGYWs the main engagement prior to the Spor/PV collaboration was a large HIV prevention grant for AGYWs, under the Namibia Global Fund Grant (2018 – 2020). This grant focused on HIV prevention on out-of-school 15-24-year-old AGYW, with complementary responses targeting their male counterparts, parents, caregivers and community leaders. This included work to accelerate the mobilisation of AGYWs on HIV prevention through comprehensive Sexual Reproductive Health and Rights (SRH&R), including Sexuality Education (SE), Life Skills and building self-efficacy of this group. Further work to enhance the capacity of AGYWs in areas pertaining to HIV education, PHDP, SRHR, and resilience building at individual and group level.

PV has played a key role in national strategy and policy development processes, and engaged in many dialogues with the Namibian government, in collaboration with its network of civil society partners. This intervention builds on these partnerships, and on the trust built up over many years through a multitude of PV-supported interventions.[[13]](#footnote-13) Further, during the research work that informed PV’s new AYP strategy, substantial consultations with partners were carried out. These consultations shaped the direction and approach of this project

## Roles and responsibilities of partners and other actors

**Positive Vibes** will hold the day-to-day responsibility for the overall implementation of this intervention including financial and programmatic monitoring and will provide support to CSO partners in terms of capacity building and project implementation, and will further support the use of PV methods, will manage partner grants and hold the coordination of the MEL work.

**Spor Media** will hold the overall responsibility towards CISU and will be involved in the strategic level steering of the project through participation in start-up work, around the review and through ongoing dialogue.

Further Spor Media will provide TA to support PV’s work with strategy and programme development, new partnership development and resource mobilisation.

**The 5 local CSO partners** will be centrally involved in all elements of the project and will hold the full responsibility to implement a range of community-level interventions, i.e. activity 5.4 and all activities under Output 6 as outlined in the log frame in Section 3.This will include movement building work in their constituencies and community level influence/advocacy work towards local community and governmental structures, e.g. traditional and religious leaders, the health system, the school system, the police etc. The community level work in each of the 5 project areas will be planned based on the local situation and local opportunities as well as founded on the initial work with capacity building of the organisations under Outcome 1. This level of work will be managed through subgrants from PV using their well tested system/method for sub-granting as described in section 3.

The target/ rightsholdergroups of LGBT+ Youth and AGYWs are represented in the structures of PV and the 5 local partners and are an important part of the constituencies. Members of the target groups will be centrally involved in in all activities under both Outcomes and are the focus of the activities under Output 5.

## Strengthening relationships

Namibia currently receives CSO-level funding mostly biased towards biomedical interventions. This project enables CSOs to respond to socio-economic, socio-cultural and local community responses to facilitate the safety, security, protection, inclusion and integration of LGBT members and AGYW at local level. This project is focused on nurturing relationships between CSOs, build coordination and cohesion in advocacy processes and facilitate processes to amplify community voices in local human rights response processes.

The experiences from community-level work, when carried through into national level influencing work, will enhance the quality and depth of the relationship between civil society actors and key national government entities.

For **PV and Spor Media** this is a collaborative partnership where each partner contributes its core competencies and experiences to the work, while further developing a shared way of working through learning, reflection, and joint strategic decision making. The organisations have a shared background and overall approach to solidarity and development work. This, combined with a set of overlapping competencies and each organisation’s comparative advantage in different fields, opens up many possibilities for adding value to each other’s work and creating synergies. In particular can be mentioned:

* Further development of the strategy and approach of the AYP work through shared learning.
* Co-creation/further development of methodologies to enhance civic participation in systems monitoring and partner resource mobilisation.
* Jointly explore new partnership and funding opportunities and hopefully develop long term partnerships for PV beyond the present PV/Spor collaboration.

Through such joint processes both partners will get new shared learning, updated shared methodologies and new linkages and potential partners in the global development landscape, all contributing to a broader shared basis for their future joint work and in their individual work as well.

## Linking to, and leveraging, other priorities, plans and resources in the context

The government of Namibia spends a very significant part of the national budget on education and on the health system to the benefit of young people, including our specific target groups. MSM, transwomen and AGYW are prioritised within Namibia’s National Strategic Framework (NSF) for HIV/AIDS (2017/18 to 2021/22) and the Namibian national development plan, ‘Vision 2030’, recognises gender equity as a cornerstone of national efforts to achieve sustainable development.

This work is supported by various donor-funded initiatives which Namibia is currently implementing, the two largest of which are DREAMS under PEPFAR and the National Global Fund Programme, both in collaboration with the MoHSS.

While this donor-supported work is mostly narrowly focused on health outcomes, *it nevertheless has opened very important spaces for dialogue on broader rights issues related to LGBT+ people, sex workers and AGYWs.* PV works within both the Health and Rights arenas and is thus ideally placed to secure coordination and synergy of its work with the larger health initiatives and influence these through its participation in key Technical Working Groups and Advisory Committees under the MoHSS.

The project will align with and and support other activities funded through various PV mechanisms. These projects focus on building community skills on community led monitoring, building an intersectional feminist movement, and working with local CSOs to implement advocacy activities. The project also aims to create synergy with other activities already engaging with social and local media such as local radio stations to increase the information level about inclusion, safety and well being for AGYW and LGBT persons aged 15-24 year old. In addition, 2 new PV projects both working at the national level stand out:

**Inclusive Governance Initiative (IGI)** (2020-2023). This new UNDP program with SIDA as the main funder works in 11 countries in Africa. PV is the Namibian partner and has various roles across the African regional work as well. The program focuses on the realization of equitable and just societies that are inclusive and tailored for SOGIE diversity. This goal aims to meet the need to undo structural inequities prevalent within the country and enable the democratization of governance at multiple levels including civil, corporate, traditional, faith, and state. This work will be done through the accompaniment of Influential Champions to meaningfully and actively involve LGBT+ persons in governance processes; b) Build the capacity of CSO and allies to engage and influence public policy and; c) Legislative Advocacy. This initiative will work through existing national platforms to influence the involvement of LGBT persons in governance. Specific work with influential allies involve a) Accompaniment of the National Assembly: Directorate of Committee Affairs in the implementation of the SRH-R workplan; b) Accompaniment of in-coming Ombudsman on the development and actioning of the new National Human Rights Action plan with an amplified focus on SOGIE; c) Continued engagement with the MoJ minister on the repeal/amendment of laws impacting LGBT persons d) Continued engagement of First Lady Monica Geingos on her office support of LGBT inclusion in decision making and good governance of Namibia and e) Engagement with the Attorney General on the inclusion of LGBT persons on legal reform.

Areas of legal reform include the development and support of appropriate responses in relation to decriminalization of the Sodomy Offence, Abortion and sterilization act, Domestic violence act, Marriage bill; Child Protection bill; draft Hate speech bill.

**Free to be Me** (2021 – 2025) is a global program operating in14 countries, mostly in Africa and the Middle East but also including Indonesia and funded by the Dutch government through HIVOS. PV is the Host Organisation for Free to Be Me in Namibia, to support the implementation of the programme which aims to generate public support, influence government, business and key societal actors to become advocates for LGBTIQ+ lives, rights and inclusion in socio-economic activities. The programme will also contribute to and enhance the significant progress that has been made by PV in association with key LGBTIQ+ organisations in advocating for a change in criminalising laws, police improvements and the reduction of violence against LGBTIQ+ people. PV will fulfil the host role and process in tandem with the Community of Action (CoA) that will integrate key players drawn from LGBTIQ+ organisations and communities, government figures, societal actors and allies to formulate strategies, plans and outcomes.

# Target groups, objectives, strategy, and expected results (our intervention)

## The Target Groups[[14]](#footnote-14)

The primary target groups – those who will participate directly in the intervention activities are as follows:

***At organisational level (Outputs 1-4)***

* **50-leaders** from local civil society groups (10 per 5 CSOs). These CSO leaders who focus on LGBT and AGYW programming, will be targeted with support for capacity building and planning under Output 1-4.

***At movement building level (Output 5)***

* **100 individual AGYWs, LGBT+ AYPs and young sex workers** **(18-24 year olds)** from the membership and/or constituencies of the involved CSOs will be involved in an in-depth LILO process over 3 days and follow up on this. This number is based on 1 LILO type workshop per site with 20 participants). Participents in these workshops experience reduced self stigma and develop agency and voice and are involved in taking forward advocacy agendas. Tracer studies have shown long term ripple effects of these trainings on the life of the individuals as well as on their family, the movement and the community around them
* **500 individual** **AGYWs, LGBT+ AYPs and young sex workers (18-24 year olds)** from the membership and/or constituencies of the involved CSOs will be involved in tailored workshops around issues like Sexual orientation, gender identity; human rigths; and constitutional literacy. This number is based on 5 workshops with 20 individuals per site.

Above 2 groups will be partly overlapping as we would expect most of the 100 individuals to also participate in some of the workshops in key roles.

* **A larger group of** **AGYWs, LGBT+ AYPs and sex workers above the age of 18** from the membership and/or constituencies of the involved CSO will be reached via the media work and social media work under Output 6. The project will strenghten the capacity of partners to engage in local media work and it is expected that most of them will enhance their media activities, with local radio stations, e.g. series of conversations around young (Child)marriages, how to acces the local offices of Ombudsman, how to access the gbv units etc. The local language radio stations are still a key source of information in Namibia and more so in the rural areas. Work with the radio stations will be complemented with social media work, in particular local facebook and Whats App groups.

***At community level (Output 6)***

* **At least 250 community leaders and duty bearers from all relevant local authorities** will be reached by the broad range of advocacy activities outlined under 6.1-6.7. This number is based on an average of 50 for each of the 5 involved communities, but migth be higher.
* **A larger number of community leaders and community members** will be reached via the media work outlined above

Not all youth in the targeted area will be directly involved in activities under the project, but all will benefit from a more inclusive and enabling local environment.

The **main Secondary Target group** is all adolescents and young people between 15-24-years in Namibia. The approximate total number is: 505.661. Male: 251,838. **Female: 253,823. LGBT+: approximately 20.000(approx. 4% of total population)[[15]](#footnote-15).** AGYW and LGBT+ youth nationwide will benefit from changes in government policy and practice as well as from societal shifts effected through the advocacy work.

The societal shifts in the communities which AGYWs and LGBT+ Youth live in are difficult to predict exactly and to quantify. Such shifts will occur in the general community as well as among individual duty bearers which represent another secondary target group, in the participatory regions.

The two target groups of AGYWs and LGBT+ are partly overlapping; young sex workers come from both groups and young lesbian women belong in both groups. They share experiences of exclusion, violence and inequality that are rooted in the shared social, economic, and historical context of post-colonial African patriarchy. Also, heteronormativity and a common fear and rejection of dangerous or unspeakable difference (otherness) finds expression in common prejudices at community-level, as well as in the policy, laws and practices of the state. However, there are also significant differences in their problems and potential solutions to these problems.

### Targeted communities and rationale for their inclusion

Communities are the ultimate site of change in this intervention and the point where the time, energy and resources will be expended. The reason for this is simple: for the experience of marginalised and vulnerable young people to change, some shifts must occur in the communities they live in (behaviour, relationships, social norms, etc.).

The following regions and sites will be participating in the project:

**Erongo region** includes the two major coastal towns of Walvis Bay (with Namibia’s only deep-water port), Swakopmund and Henties Bay. It is the centre of the fishing industry, and an important tourism and mining region. The area is extremely dry with only some limited horticulture in the Swakop River area. The population is very mixed including all Namibia’s population groups. There is a thriving LGBT, SW and AGYW movement of marginalized youth particularly in the coastal towns.

The HIV percentage is 10.6%.  According to the Gender Based Violence Protection Unit, 195 cases of rape and 950 cases of domestic violence were reported in the Erongo region from 2015 to 2017. In the 24 primary and secondary schools in the region, 137 learners fell pregnant in 2017. The project will work in two communities in this region in Walvis Bay (MPower Community Trust) and Henties Bay (Voices of Hope Trust).

*Population in total* *150,809*

*Walvis Bay*

*Population:                        62 400*

*Male Population:              29 000*

*Female Population:          33 400*

*Henties Bay*

Population: 5,472

Male Population: 2,841

Female Population: 2,631

**Otjozondjupa region** includes a number of smaller towns serving as service centers for the mainly cattle producing region.  The project will work in the scarcely populated Tsumkwe constituency in the far East which is the home of a large share of Namibia’s SAN population. Despite being the only constituency where San have access to land ownership, the majority of San still live in extreme poverty, face a lack of education, social stigmatisation, extreme poverty and dependency on government aid schemes. This project will work specifically with young women in this area (Women’s Leadership Centre)

Population: 150, 809

Male Population: 79,823

Female Population: 70,986

*Tsumkwe***:** Population: 11, 163

Male Population: 5,672

Female Population: 5,491

**The Khomas region** is centered on the capital city Windhoek in the central highlands of the country. It has well-developed economic, financial, and trade sectors. Khomas Region occupies 4.5% of the land area of Namibia but has the highest population of any of its regions (16.2%), by far most of whom live in the capital city and surroundings. Like the coastal area it is a melting pot of all Namibia’s diverse population groups. The HIV Prevalence is 8.3%. In 2020 there were 371 teenage pregnancy cases in a period of nine months. During the first and second terms of 2020, 139 school going girls fell pregnant while the third term saw 232 school going girls get pregnant. High teenage pregnancy is partly attributed to peer pressure and to lack of parental involvement in educating children on sexual reproductive health. Girls often cannot negotiate for safer sex because the men they are engaged with are supporting them financially. The project will work in 4 Windhoek constituencies that are located in Katutura (Katutura East and Central constituencies, Tobias Hainyeko constituency, Samora Machel Constituency (formerly known as Wanaheda). These constituencies house the largest of Windhoek’s’ population and are faced with high levels of GBV, alcohol and other substance misuse and high levels of Teenage pregnancy.

Population: 342, 141

Female Population 172,469

Male Population: 169,672

**The Kunene region** in the far North West of Namibia is extremely dry and scarcely populated. The population is mostly Otjiherero speaking population groups (47% of households) and Nama/Damara (32%). Agriculture is limited with some cattle and goat farming possible. In terms of mining, there has been identified substantial reserves of Iron and Cobalt.  School attendance is markedly lower than in other Namibian regions and the teenage pregnancy rate is over 30%, one of the highest in Namibia. The region is severely underserved in LGBT response, and face great issues related to child marriage. The adult HIV prevalence is 7,6%. The project will operate in the town of Outjo, the capital city of the region, which is facing problems with poverty, gender-based violence, alcohol abuse, unemployment and teenage pregnancies. Apart from Pots of Hope, there is no NGO’s that address these deep-rooted problems in Outjo. This site is also the hub of the LGBT community within the region.

Population: 86,856

Male Population: 43,603

Female Population: 43,253

*Outjo*                                  8,445

Male Population               7,799

Female Population           7,230

## Target group involvement in preparation of this proposal and Partners’ legitimacy and relationships with target groups

In the development of the new PV AYP strategy that forms the foundation for and gives direction to this project, individuals from the target groups have been extensively involved in focus group discussions and interviews, and organisations representing the target groups have been involved in strategy workshops and have been consulted at various stages of the process.

PV has implemented a range of activities at community level over many years and has forged strong relationships with LGBT+ and sex worker communities across Namibia

PV’s work with youth in Namibia initially focused on children and adolescents living with HIV. In addition, although not previously articulated as a ‘youth programme’, most of PV’s work with the LGBT+ community (2012 on) has a strong youth focus, because the activists driving the movement are themselves young people. Since 2018, PV has extended interventions to adolescent girls and young women in Northern Namibia (Global Fund). This work has focused on sexual and reproductive health and rights (SRH-R), policy and practice reform, and movement building.

Spor Media’s developmental work around culture and media training in East Africa and South America, as well as its peer-to-peer intercultural learning programs that bring groups of young performers to Denmark to tour schools and Efterskoler or make them meet via the Internet (Global Stay Tours), are all focused on adolescents and youth, with a particular emphasis on adolescent girls and young women.

## Strategy of the intervention

### Applying past experiences and learning to this intervention

This intervention grows directly out the Spor/PV CISU-funded intervention *Getting ready for a comprehensive Adolescents and Young People (AYP) Programme in Namibia* (July 2019-March 2020). In this joint work, the strategy and broad plans informing this project proposal were developed.

Furthermore, the intervention builds on and utilises a range of other PV experiences:

* PV’s core approach and methodology – strengthening self-efficacy/agency; conscientisation (awaress of self in relation to systems and power) and voice; accompaniment; co-creation and facilitation of change and methods; and mutual learning.
* PV’s many years of experience in Namibia working with social movements of PLHIV and LGBT+, its more recent work with Young Women and Girls, and its learnings about how to work effectively in the space between civil society, local governmental agencies and coordination structures.
* PV’s ongoing role in national strategy and policy development processes and other dialogues with government.

In addition to the above, specific experiences and learnings have informed elements of this intervention’s design and the strategic thinking process that preceded it:

* The Learning from Innovation Project in Uganda (a partnership with Hivos, funded by the Dutch Government) *has inspired the community process*, in particular the emphasis on dialogue with discrete sub-groups within the community, *the integration of monitoring processes into intervention design* (not as an add-on, but as a core element of the community work); *creating spaces (e.g. community dialogues) for marginal voices to be heard and listened to;* and *the inclusion of a strong emphasis on rights, by including elements of the “Sing of Freedom” method.*
* The Setting the Levels process inspired *the design of the community engagement and monitoring process within this intervention.* The ‘Setting the Levels’ Community Health System monitoring and accountablity process has proved extremely successful at catalysing community and civill society action, building better relationships between community members and duty-bearers, shifting service provider and service user behaviours and attitudes, and increasing accountabliity. Originally developed within KP Connect it has been extensively used and refined within the Bridging the Chasm project in Southern Africa, including Nambia (Amplify Change funding).
* Work with emerging organisations/movements in Namibia and East Africa (PLHIV and LGBT+) within a wide range of projects has given rise to many experiences which inform *the most effective ways of providing financial support to the work of these kinds of organisations.* Funding will be activity-based, simple to manage and report on, small in size, and combined with close accompaniment. They will allow flexible responses and support to local initiatives aligned to intervention objectives, without placing large administrative burdens on small organisations.
* PV’s and Spor Media’s experience and approach *to resource mobilisation in adverse conditions* which has assisted PV’s growth since 2007.

### Our approach to catalysing change

Below we outline broadly the process we will follow in this project with references to the relevant elements of the below Log Frame for the project.

**Phase one: Getting fit for purpose**

1. **Start-up process** which includes site visits, development of cooperation agreements, as well as further identification of capacity strengthening needs we could possibly respond to (Output 1).
2. **Training of CSO leaders and facilitators** in concepts and processes pertaining to Civic Participation in Systems Monitoring, Human and SOGIE rights; Training of CSOs in advocacy and media (Outputs 2 and 3)
3. Setting up the **community-based M&E system** and equip communities with the skills and tools to document activity reach and outcomes, community level HRV documentation, community led systems monitoring, based on need. (Outputs 1 to 2).
4. **Fund raising accompaniment**, through Proposal Development, identification of donors, technical assistance of those partnering with PV in the project. This will happen when opportunities arise throughout the project and needs to be needs based and on partner request to increase ownership of the process by partners. Based on this also joint **programme development** where appropriate. This area of work will continue throughout the project. (Output 4).
5. **Movement Building**: Work through partner networks to identify and facilitate LILO Identity, LILO Work, Sing of Freedom and other tailored workshops, meetings and activities, meetings and activities with potential new and existing LGBT and AYP network members in. Link new players to existing organisations where interested. (Output 5). This will continue throughout the project.

**Phase two: Actioning Purpose**

1. **Advocacy, influence:** Following training and capacity development workshops, through a sub-grant mechanism, partners will be able to implement a range of interventions focused on amplifying community voices and addressing problems faced by AYP, including LGBT+ youth and AGYW. (Output 6).
2. **Learning from Doing**: The last step involves internal and external learning processes, the development of learning documents and cross regional partner exchanges to ensure collaborative and community driven learning and integration of learning within not only local response, but also at national level (Output 7).

### Relating our approach and strategy to the development triangle

The core of this intervention is a community level intervention where initial *capacity building support to 5 local CSOs* creates the basis for *enhanced movement building among their constituency* and based on this work, they will carry out *a range of local level advocacy activities*. In relation to the development triangle this work is positioned on the axis between Organisational Capacity and Advocacy, moving from capacity building through to advocacy.

In most of the communities covered with this project, PV in collaboration with the involved partners are involved in parallel activities funded by the Global Fund and other donors that partly falls in the category of *strategic deliveries* to the target groups (e.g. distribution of Covid well being packages, referral to health and other aservices, support via a rapid response fund to victims of GBV, access to councelling etc) and which enhances the credibility of the partner organisations within their constituency and creates a positive climate for the present project.

### Methods to support the process

PV employs the following approach to advocacy:

* Strategic advocacy is informed by community voices and experience, through intervention pilots, specific research activities, and strong MEL systems.
* A strong focus on community-level advocacy first. Changing government policies and practice is important, but ‘othering’ and stigmatization of marginalized groups such as LGBT+ is essentially a societal/community level problem and needs to be addressed at that level.
* The application of methods that build empathy (e.g. the LILO methods), in combination with methods that facilitate community-based monitoring and response mechanisms (e.g. the community-based monitoring to be built into this intervention (Setting the Levels)), foster connection within and between various groups and can shift oppositional relationships towards more constructive ones.

The additional methods listed below to potentially be used in this intervention have different purposes: LILO Inclusion is an effective **advocacy tool** addressing community leaders, CSO’s and duty bearers; LILO Identity, Sing of Freedom (new version for young women) and LILO Work **are aimed directly at their respective target groups** (LGBT+, women, and sex workers respectively) **and catalyse the creation of agency and voice as a foundation for movement building.**

**LILO Inclusion:** a workshop process to contribute to shifts in gender equality and address the marginalisation and exclusion of groups on the social fringe

**LILO Identity:** a personalised approach to exploring gender identity and sexual orientation. The workshop responds to high levels of self-stigma in LGBT+ people, working therapeutically with individuals to raise awareness of the self, to reclaim and reframe personal narrative, and promote self-acceptance of sexual orientation, gender identity and expression.

**LILO Work:** a workshop for sex workers (18-years-old or above). It contextualises sex workers’ occupation within a wider understanding of a more layered, nuanced self. Participants also explore sex work as work, the hazards of the business and the need to protect oneself from, and address, issues around violence and sexual health. The workshop focuses on what an individual can control to mitigate against these challenges. Individuals’ dreams for their future are explored, business skills are shared, and the final sessions of the workshop are geared toward actions aimed at realising these dreams.

**Sing of Freedom (new version tailored for young women):** Sing of Freedom is a participatory workshop experience designed to encourage critical thinking about how society works, about structures and systems and institutions that regulate power, policy, law and, ultimately, civic freedoms. And more: it is an opportunity to reflect on the fundamental ethics of human rights – to dignity; to equality; to privacy; to non-discrimination; to freedom from inhumane treatment – and their relationship to the law.

**Fit for Purpose:** a workshop thatallows organisations to self-diagnose their organisational health and position at a specific point in time and identify both strengths to build on and capacity needs to address. This allows organisations to plan for change in priority areas, to identify what actions and support are necessary to achieve their goals, to respond effectively to their context, to measure improvements and track progress over time, to learn from their practice, and to take their next development step.

**GPS**: the Gauging Position in the System methodology focuses is inward looking and explores partner’s capacity for influence and advocacy and, indeed, participation in public policy and, ultimately, sustainability linked to relevance is impacted by how close they get to the centre of the radar graphs. Those organisations that are far away from the centre are, effectively, on the periphery of the influencing environment and may – despite their best programming efforts – be far from the power they need to effect change. This analysis may be a useful start to a strategic conversation with each partner around customised strategy development, programming and accompaniment in each context, looking at where the gaps are, thinking about how to address them to get closer to peak influencing position.

**Pathways to Sustainability:**a workshop process designed for directors, management and board members of Southern NGO’s to take a more strategic and social entrepreneurial approach to sourcing funds for long term sustainability, while positioning themselves realistically in the funding landscape. Participatory and experiential activities are practical, and are woven through content that is delivered through creative and amusing local metaphors and symbols, making the core concepts accessible and memorable.

**Method for Sub-granting to partners:**

As a learning organisation, PV`s grant-making process focus on co-creation of the project with partners, agreeing on parameters to work together to develop fair and ethical grants making process. Particular focus is put on mitigating power dynamics, identify and address potential risks and what can be agreed before grants are signed to enable swift implementation. Elements of grant making include:

* **Finalisation of the planning of the specific project activities to be carried out under each grant**

This has been tentatively outlined as a part of the joint project preparations and broadly described under Output 6 below in the Log frame. The specific package of activities in each community will include **a selection** of the outlined activities and will be planned in more detail by the partner organisations in dialogue with PV building also on the initial training under Outcome 1 and based on local needs and opportunities.

* **Implementation readiness (fit for purpose)supports the achievement of project activities and absorption of the budget.**Identification of the right partners, advanced preparations allow programmatic activities and the related use of funds to commence on the contract start date. Preparations include the early identification and contracting of human resources, as well as agreeing on the budget and work plan for the implementation period.
* **Setting deliverables and timelines at the beginning of the process, to allow for accountability and support needed by partners**As early in the grant contracting negotiation process, all partners involve plan and agree on a project plan that will cover the deliverables, key milestones and timelines. Also, capacity needs are identified.
* **Accurate, clear and concise Performance Frameworks and Budgets.**Focused Performance Frameworks enable quality and timely implementation and monitoring. They balance the need for detail while also enabling easy reporting and/or revisions during implementation.

**Grants making will involve the following process:**

1. Negotiations and co-creation of plans, milestones, budgets and activities
2. Appointment of grantees/Contracting.
3. Assessing capacity building needs
4. Training in methodologies and tools, finance, monitoring and evaluation
5. Pay out in instalments based on reporting.
6. Ongoing implementation support

### Objectives, activities, expected outputs and indicators

|  |
| --- |
| **Development Objective**: Namibian communities and society are more accepting, inclusive, and safe for marginalised and/or vulnerable and excluded adolescents and young people (in particular, girls and young women and LGBT+ youth). |
| **Immediate Objective:**Marginalised and excluded adolescents and young people in 5 communities develop agency and voice, and feel safer and better included in the local communities through the strengthening of the movement of Civil society organisations representing or supporting them. |

|  |  |
| --- | --- |
| **Outcome 1:**  5 Civil society organisations representing or supporting the target groups have strengthened their capacity to do civic participation and systems monitoring work; advocacy and media work and fundraising work. | |
| Success criteria/Indicators:   * The involved CSOs succesfully carry out the project activities under Outcome 2. * The involved CSOs have regular scheduled meetings with relevant dutybearers as compared to meetings from time to another. * At least 3 of the involved CSOs successfully engage with local radio stations about series of conversations around e.g. young marriages, how to acces the local offices of Ombudsman, how to access the gbv units etc * The involved CSOs expand with 100% their usage of social media for internal as well as external communication. * In the last 6 months of the project the involved CSOs submit 50% more funding proposals than before and of higher quality. | Means of verification:   * Partner monitoring reports that document progress against their action plans * Capacity building plan, workshop and activity reports capturing knowledge and skills before and after the workshop * Focus group discussions with local stakeholders in start up phase and as a part of the review process * Review report |

|  |  |
| --- | --- |
| **Outputs related to Outcome 1** | **Activities** |
| 1. Initial detailed planning preparation work completed, base line established for envisaged work, capacity needs verified, plans worked out | * 1. Planning workshops with partner CSOs to discuss capacity needs, timeline planning for activities. |
| 1. Building capacity in PVs CSO partners to enable civic participation and in systems monitoring. | * 1. Training of CSO leaders and facilitators in using the updated Setting the Levels methodology and follow up process, as well as agree and finalise a community-based MEL system. |
| 1. Enhanced capacity of PVs CSO in terms of advocacy and media work | * 1. Tailored advocacy workshops at organisational level drawing on the Fit for Purpose and GPS methodologies   2. Media workshop for all partners with a particular focus on social media |
| 1. PVs CSO partners are better capacitated and positioned to benefit from relevant funding opportunities, having better networking, proposal writing and other key fundraising skills, having more experience in working with donor funds and track record, and do better and more successful funding proposals | * 1. Proposal development trainings/coachings structured around specific calls from local or regional donors which several partners might apply to (e.g. Other Foundation, EU, Embassy of Finland), and/aor mentoring individual organisations through an application phase. In this work extensive use will be made of elements of the Pathway to Sustainability method.   2. Joint project development where appropriate |

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| **Outcome 2:**  Marginalised and excluded adolescents and young people in 5 communities develop agency and voice, and feel safer and better included in the local communities | |
| Success criteria/Indicators:   * Enhanced voice and agency on the part of AGYW and LGBT+ youth. * Adolescents and young people (AYPs) feel safer and better included in the local communities. * Local communities and AYP report increase in appropriate and sensitive responses by local duty-bearers – e.g. police, health authorities, schools. * A reduction in violence against LGBT+ youth and AGYW in schools and communities * Reduced self-stigma and fear on the part of LGBT+ youth. * Increased rights-literacy, legal-literacy, understanding of gender and gender equity, and understanding of sexual orientation, gender identity and expression (SOGIE), among youth, organised civil society and local duty-bearers   *Only as a part of the start up of the project in the different communities will we be able to capture a precise base line for how the target group experience above. We then expect at least a 25-50% increase/reduction of the indicators .* | Means of verification:   * Workshop and activity reports including pre- and post- evaluations. * Focus group discussions with a selection from the target groups 1) as a part of the preparation of community level activities and 2) as a part of the review process/report giving a possibility to capture *experienced* changes in the indicators listed. |

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| **Outputs related to Outcome 2** | **Activities** |
| 1. Marginalised and excluded adolescents and young people, being members and constituency of partner organisations, develop agency and voice and are involved in taking forward advocacy agendas | Movement building work including:   * 1. LILO Identity workshops   2. LILO Work   3. Song of Freedom (new version for young women)   4. Other tailored workshops, meetings and activities |
| 1. Local communities are more supportive towards the target groups. This is achieved through influence/advocacy work carried out towards local community and governmental structures, e.g. traditional and relegious leaders, teachers, the health system, the school system, the police etc | This work will include activities like:   * + Faith and LGBT dialogue sessions   + Community Led Monitoring processes e.g. around Health systems (Setting the Levels)   + Supporting well being, safety and support through linkages to Gender based violence units, Office of the Ombudsman, as well as Covid-19 support programmes locally   + Legal and human rights literacy sessions   + Intergenerational dialogues between older leaders and AGYW and LGBT persons between the ages of 15-24 years   + documentation of human rights violations and collection of stories for advocacy work   + specific targeted advocacy events   + local media work, with local radio stations, series of conversations around young marriages, how to acces the local offices of Ombudsman, how to access the gbv units etc,   + social media work   This output will involve a wide range of activities at community level across the target areas coordinated by the partners. The specific package of activities in each community will include **a selection** of above mentioned activities and will be planned by the partner organisations in dialogue with PV building on the initial training under Outcome 1 and based on local needs and opportunities. The implementation will be managed by the partner organisations with support from PV and funded through grants from PV. |
| 1. Learning together | * 1. Internal review and learning and combined with sharing event across the participating partners and beyond to enhance organisational practice.   2. PV Accompanying partners for the duration of the project. |

## Lasting and sustainable improvements for poor, marginalised and vulnerable groups

The changes affecting the direct target groups, i.e. LGBT+ youth and AGYWs (e.g. reduced stigma; enhanced agency and voice; safer schools and neighbourhoods; etc.), and the changes in the communities in which they live (better understanding of rights issues, and of gender and gender equity by community members and duty-bearers; collaborative relationships to address youth problems; changes in practice; etc.) will all contribute to lasting improvement for those living in the target communities.

Below, we unpack the kinds of changes we expect to contribute to at community level:

* Stronger partner organisations with better capacities for community level work and better fundraising skills.
* Enhanced voice and agency on the part of AGYW and LGBT+ youth and more of them involved in the movements and in local level advocacy work.
* Reduced self-stigma and fear on the part of LGBT+ youth.
* Healthier life choices for both LGBT+ youth and AGYW
* Increased awareness and ownership of the problems facing marginalised and vulnerable youth.
* Increased rights-literacy, legal-literacy, understanding of gender and gender equity, and of sexual orientation, gender identity and expression (SOGIE) among youth, organised civil society and local duty-bearers.
* Positive action by civil society, citizens and duty-bearers to bring about constructive change.
* Beyond the life of the intervention, resourceful relationships formed through the work will continue to be useful for ongoing problem-solving.
* A reduction in violence against LGBT+ youth and AGYW in schools and communities – and active efforts to address such violence within the school system and the wider community.

More accepting individual attitudes, agency and voice do not vanish over time, but become a ripple effect that continues to spread and develop. The same is true of changed relationships between government structures and the local community and increases in community capacity.[[16]](#footnote-16) The habit of consultation, dialogue and shared problem-solving tends to be self-sustaining after external assistance has stopped.

## Strengthening of the partners’ capacities after the intervention period

Avoiding dependency: The intervention works through existing or emerging structures at community level and does not fund any organisations or structures – rather, it provides limited activity funding combined with ongoing accompaniment and technical assistance to catalyse change. In this way, no long-term dependency is created. Instead, the support given will enhance the outcomes of partners’ own efforts and own funding streams. While some activities would be reduced if funding ended, others should be self-sustaining at some level.

Lasting improvements for target groups: The in-depth work at movement and community level will lead directly to lasting improvements for the target groups in these communities.

Sustaining partners’ and other actors’ capacity beyond implementation:

At the level of the 5 participating local partners capacity will be built in terms of community engagement and monitoring work, advocacy and media work and resource mobilisation capacity.

At the level of PV this project is the second intervention deliberately positioned within the new PV AYP strategy. It will contribute to creating a proof of concept of the approach as well as a wide range of experiences at the local level, which is a foundation to leverage additional funds to broaden and extend the implementation of the larger AYP strategy.

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## Risks and risk mitigation

*Internal Risks*

* PV works mainly with emerging organisations, some of which do not have strong financial and M&E mechanisms. Therefore, unallowable expenditure and lack of spending justification are key risks. However, PVs work with emerging organisations and movements in Namibia (PLHIV and LGBT+) within a range of projects in recent years, as well as similar work with LGBT+ Denmark in East Africa, has given the organisation wide experiences of *the most effective ways of supporting these kinds of organisations.* Financial support will be activity-based, simple to manage and report on, and generally quite small in size, combined with close accompaniment. It will allow flexible responses and support to local initiatives aligned to intervention objectives, without placing large administrattive burdens on small organisations.

*External Risks:*

* Namibia is currenly facing a recession, and further economic decline should potentially be anticipated. Our intervention model is rooted in community, and driven by community action, a more sustainable model of change and less affected by economic downturns than other approaches.
* Backlash from parents, caregivers, religious and traditional fundamentalists is a concern. PV and partners aims to address this through working with local community leaders and duty bearers, and by prioritising activities focused on inclusion.
* Change in relation to LGBT+ acceptance is relatively slow in Namibia, given the conservative religious and traditional background. It is for this reason that PV will initially be working in communities with which we have established relationships, where some work has been done around inclusivity and tolerance towards marginalised groups, and where exitsing shifts can be amplified by this intervention.
* COVID-19 has had a great impact on both programming, resource mobilisation, the mobility of

community members, apart from the significant loss to life, work and livelihood. To mitigate this PV will within and outside this project continue its work started in 2020-21 of reaching commmunities for COVID-19 support through care packages, documentation of violations, PPE, support to data for online sessions. PV has also restructed many of its interacctions to be engaged with both virtually and face to face. Specific support was rendered via LGBT+ organisations in the regions. PV also worked with LifeLine/ChildLine to build a pool of community counsellors to provide psychoscial support int he communities.

During the 2020-21 work in Keetmanshoop, Walvis Bay and other regions in Namibia, it became clear that COVID-19 exacerbated the stressors faced by minority groups: rising levels of police intimindation and brutality against those community members cleared as essential workers and received travel permits form the MoHSS, an increasing economic burden on already financially constrained community members, frequent incidences of GBV, limited access to public health and Justice systems and the active discrimination of LGBT+ and SW communities for the rise in COVID-19 cases. Now more than ever, this specific site needs commnuity level intervention, that focuses on safety, inclusion and acceptance of AYP.

## Learning, steering, monitoring and evaluation

**Overall:** Monitoring and Evaluation activities for this project will seek to not only track progress and document a focused set of expected outcomes, but will also provide valuable feedback about successes and challenges to implementers throughout the project cycle, describe mechanisms of change and capture unforeseen outcomes. As such, they will mostly be grouped around the Immediate Objective and the Outputs as defined in our log frame, but will also be able to capture unexpected changes. To this end, a mixed method approach using both quantitative and qualitative instruments will be applied. This will not only quantify expected impacts, but also through triangulation, demonstrate how project activities are bringing about change.

Beneficiaries and Project staff, including community-based facilitators will be involved in ongoing monitoring and data collection. This will not only build local M&E capacity, but will also capitalize on the trust relationships, between PV staff, CSO facilitators and beneficiaries. As a result, data collection can occur in safe environments for respondents and reduce the need for socially desirable answers. Other monitoring and learning mechanisms involving beneficiaries will include regular consultations with LGBT+ youth and AGYWs in the participating regions, their input informing project evaluation activities. As well as documenting attendance and proceedings, partners will document sessions where participants share success stories and local action points.

The project will rely on established monitoring systems to track implementation progress on all training and outreach activities. Where lacking, systems will be developed. All staff working on the project will receive training on M&E: The use of tools, data entry, data analysis and sharing of lessons learned. When mass media is used as medium (radio, print, TV), these will be recorded, collected and reviewed for technical content and feedback by a media consultant. Feedback reports will be part of the project’s base of monitoring data.

For the purpose of quality assurance, to facilitate effective mentorship and to generate qualitative data on training, interpersonal communication and outreach activities, senior staff members of PV will also conduct frequent accompaniment visits.,

Quarterly, progress data and qualitative feedback will be analysed and discussed by the project implementation team to identify possible points for action, e.g. implementation challenges, best practices for replication, unmet beneficiary needs or important changes in context. All monitoring data will be compiled into a quarterly report.

**Stopping, reflecting, steering and adapting:** We will **build time into work plans** tostop and reflect together as local partners, community activists in participating towns and regions with Spor Media and PV, and to consult key stakeholders. Some clear points for these kinds of review-and-steering sessions would be:

* after start-up in the community (to adapt the community design and methods and adjust plans);
* during and immediately after the review.

**Reporting:** All of the above material will be consolidated and reported on for accountability purposes – both to the donor and to communities and other stakeholders at key fora.

PV will use its Impact Framework model to consolidate information and evidence from this intervention with information and evidence from other projects for its own learning and strategic thinking purposes. The PV Impact Framework tracks and consolidates change in all PV interventions at five levels: individual change; local system change; organisational adaptation; connection and movement; policy and law.

**Review:** A review will be carried out towards the end of the implementation period. The review will focus on the intervention and the broader strategy that underpins it and will be forward looking, allowing its findings to feed into intervention and strategy steering, advocacy, and resource mobilisation for future work. An external consultant will be contracted to support the review process.

The review will draw on the significant quantities of data and evidence collected during the intervention implementation, as well as direct data collection at community, CSO and national levels.

A mixed methods approach would be appropriate, with an emphasis on outcomes harvesting and drawing causal links between intervention inputs/processes and effects. The review should consolidate learning and recommendations about the design and implementation of the ‘core community change process’ which sits at the heart of this intervention.

Financial Monitoring: All expenses in Namibia, whether directly captured in PVs accounting system or via sub-grant agreements, will be monitored by PV`s Namibia based Project Accountant under oversight of the PV Operations and Finance Director based in Cape Town. PV reports their expenses on a 6 monthly basis to Spor. Expenses captured in Denmark will be monitored by the Spor Accountant and the Spor Project Manager.

## Involvement of volunteers

Spor’s work with this project will be carried out by a small working group of experienced development professionals. Most of the day-to-day work will be done by the PM who works in a partly paid/ partly voluntary position. In addition, the Head of Spor’s board will on a voluntary basis be substantially participating in key decision making, will be involved in advising and supporting PV around its fundraising work and will participate in the crucial learning process around the review of the project. Other Spor members and staff will be involved in specific work, in relation to media and information work in Denmark.

# Intervention-related information work in Denmark

Background: Spor Media’s strategy for our activities in Denmark is to show that our Global South-partners and their beneficiaries (normally young people) – though disadvantaged – are persons with strengths and experiences. We promote peer-learning as a methodology involving youth from Denmark and from the Global South in mutual learning. Spor Media has developed the methodology “Cultural peer-learning for change” in cooperation with partners in the Global South and in EU countries involved in CULPEER4change. <https://culpeer-for-change.eu/en>.

From our Global Kids ([www.globalkids.dk](http://www.globalkids.dk/)) and Global Stay Tours ([www.spormedia.dk/global-stay-tours](http://www.spormedia.dk/global-stay-tours)) activities we have partners in municipalities, public and private schools, high schools, independent residential schools for youth (’efterskoler’) and folk high schools.

Purpose: Young people in Denmark become aware of the huge challenges confronting some of their peers in Namibia and they gain insight into the efforts of young women and minority youth in Namibia to change their conditions. At the same time, they will achieve knowledge about the project supported by CISU.

Target groups: Students at mainly Danish High Schools and Folk High Schools (partners from Spor Media’s Global Kids, and Global Stay Tours projects). App. 1.000 persons between 15 and 25 years.

Means to be used: In cooperation with PV and media partners in Namibia Spor Media produce a small documentary focusing on one or two selected young persons representing the target groups. These main characters are young women who involve themselves in the community change process.

The documentary will be about 15 minutes and we will translated it into Danish.

Distribution via Spor Media’s homepages and Facebook sites.

1. UNAIDS. 2019. Global AIDS Update 2019. [↑](#footnote-ref-1)
2. Republic of Namibia. 2012/2013. Integrated Biological Behavioral Surveillance Surveys (IBBSS) with Men who have Sex with Men. Ministry of Health and Social Services: Windhoek. [↑](#footnote-ref-2)
3. Republic of Namibia. 2019. A Prioritized National Plan of Action on Gender Based Violence 2019-2023 with Monitoring and Evaluation Plan. Ministry of Gender Equality and Child Welfare: Windhoek. [↑](#footnote-ref-3)
4. Republic of Namibia. 2018. Namibia Population-based HIV Impact Assessment (NAMPHIA). Ministry of Health and Social Services: Windhoek. [↑](#footnote-ref-4)
5. Much of the material for this section is unpacked in much greater depth – including key citations and references to primary data – in Solomons, A. 2020. Somewhere Over the Rainbow: a situational analysis of sexual and gender minority adolescents and young people in Namibia. Positive Vibes: Windhoek. [↑](#footnote-ref-5)
6. <http://www.gov.na/documents/10181/14134/Namibia_Constitution.pdf/37b70b76-c15c-45d4-9095-b25d8b8aa0fb> [↑](#footnote-ref-6)
7. Namibia Inter-censal Demographic Survey 2016 Report: <https://d3rp5jatom3eyn.cloudfront.net/cms/assets/documents/NIDS_2016.pdf> [↑](#footnote-ref-7)
8. <https://www.worldbank.org/en/country/namibia/overviewin> [↑](#footnote-ref-8)
9. By 2020, 90% of all people living with HIV will know their HIV status. By 2020, 90% of all people with diagnosed HIV infection will receive sustained antiretroviral therapy. By 2020, 90% of all people receiving antiretroviral therapy will have viral suppression. <https://www.unaids.org/sites/default/files/media_asset/90-90-90_en.pdf> [↑](#footnote-ref-9)
10. <https://data.worldbank.org/indicator/SI.POV.GINI?locations=NA> [↑](#footnote-ref-10)
11. Government of the Republic of Namibia MoHSS. 2013. National Demographic Health Survey. Government of the Republic of Namibia. Ministry of Health and Social Services [↑](#footnote-ref-11)
12. For an overview and references to research and reviews documenting the impact of PV’s various methods, see: Positive Vibes. March 2020. Overview of Knowledge Products. PV: Windhoek. [↑](#footnote-ref-12)
13. An overview of PV’s main interventions over the past 8 years and a catalogue of knowledge products, reviews, studies, etc. is available in: Positive Vibes. March 2020. Overview of Knowledge Products. PV: Windhoek. [↑](#footnote-ref-13)
14. General population figures in this section were drawn from the Namibia Inter-censal Demographic Survey 2016 Report: <https://d3rp5jatom3eyn.cloudfront.net/cms/assets/documents/NIDS_2016.pdf> [↑](#footnote-ref-14)
15. General population figures in this section were drawn from the Namibia Inter-censal Demographic Survey 2016 Report: <https://d3rp5jatom3eyn.cloudfront.net/cms/assets/documents/NIDS_2016.pdf> [↑](#footnote-ref-15)
16. PVs initial work in Namibia from 2005 to 2012 was mainly focused on movement building through work with PLHIV self-help groups. Many of these groups and structures are still active today, and some continue to grow and spread to new communities without external support. This shows that movement building – through groups working together around their own interests – can be inherently self-sustaining. [↑](#footnote-ref-16)