**INCLUsion, acceptance and safety – a foundational project:**

**addressing MARGINALISED & VULNERABLE youth**

**IN Namibian COMMUNITY AND state RESPONSES**

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

Contents

[Abbreviations used 1](#_Toc89671047)

[1. Objective and relevance (the world around us) 2](#_Toc89671048)

[Intervention objective and rationale 2](#_Toc89671049)

[Critical Gaps Addressed by the Project 3](#_Toc89671050)

[Intervention context: relevant social, economic and political conditions 4](#_Toc89671051)

[Contribution to strengthening civil society to advance social justice 7](#_Toc89671052)

[Response to climate- and environmental conditions 7](#_Toc89671053)

[2. The partnership/collaborators (our starting point) 8](#_Toc89671054)

[Experiences, capacities and resources of participant partners as well as other actors 8](#_Toc89671055)

[Building on previous collaborations 10](#_Toc89671056)

[Roles and responsibilities of partners and other actors 10](#_Toc89671057)

[Strengthening relationships 11](#_Toc89671058)

[Linking to, and leveraging, other priorities, plans and resources in the context 11](#_Toc89671059)

[3. Target groups, objectives, strategy, and expected results (our intervention) 12](#_Toc89671060)

[The Target Groups 12](#_Toc89671061)

[Targeted community and rationale for its inclusion 13](#_Toc89671062)

[Target group involvement in preparation of this proposal and Partners’ legitimacy and relationships with target groups 14](#_Toc89671063)

[Strategy of the intervention 15](#_Toc89671064)

[Applying past experiences and learning to this intervention 15](#_Toc89671065)

[Our approach to catalysing change 16](#_Toc89671066)

[Relating our approach and strategy to the development triangle 17](#_Toc89671067)

[Methods to support the process 18](#_Toc89671068)

[Objectives, activities, expected outputs and indicators 19](#_Toc89671069)

[Lasting and sustainable improvements for poor, marginalised and vulnerable groups 22](#_Toc89671070)

[Strengthening of the partners’ capacities after the intervention period 22](#_Toc89671071)

[Risks and risk mitigation 23](#_Toc89671072)

[Learning, steering, monitoring and evaluation 24](#_Toc89671073)

[4. Intervention-related information work in Denmark 25](#_Toc89671074)

# 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 |

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| --- | --- |
| Danish organisation | Spor Media |
| Title of the intervention | Inclusion, acceptance and safety – A foundational project:  addressing marginalised & vulnerable youth in Namibian community and state responses. |
| Partner name(s) | Positive Vibes Trust |
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| Period (# of months) | 16 |

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

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.

The core focus of the current intervention will be on catalysing change at community level in a specific community, while generating evidence and using this for longer term influence work in other sites of change (policy, law, national response and practice, public norms and attitudes).

### 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. This will be addressed with work under Immediate Objective 1(IO 1): *Namibian communities in Keetmanshoop are more accepting, inclusive, and safe for marginalised and/or vulnerable and excluded adolescents and young people (AYP), through enhanced engagement between civil society and local government institutions.*
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. This will be addressed under IO 2: *Evidence generated at community level is utilised for advocacy work at national level to strengthen policy, practice and laws for most marginalised and/or vulnerable AYP and to enhance their acceptance in wider society.*
3. Few resources are available for human rights and social change work in relation to AGYW and LGBT+, and PV are facing challenges in their work within this area after most developmental donor funding has left Namibia due to its middle-income status. This will be addressed by including modest but sustained work to build new partnerships with funders and intermediary partners as a crosscutting activity.

Our intention is to continue and scale-up the work started with this intervention by extending the work across additional local communities and further strengthening local and national influencing work. The initial intervention will allow us to mobilise civil society, government, and donors, and build a strong foundation for this future work. It will also be a pilot of the partly new Community Engagement Model (The Community Inclusion Task Teams), see section 3, and experiences will feed into future work in other communities.

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 a range of additional activities continuing from April onwards. 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. **However, the strategic approach and objectives are all new compared to the earlier intervention.**

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| Spor Media and PV applied for a larger project in March 21 which was approved but rejected due to lack of funds. The present project is a modified and slimmed down version of this earlier approved project considering the uncertainties created by Covid 19 on the operational and funding environment and a recent breakthrough in PVs funding situation in Namibia. The two central IOs out of previously 4 has been retained, but we will now only work in depth in one community where two earlier was planned and the time frame of the project has been reduced. While this project makes sense on its own, it is also a start-up / pilot phase of a new strategy in a new and more unpredictable environment, hence the subtitle ‘A Foundational Project’. And experiences gained will be used to enhance future youth interventions. The elements from the old project which are not included here (former IO2 which has been completely taken out and former IO4 which has been substantially taken out with a limited element retained and included as a crosscutting activity, are being pursued outside the present project taking into account i.e. various recommendations from CISU. While the core elements of the present project are similar to elements in the earlier approved project, the changes in content (by taking out two IOs), in the location of the community level work, in the time frame and the budget, are overall so significant that this cannot meaningfully be considered a re-application. |

## 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)

As in most resource-rich countries with relatively weak governance structures, rent-seeking and corruption is widespread with deep tentacles into the ruling party and the highest level of government – as exemplified by the recent Fishrot scandal (where an Icelandic TV/Al Jazeera collaboration revealed many years of deeply corrupt practice in allocating fishing quotas to an Icelandic company against payment of bribes to i.e. the Minister of Fisheries)

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.

According to the World Economic Forum[[11]](#footnote-11) Namibia has achieved one of the highest ratings for gender equality in the world scoring particularly well in terms of Health, Educational Attainment and Economic Participation and Opportunity. The score for political participation is lower, but still comparatively high. This seems to stand in tension with the realities of gender-based violence and patriarchal gender norms, and there is indeed a disconnect between relatively high levels of political and economic equality and significant social inequality. This kind of scenario always presents risks of backlash (and current levels of gendered violence point to this dynamic), but also very fertile ground for social change. This disruption in gender relations is a dynamic which bodes well for the success of this intervention.

Gender-based violence is high. A 2013 demographic health survey[[12]](#footnote-12) 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. Compliance with prescribed gender and social roles is valued; deviation is often punished (sometimes violently) and rejected. Social and mainstream media mostly reflect fairly 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 Namibian Ombudsman has progressive views on law reform and a good working relationship with Positive Vibes. This office also spearheaded the drafting of the Hate Speech Bill which is currently under review and finalisation;
* 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.

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.

Finally, 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 community 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 initial 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.

It will be achieved by building stronger, more cooperative linkages between civil society organisations working in and with communities, and between organised civil society and local state actors. As an important part of the project at the local level a key instrument supporting this work will be the Community Inclusion Task Teams (CITTs). These structures will be formed through community dialogues, and will bring together affected young people, civil society organisations and duty bearers to form a coordinating mechanism for local level work on increasing inclusion, acceptance, and safety of marginalised and vulnerable young people. They will act as hubs for local organising, influence and change efforts.

We will further prioritise work with local youth-led civil society organisations – LGBT+ and AGYW-led initiatives – and on 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.

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.

We will draw together local threads of work, learning and evidence, and the voices of young people themselves, into national dialogues which will feed directly into advocacy targeting policy makers and managers at national government level. For more detail on our strategy, please see Section 3 below.

At all levels of the project there is a substantial thread of ongoing capacity building / organisational development support to the involved Namibian CSOs: 1) PV will support the CITT and involved CSOs in their local level work in terms of their strategy development, programming and learning/monitoring; 2) PV will support and accompany national level CSOs in pursuing advocacy initiatives and involve them closely in national level coordination of advocacy work; and 3) Spor Media will support PV in its resource mobilisation work as well as in its communication work. For more details of this see section 2 and 3.

## Response to climate- and environmental conditions

The Community Inclusion Task Team facilitated by the project have a potential to play an important local role within this area and we will explore this on an ongoing basis.

An intervention like this requires substantial in depth “face time” between community members and PV staff and between partner staff – PV staff – Spor 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, 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 planning to **combine** different activities. There are a total of 2 flights included in the budget to participate in several different activities and perform the necessary monitoring and oversight functions.

# 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 development 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.[[13]](#footnote-13) For more detail on PV methods, please see Section 3.

While the regional work has grown and flourished, the Namibia office has between 2018-20 been struggling with an increasingly difficult funding environment in particular funding in relation to human rights and social change work has been difficult. From a Namibia turnover in 2017 of around 8 million Danish Kroner, the annual turnover in 2018-20 was only between 3-4 mill DKK.

With a new significant grant from the Global fund for the coming years as well as new UNAIDS funding this trend has been turned around and a turnover in the coming years in the region of 10 mill Danish Kroner is now secured.

However, the new funding is earmarked for HIV/Aids related work and funding for human rights and innovative social change work remains a significant strategic challenge for PV. The present project represents a start of a new line of work focussed on human rights and social change running parallel with and impacting on the larger Global Fund and UNAIDS projects.

To assist in sustaining and broadening this kind of work beyond the funding from CISU some technical assistance will be provided by Spor Media to the strategic and tactical resource mobilisation work of PV aiming to diversify the funding.

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.

**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 and has developed its capacity to handle larger development and cultural exchange projects. 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, and Youth Schools (Efterskoler) across the country, with particular strong links in the municipalities of Kalundborg, Sønderborg and Esbjerg.

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, are partly funded out of the projects they are in charge of and 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. Most of these will be PV partners from previous or ongoing work. Some will be locally based organisations including LGBT+, feminist and sex worker organisations in Keetmanshoop including our primary, Keetmanshoop based and LGBT+ focused partner is human rights organisation Khaibasen Namibia. Some will be national organisations (Windhoek-based) with activities in the community, e.g. Rights not Rescue Trust, (a sex worker rights organisation) Wings to Transcend Namibia (a transgender rights organisation), MPower Community Trust (an MSM-focused organisation), Voices of Hope Trust (focusing on sex workers’ rights), Young Feminist movement (women’s rights), Tulinam (LGBT+ and religion), Young Feminist Network AFRIYAN (adolescent and young people’s SRH-R regional network),and ChildLine/LifeLine (psychosocial health).

In addition, some organisations may be new to PV, and will be identified at the start-up of the intervention. Others may emerge during the intervention period.[[14]](#footnote-14)

Through the work in the Community Inclusion Task Teams (CITTs) – which will be set up as a core element of the intervention (see Section 3 for further detail) – CSOs will be involved in a platform for advocacy, engagement and collaboration with local government structures, office bearers and community leaders (including traditional and religious leaders). As well as being involved in local activities coordinated through the CITTs, these CSOs will continue to grow their own complementary work within the targeted communities.

## 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*.* The present intervention grows directly out of this earlier project in terms of its strategy, the inclusion of a sustainability component, and the enhanced partnership between the two organisations.

**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, with other youth organisations, as well as with the government. This includes direct experience of and engagement with the targeted community, and with CSOs working in and with it. 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.[[15]](#footnote-15) 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: 1) coordination with partners and other actors; 2) accompaniment and ongoing support to the Community Inclusion Task Teams (CITTs) and their members; 3) support for the use of PV methodologies (further development where needed); 4) Monitoring, Evaluation and Learning (MEL) work; and 5) the management of subgrants to the CITT.

PV will further be in charge of a wide range of high-level advocacy initiatives targeting key government institutions and will play a special role in integrating voices and experiences from the work at community-level – for example, by convening various local and national dialogue forums.

**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, key learning events, around the review and through ongoing dialogue.

Further Spor Media will 1) provide TA to support PV’s work with programme development, new partnership development and resource mobilisation; 2) Provide TA to support strategy - level development of PV’s information and communication work, and the information and communication work at community level – this will include sharing alternative ways to document processes, experiences and outcomes that will resource some of the project’s advocacy work, 3) be in charge of the information component in Denmark

**The CITTs** will coordinate and implement a wide range of community-level interventions, as outlined in Section 3. A local organisation will act as treasurer for the CITT and facilitate local disbursements of funds (for organising meetings, events, etc.)

Key elements in this project require substantial amounts of qualified staff time. The community level work is partly piloting a new approach and is working with emerging structures and this requires a lot of time for supporting and monitoring; the very strong national level advocacy element is to a large degree just qualified time spend in a range of task forces / forums / meetings; the inputs around strategic fundraising, media strategy, media methods are the same way heavy on both PV and Spor Media time, but essential. It is envisaged that based on the initial work with this intervention additional interventions will be started expanding the geographical reach of the community work while requiring proportionally less work; also the national level influence work which is particularly time heavy will not need to grow substantially because the community footprint increases.

## Strengthening relationships

The **CITTs** will be key focal points for this intervention. They will bring together all involved civil society, citizens, and local state actors to set agreed baseline and targets, and to work in collaboration and coordination to enhance the life chances of young people in their community. This will develop a productive, sustainable relationship between the involved actors. 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.

**National level advocacy coordination.** In addition to the direct links created from the community level work to national advocacy, PV will facilitate consultations between relevant CSO actors, as well as representatives of the youth and the CITTs, to help formulate, guide and participate in national advocacy strategy and messaging.

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. During the intervention period, the partners will proactively explore options for broadening the collaboration.

## 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.

PV has a solid track record of influencing government/large donor level work by bringing in experiences from its alternatively funded, innovative community level work*. The implementation of this project simultaneously with the larger GF project, will offer unique opportunities for using the learnings from the project to inform and influence national policy development in relation to AGYW and LGBT+ programming.* A number of specific opportunities and fora’s for this are articulated in the log frame in section 3.

At the local level, the project will align with and and support other community based 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 with the Karas region. 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.

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

## The Target Groups[[16]](#footnote-16)

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

***At community level in Keetmanshoep***

* **40 leaders** from local civil society groups including youths and LGBT+ organisations, religious leaders, other key stakeholders, dutybearers from government reigonal offices such as health, safety and security and education as well as relevant individuals – these will be centrally involved in the formation of the CITT and its work throughout the project under output 1.1 and 1.5
* Under output 1.2 we will work extensively with **additional 220 Community leaders** **and influencers** (including CSO leaders, religious leaders, traditional leaders, government office heads, as well as activits in the community).
* The total of these 260 leaders will in turn be supported through small grants and technical support to **reach app 2000 AGYWs and young LGBT+ persons** in the central constituencies of the Karas Region i.e. Keetmanshoop.
* Under output 1.6 we will **engage 10-12 members of the Karas specific representation in National structures** including the Working group on SRH-R, the KP Technical Working Group, the School Safety Task Teams, local and regional political counsellors as well as the local civil societies organisations working with LGBT+ persons and youth in the region. This is to ensure the regional activism, learning and meaningful participation feeds into national processes outlined under Outcome 2.

***At national level***

* Under output 2.1 we will engage with **50 individuals within the National Government and line ministries (with specific focus on the Ministries of Health; Justice; Safety and Security; Youth; Gender; the Prime Minister), the Ombudsman, the Child Advocate, the Media Ombudsman, the National Assembly’s committees (in particular the Standing Committee and the Committee on Gender), members of the KP Technical Working Group, members of the School Health Task Team, the Office of the First Lady**. The project will also seek to build synergies with the newly developed PUBLIC SECTOR INNOVATION POLICY instituted through the Office of the Prime Minister and the mandated champions from government. 30 of above individuals will also be engaged under 2.2 in LILO inclusion training.
* Under output 2.3 we will work with app. **20 individuals from 8 media houses** to faciltiate reach into broader community. These media houses will include National Newspapers – The Namibian, New Era, Sun, NBC, Damara Nama radio - and local radio and community papers – Kharas FM
* Output 3.1 will intensively involve **6 PV staff members**

The total number of 15-24-year-old AGYWs in the Karas region is 6950. The number of LGBT+ (aged 15-24) in the region is around 556 individuals[[17]](#footnote-17). *This project will focus on the central constituencies of the Karas region, i.e. Keetmanshoop, with approximately 2394 AGYWs (15–24-year-old), and an assumed total of LGBT+ youth in same age bracket being 2-300 of which approximately half would also be a part of the AGYW group[[18]](#footnote-18).*

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.** 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 in the general community as well as among individual duty bearers which represent another secondary target group, will mostly be in Keetmanshoop, but the work on influencing the media coverage of AGYWs and LGBT+ under Output 2.3 should have some country level impact as well.

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 and it is expected that most on the local and national interventions and advocacy work will be around specific problems and activities and involvement of the target groups will often be different. But at the local level this all will happen within the framework of the shared Community engagement model used by the project.

### Targeted community and rationale for its inclusion

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

We have selected the target area, based on the following criteria:

* During recent Community Led monitoring processes, it became clear that Keetmanshoop’s LGBT+ community, as well as AGYWs have largely been left behind by national LGBT+ and youth centered activities. This has negatively impacted on the of coordination of the LGBT+ movement, LGBT+ and youth engagement in SRH-R related conversations, as well as in multi-sectoral coordination and support. Young women reported high levels of gender-based violence, youth reported high levels of alcohol misuse, with little referral to social support mechanisms. COVID-19 has also greatly impacted on an already under-resourced community. During our engagement with COVID-19 support packages, Keetmanshoop reported prevailing levels of job loss, unemployment, single-salary households and general poverty.
* PV has a strong programmatic footprint in Keetmanshoop, and experience of working with AGYW and LGBT+ community members in the area.
* The site was part of Namibia’s Integrated Behavioural and Biomedical Survey conducted in 2013, which focused on men who have sex with men and female sex workers. Some baseline data for these underserved communities is therefore available. Keetmanshoop has also been part of the recent Community led monitoring work PV has been doing with Khaibasen Namibia giving additional baseline data
* None of the present larger health interventions include Keetmanshoop which means it will be easier to get access to the right people in local government and that local communities and CSOs will have time to focus on the project.
* Keetmanshoop is also the community most ready to test this project's community-level model because of its active LGBT+ and sex worker populations and coordinated CSO responses.

The table below provides more details:

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| --- |
| **Keetmanshoop constituencies**   * Male to female ratio – on average 1:1 ration taking into account both urban and rural constituencies * Approximate # of females aged 15-24 years: 2394 * Approximate # of LGBT+ 15-24 years: 2-300 * Predominant language spoken: Afrikaans, Khoekhoegowab * Keetmanshoop has grown to become the largest urban centre and administrative capital of southern Namibia. Located in the centre of the //Karas region, Keetmanshoop is a major commercial, transportation, and logistical hub, offering access to the TransNamib rail system, the Keetmanshoop Airport, and Namibia’s extensive highway network. Keetmanshoop is also the gateway to Namibia’s southern ports and major trade partner, South Africa. PV has been working in this region since inception, first with PLHIV, but including LGBT+ and sex worker communities since 2012. Working closely with several LGBT+, feminist, and sex worker organisations, PV has reached LGBT+ people and sex workers through interpersonal communication and advocacy activities. Since 2018, PV has also implemented community health system monitoring and response interventions focused on these marginalised groups. * Keetmanshoop houses the majority of Kharas residents, is the base of several CSOs working in Karas. Keetmanshoop is also a site for PV’s Community Led monitoring processes. Khaibasen Namibia, our Keetmanshoop partner, has started developing a network of LGBT+ members in the region, and serves community through the provision of information sessions, SRH-R service uptake, acceptability etc monitoring and COVID-19 support packages. PV would like to expand on its work around strengthening community monitoring and accountability systems by establishing and working with CITTs. |

### 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. In Keetrmanshoop specifically PV has worked with local organisations on positive health dignity and prevention, community led monitoring and supporting communities with care packages, PPE during COVID-19. This was done in partnership with local stakeholders including Khaibasen Namibia, the regional management teams aligned to MoHSS, Regional Aids Coordinating Committees, and with local government institutions including health facilities, local law enforcement, and social services.

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 and Spor Media 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:

* Work within the SIDA-funded KP Connect programme in Chipata (Western Zambia) supported a broad Community Task Team including key office-bearers and local CSOs in solving a range of complex health and safety problems faced by Sex Workers. *This* *inspired the design and composition of the CITTs.*
* 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

The core is the Community Change process which brings together civil society, community representatives and local office bearers to drive a broad range of local change processes in the Keetmanshoop community (IO1). Out of this work trajectory evidence will emerge which will be used in the national influencing trajectory (IO2). This will be spearheaded by PV, but will significantly involve target groups, communities and CSOs. Changes in government policies and practices achieved at national level will in return make further community level change processes easier in the future, n*ot only in the directly targeted community, but across the whole country.*

**Community level work (IO1)**

The purpose of the community level work is to:

* Support conscientisation and ownership of the problem
* Mandate leadership (a Community Inclusion Task Team or ‘CITT’) to support the community change process
* Monitor and document change and learning
* Feed into national-level influencing

The process has seven main steps:

1. **Scoping and securing invitation:** Engaging with local leaders and gatekeepers to inform them of this opportunity; securing buy-in, support and invitation. This will include engaging with local civil society, religious leaders, any active youth organisations and other key stakeholders for that community.
2. **Initiating dialogue with sub-groups – building relationships and a rich picture of current realities & perceptions:** We will spend a week in each community engaging with key local stakeholder groups (youth, families, duty-bearers, CSOs, service providers) to explore their perceptions and experience around youth, acceptance, inclusion and safety. This material will be synthesised for presentation to a larger, representative community group (step iii).
3. **Community dialogue – setting a shared baseline, prioritising & mandating leadership:** Drawing on the material from step ii, the community will agree on baseline, make a plan, and mandate a leadership team to implement it. This process will form a Community Inclusion Task Team (CITT) which then becomes a core focus for community-level project implementation, as well as a mechanism for monitoring, accountability and ownership. The CITT is an interface between civil society, citizens and people with formal roles and mandates. As such the CITT will include representatives from the primary target group as well as motivated duty-bearers, i.e. people who have an existing stake and responsibility to work on these issues (police/GBV units; school board and school management; clinics/hospitals; social workers; traditional and religious leaders; community leaders, CSOs etc.). Once the CITT is in place, PV will support them to deepen their understanding of issues around youth, marginalization, vulnerability, gender, SOGIE, rights and the law by using some core methods (revised versions of LILO Inclusion, see below). A user-friendly tool for visualizing the community baseline, and support later monitoring work, will be developed in the early stages of the intervention.
4. **Working for change and inclusion | Monitoring & documentation (including media work):** PV’s role at this stage is to support and augment the work of the CITT, by accompanying them in their work. This would include attending meetings; offering key PV methods or other trainings to resource their work; allocating small grants to key activities where appropriate. PV will also facilitate annual monitoring weeks in which the initial baseline assessment (combined results from step ii) is repeated and analysed by the community and CITT members.
5. **Learning from communities:** TheCITT, key CSOs and government entities will come to consolidate learning, inspire each other and to frame advocacy agendas.
6. **Using our learning and experience for national influence**: PV will involve CSOs and CITT members in national influencing efforts. This include inviting key government stakeholders into learning events (step v) and convening meetings in which learning, evidence and data are shared, augmented by direct community experience.
7. **Intervention steering and expansion:** feedback from CITT’s and CSOs will inform steering and act as an accountability mechanism to guide the work of PV and Spor Media. It will also inform plans for further resource mobilization and intervention expansion. Skills to participate in this work will be shared with key local partners.

PV’s main roles in this process are: catalysing change by initiating and participating in this process; building buy-in and ownership; accompanying and supporting local leadership; offering technical support; facilitation of learning and monitoring processes; assisting with documentation and innovative use of media; and limited activity granting.

**National level influencing work (IO2**)

Learning, insights and evidence from the community-level process will feed into national level influencing work – which will involve substantial direct participation from community leaders (members of the Community Inclusion Task Team) and from local and national civil society organisations connected to the intervention as well as in particular young people. The national advocacy work will build on PV’s existing advocacy work within several key ministries and technical working groups.

In addition to the direct links created from the community level work to national advocacy via step v and vi above, PV will facilitate the formation of **a coordination and reference group** of relevant CSO actors, representatives of the youth and the CITT to review and advise on national advocacy work in terms of strategies and messages.

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

The core of this intervention is a community level influencing and advocacy intervention where the civil society and governmental partners involved influence each other initially to move towards a shared understanding and planning of how to improve conditions for AYP in the community. The work growing out of this will mainly involve community level advocacy by the CITT and involved partners, e.g. in some cases LILO processes will be done at the level of the interface between local government structures and the community (e.g. a LILO Inclusion process with one or more School Boards, or with a clinic and representatives of the youth community it serves). The CITT as well as CSO partners will be supported through the accompaning process in terms of building or consolidating their organisational capacity, to expand their constituency, and to carry out and sustain the work

At national level the emphasis is primarily on advocacy work, building on the community-level work as well as on international best practice (which PV has access to via international development partners such as Hivos and Frontline AIDS). Being able to have such a strong direct national level advocacy component around such, in Africa, contentious issues is rare, but is a real possibility in Namibia for the reasons outlined in Section 1.

In this particular context, and based on years of PV’s work at the interface between communities and government, it has been possible to design an intervention mainly focused at advocacy at all levels from community to national and with limited strategic deliveries.

### 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 stigmatisation of marginalised 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. LILO Inclusion), in combination with methods that facilitate community-based monitoring and response mechanisms (e.g. the community-based monitoring to be built into this intervention), foster connection within and between various groups and can shift oppositional relationships towards more constructive ones.
* Engagement at national and regional levels in policy, practice and legislative reform, using learning from programming to strengthen national responses, and to enable target groups to participate directly in advocacy.
* In this particular project there are 2 different **mechanisms** for doing above types of advocacies corresponding to the 2 Immediate Objectives:
  + Through the CITTs and local CSOs in the specific community targeted by the project (IO 1) working in the interface between the target groups, the local community, relevant local community actors and local office bearers.
  + National level advocacy/influence work done by PV directly, or coordinated by PV and done collectively by PV, CSOs and CITTs. (IO2)

The additional methods listed below to 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, LILO 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. For the purpose of this intervention (and likely others) we will build in elements from another new workshop process **Sing of Freedom,** that stimulates and supports greater awareness of and interest in human rights, ethics and the law amongst marginalised populations and others (often ordinary community members), for whom the law seems distant, inaccessible, technical, elitist and unrelatable.

**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.

**LILO Women:** a workshop for any woman whose context is challenging to navigate due to gender norms and cultural beliefs that inhibit women and are often harmful. The workshop builds long term self-esteem (a positive self-concept) and resilience (the ability to bounce back after adversity) and reactivates previously held hopes and dreams for a richer future. Women’s leadership roles are foregrounded, and participants to place themselves firmly in the driving seat of their own lives and give themselves permission to thrive rather than just survive.

**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. Within this project the method will be used together with and preceding the Pathways to Sustainability support.

In addition to above, Spor Media will be working with PV, CSO partners and the CITTs to enhance their communication, documentation and information work through the application of alternative media (e.g. pocket films and other techniques). This work may be developed into a discrete method that PV could package for a broader audience.

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## Objectives, activities, expected outputs and indicators

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| **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 1**: Namibian communities in Keetmanshoop are more accepting, inclusive, and safe for marginalised and/or vulnerable and excluded adolescents and young people through enhanced engagement between civil society and local government institutions. | |
| Success criteria/Indicators:   * Adolescents and young people (AYPs) feel safer and better included in the local communities. * Local communties, through their local action plans and executed activities demonstrate inlcusion, safety and prioritisation of LGBT+ AYP and AGYW. * Local communities and AYP report increase in appropriate and sensitive responses by local duty-bearers – e.g. police, health authorities, schools. | Means of verification:   * CITT baseline reports that explore issues related to knowledge, attitudes, and engagement of target groups. * CITT monitoring reports that document progress against their action plans * GBV units reported cases * In-depth interveiws with CITTS, AYP, and local community representatives. * Attendance registers of CITTs meetings * Focus group discussions with local stakeholders. * Media reports * Review report |
| **I Immediate Objective 2:** Evidence generated at community level is used for advocacy work at national level to strenghten policy, practice and laws in the interests of the most marginalised and/or vulnerable AYPs, and to create better acceptance in society at large. | |
| Success criteria/Indicators:   * Changes in policy, practice and laws that can reasonably be partly or fully attribued to the work of the intervention, e.g. in particular in relation to the formulation of the new National Strategic Framework on HIV and AIDS, and the implementation of the Human Rights Action Plan. * Positive shifts in the way vulnerable and/or marginalised AYP are covered in formal and social media | Means of Verification:   * PV reporting * Media reports * Review report |

Given the nature of the intervention, the impact indicators at immediate objective level have mostly to be qualitative to be meaningful. They are measured using a range of methods built into the MEL system, in particular a strong community-level monitoring system which will be set up at the beginning of the intervention. These will be validated and followed up on during the review.

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| **Outputs under IO 1** | **Activities under IO 1** |
| 1.1 Creating a Community Inclusion Task Team (CITT) and establishing a mandate and plans for this Task Team. Setting a shared, consolidated baseline. (These are outputs of the first three steps in the core community change process described in Section 3.) | 1.1.1 Scoping and securing invitation: This will include engaging with local civil society, religious leaders, any active youth organisations, and other key stakeholders from each community. Detailed design of the following two steps and of the community monitoring system.  1.1.2 Initiating dialogue with sub-groups – building relationships and a rich picture of current realities & perceptions: Engaging with key local stakeholder groups (youth, families, dutybearers, CSOs, service providers) to explore their perceptions and experience around youth, acceptance, inclusion and safety. This material will be synthesised for presentation to a larger, representative community group.  1.1.3 Community dialogue – setting a shared baseline, prioritising & mandating leadership: Drawing on the material from the previous step, the community will agree on baseline, make a plan, and mandate a leadership team to implement it. This process will form a Community Inclusion Task Team (CITT) which then becomes a core focus for community-level project implementation, as well as a mechanism for monitoring, accountability and ownership. |
| 1.2 Working for change and inclusion in the local community. A range of activities is carried out by and through the CITT to address the problems facing marginalised and vulnerable youth, leading to:   * A reduction in violence against LGBT+ youth and AGYW in schools and communities * Reduced self-stigma and fear on the part of LGBT+ youth. * Enhanced voice and agency on the part of AGYW and LGBT+ youth. * Healthier life choices for both LGBT+ youth and AGYW. * 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 | This output will involve a wide range of activities at community level coordinated by the CITT and involving different community actors. The quite elaborated articulation of the output gives a good sense of the kind of activities that will happen at this level. This is managed at community level and cannot be fully pre-programmed, but will include tailored activities like:   * the faith and LGBT dialogue sessions * Community Led Monitoring, * Legal and human rights literacy sessions * Supporting well being, safety and support through linkages to Sexual and gender based violence units, Office of the Ombudsman, as well as Covid-19 support programmes locally. * Through community dialogue sessions, and activities outlined above, PV will work with the CITT to create intergenerational dialogues between older leaders and AGYW and LGBT persons between the ages of 15-24 years.   1.2.1 Quarterly review and learning meetings.  1.2.2 A LILO Inclusion workshop incorporating elements of the Sing of Freedom workshop (4 days).  1.2.3 Two other PV workshops (when, and as, appropriate; see list of relevant options in Section 3). For example, a LILO Inclusion workshop at School Board level or involving a clinic and representatives of its users.  1.2.4 Support for Community dialogues and other community outreach initiatives by the CITT |
| 1.3 Community-level monitoring & documentation week | 1.3.1 Based on the ongoing monitoring work at community level, PV will facilitate and document a monitoring week towards the end of the project in which the initial baseline assessment is repeated and analysed by the community and CITT members. |
| 1.4 Methods adapted to target group needs. | 1.4.1 Adapt LILO Inclusion by adding elements of Sing of Freedom.  1.4.2 Minor adaptations to LILO Women for use with the specific target group. |
| 1.5 Enhanced capacity of CITT partners in terms of programming and advocacy work. | 1.5.1 Ongoing accompaniment by PV staff to facilitate and assist with project management, advocacy work, accounting, reporting, or capacity gaps, as needed. |
| 1.6 Representation of community level leaders in national level advocacy work. | 1.6.1 Organise the participation of target group representatives and community leaders/members in relevant and strategic national meetings. |
| **Outputs under IO 2** | **Activities under IO 2** |
| 2.1 Ongoing influence work with the National Government and line ministries (with specific focus on the Ministries of Health; Justice; Safety and Security; Youth; Gender; the Prime Minister), the Ombudsman, the Child Advocate, the Media Ombudsman, the National Assembly’s committees (in particular the Standing Committee and the Committee on Gender), members of the KP Technical Working Group, members of the School Health Task Team, the Office of the First Lady. | Continue and strengthen PVs ongoing advocacy work through multiple, existing advocacy channels, and look for opportunities to further leverage this influence.  Several such opportunities are already apparent, and more will arise along the way; opportunities on the horizon include;  2.1.1 Influence the development of the new HIV National Strategic Framework in 2021/22 by generating and disseminating evidence to inform the AGYW and LGBT+ response.  2.1.2 In collaboration with the Ombudsman, push for the implementation of the National Human Rights Action Plan which identifies AGYW and LGBT+ youth as vulnerable groups.  2.1.3 Continue and strenghten advocacy and collaboration in relation to the decriminalisation agenda, in collaboration with the Ombudsman.  2.1.4 PV will aim to get involved/represented on the Safe School Task force and the School Health Policy Task Team, and contribute to strengthening MoE’s response towards LGBT+, AGYW and other vulnerable youth.  2.1.5 work to influence the recognition of LGBT+, sex workers and harmful cultural practices in the National Gender-Based Violence Action Plan. |
| 2.2 LILO Inclusion is used as a key influence strategy with key Ministries and other governmental entities. This is a preparatory step to joint policy review, joint planning, etc. | 2.2.1 Prepare tailor-made LILO Inclusion processes to feed into policy review and planning  2.2.2 Two LILO Inclusion processes for government staff |
| 2.3 Media and communication strategy, targeting both the formal media and social media, is developed and implemented in support of the above advocacy work. | 2.3.1 Development of media strategy and implementation plan.  2.3.2 Targeted media activities, e.g. round table events for media practitioners; develop stories based on community-level monitoring and documentation; media visits to the community sites; etc.  2.3.3 Spor Media accompaniment and technical assistance. |
| 2.4 Evidence briefs to support influencing work | 2.4.1 Develop evidence briefs in support of policy and practice changes, building on the community-level work under IO 1, as well as on best practice from elsewhere (drawing on PV’s international network). |
| 2.5 Various advocacy events supported at national level: Annual 16 Days of Activism; Pride; Mr Gay; Ms Trans; etc. | 2.5.1 Financial and technical support for advocacy events. |
| **Crosscutting Outputs related to both IOs** | Activities related to both IOs |
| 3.1 Enhanced ressource mobilisation work by PV towards this strategic area of work | |  | | --- | | 3.1.1 PV fundraising strategy implementation workshops and the development of a comphrehensive plan and clear responsibilities for all involved in this work.  3.1.2 Systematic ongoing networking with relevant donors, both present and new, to explore and create opportunities.  3.1.3 Development of specific funding proposals when opportunies comes up. | |
| 3.2 Internal Review  An external consultant will be brought in to participate in and add value to internal review and planning process | 3.2.1 Internal review process. This will be done in direct continuation of the community led monitoring week which PV and Spor Media staff and the external consultant will participate (1.3 above), thus encuring limited extra costs of field, work, travel, meetings etc |

## 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.

The changes in terms of policy and practice at government level as well as a more positive societal attitude will contribute to lasting improvements nationwide.

Below, we unpack the kinds of changes we expect to contribute to at community level (IO1) and at national level (IO2):

Within targeted communities:

* 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 and sustained action by civil society, citizens and duty-bearers to bring about constructive change.
* Beyond the life of the intervention, resourceful relationships formed within the CITT 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.
* Reduced self-stigma and fear on the part of LGBT+ youth.
* Enhanced voice and agency on the part of AGYW.
* Healthier life choices for both LGBT+ youth and AGYW.
* Signs of shifts in destructive forms of power between men and women, young and old, in-groups and out-groups. People within targeted communities begin to question some of the harmful norms and assumptions about gender and power that reproduce violence, exclusion, and othering.

At national level:

* 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 organised civil society, duty-bearers and policy-makers.
* Key government ministries and offices move towards adopting policies and practices that consider and respond more constructively to marginalised and vulnerable young people.
* More will to actively foster collaboration between national government departments, civil society, and communities, to create a more enabling environment for all young people in Namibia.

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

This project is the first intervention deliberately positioned within the new PV AYP strategy. It will cover a limited, but deep, community-level footprint, combined with national-level advocacy work. It will form a foundation from which to leverage additional funds to broaden and extend the implementation of the larger AYP strategy. Significant impact at Development Objective level will likely be a 5-10-year process. Substantial impact at Immediate Objective level will happen within the intervention period.

There is a strong commitment from PV and Spor Media to sustain the work beyond the present intervention. Given the combined track record and capacity of the two organisations and the built-in resource mobilisation component this is realistic, in spite of the difficult funding situation in Namibia.

However, even in a worst-case scenario, where work would have to be stopped or scaled down after the initial intervention period, this project design aims to avoid negative effects for partners**. In the following, sustainability within this worst-case scenario is analysed.**

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 enhances the outcomes of partners’ own efforts and own funding streams. While some activities would be reduced if funding ended, many should be self-sustaining.

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

Changes in policies and practice achieved through national-level influencing work will contribute to lasting improvements to the target group across Namibia. For example, changes in the new National Strategic Framework will shape government implementation of its HIV work, as well as all interventions funded by external donors.

Sustaining partners’ and other actors’ capacity beyond implementation: 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.[[19]](#footnote-19) The habit of consultation, dialogue and shared problem-solving tends to be self-sustaining after external assistance has stopped.

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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 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.
* Seen from the outside there would appear to be a potential risk that PV in Namibia would not be able to adequately scale up to manage a significantly increased project volumen from 2021 onwards, due to the new Global Fund grant, after 3 years of reduced activity level. However adapting to ever changing donor priorities and project volumes has been a consistent theme for PV since its inception, and the organisation is set up for this with a number of semi-autounumous units supported/overseen by a senior management structure. These units that can added to/or reduced, or new ones set up or closed when needed. The only real limitation is the availability of enough highly qualified staff, and at present in Namibia this is not a problem. The reduction of foreign development assistance over the last 5-10 years has negatively impacted on the broader Namibian NGO sector and lots of highly qualified individuals with relevant experiences from the setor are potentially available. PV in Namibia allready has completed a restructuring process during the first half / mid 2021 prior to the start up of this project in early 2022.

*External Risks:*

* Namibia is currenly facing recession, and further economic decline should be anticipated. Our intervention model is rooted in community, and driven by community action, a more sustainable model of change and less affected on by economic downturns than other approaches.
* Backlash from parents, caregivers, religious and traditional fundamentalists is a concern. PV aims to address this through establishing, and working with a representative CITTs, 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, including Keetmanshoop. PV also worked with LifeLine/ChildLine to build a pool of community counsellors to provide psychoscial support int he communities. We envision to continue this particluar work through the CITT as well.

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 minoirty 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

**Community level:** The development and strengthening of the CITT builds in tools and processes for participatory monitoring and learning into the core community change process. The basics include:

* The identification of indicators (community-specific) for tracking, specifically exploring Inclusion, Acceptance, Safety and Community Responsiveness in relation to AYP interventions.
* Baseline assessment on these agreed upon indicators (report and measurable graphics), constructed with key stakeholder groups and via a community dialogue
* Site visits to track progress made against indicators
* Review towards the end of the project to inform programmatic adaptation and progress against indicators, as well as overall CITT progress to inform scale up across Namibia.
* Local and national convenings to surface learning, steer the work and feed into advocacy messaging.

In addition to this, PV staff will participate in the CITT processes (meetings and events) and produce regular reflective reports, and CITT members and local CSOs will be trained in appropriate forms of documentation to capture key experiences, stories of change, and moments of progress or reversal (e.g. pocket-films).

Further, each of the PV methods detailed above is accompanied by pre- and post-instruments and implementing partners will track progress and accompany participants across the life of the intervention. Data will be consolidated in quarterly partner review and intervention team meetings.

These methods will, by their nature, produce mainly qualitative data. This will be augmented at community level by statistics and reports from local clinics, police stations and schools, all of which will be encouraged to capture data of relevance to the intervention’s purpose.

**National level:** In addition to capturing intelligence and observations from developments in the national context and from national processes in which PV is already engaged, PV will track media reports and public statements from relevant ministries and institutions.

**Stopping, reflecting, steering and adapting:** We will **build time into operational and work plans** tostop and reflect together as 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.

# 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 in Keetmanshoop.

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. World Economic Forum. December 2019. Gender Gab Report. [↑](#footnote-ref-11)
12. 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-12)
13. 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-13)
14. Through its AYP strategy development process. PV has consulted widely with present and potential partners. A comprehensive list of partners with the potential to be involved in the CITTs, and in some cases in national level advocacy work, has been identified. However, it is important to leave space for other local and national groups and structures to become involved as the work unfolds. [↑](#footnote-ref-14)
15. 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-15)
16. 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-16)
17. Based on the assumption that approximately 4% of the population is LGBT+. [↑](#footnote-ref-17)
18. LGBT+ youth will tend to find their way to the urban centres and be slightly over represented here compared to the rural areas. [↑](#footnote-ref-18)
19. 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-19)