**HAND – Handball for A New Destiny**

1. **Objective and relevance (the world around us)**

**1.1 Objective, project goals and challenges**

The overall objective is improved gender equality in Sierra Leone through a strengthening of civil society organisations operating in the field of sports and the collaboration between these organisations.

Project goal 1: 300 young girls between 10-25 years have become mobilized in 6 female handball clubs, have improved individual capacity and have engaged in a joint advocacy campaign promoting girls’ rights to be included in sports and equal access to sports resources.

Project goal 2: 6 civil society organisations (female handball clubs) have been formed on democratic structures and 90 female coaches and leaders from the clubs have been educated about women’s rights and use this to fulfil these rights and contribute to gender equality in their local communities.

Project goal 3: The collaboration between - and the capacities of - the Sierra Leone Handball Association and FANT Sierra Leone has improved to the level where they engage in a united advocacy campaign putting sexual violence against girls on the public agenda.

The objective of this intervention is to improve gender equality in Sierra Leone. 300 young girls and 90 female coaches and leaders are mobilised and organised in 6 handball clubs where they build up both individual capacity and organisational capacity. They are trained in how to engage in dialogues and how to challenge the traditional thinking and conceptions that often maintain social and political structures, which are affecting girls and women in Sierra Leone negatively. Women in Sierra Leone are usually looked upon as second-rate citizens, as dependent on a man’s support and resources and often a financial burden for a family. FANT Denmark and FANT Sierra Leone have been operating in Sierra Leone since 2012, and have together analysed three main causes withholding women and girls in this position:

1. Lack of (actually functional) law that prioritises women’s rights
2. Traditional thinking among the broader population that women rank after a man
3. Lack of self-confidence and belief among women that this inequality between sexes could ever change

These three main causes seem to assess a general understanding of the situation for girls and women in Sierra Leone. The Sierra Leone Handball Association (hereinafter *referred* to as SLHA) already have volunteers in each of the 6 participating communities for this intervention and have confirmed that the above main causes are also the case for women in these communities. Other local circumstances affecting girls in each of the 6 communities may also be relevant which will be investigated in a preparation study in the beginning of the project. This intervention seeks to address cause 2 and 3 directly and cause 1 indirectly. FANT SL has great experience in how to take actions towards cause 2 and 3, why these two problems will be the main focus areas. The establishment of female handball clubs is not directly addressing underlying issues of economic poverty among women in Sierra Leone, but we trust that the intervention will contribute to boosting girls’ self-confidence, challenge traditional gender roles and attitudes in society and foster democratic thinking and public participation of women.

**1.2 Sierra Leone – one of the most undeveloped countries in the world**

Sierra Leone is one of the poorest and underdeveloped countries in the world. According to the Human Development Index Report from 2019, Sierra Leone ranks as 181 out of 189 countries. 57.9% of the population of 7.7 million is living in multidimensional poverty in relation to the UNDP country profile. Life expectancy at birth is 54.3 years and 10.2 years of expected schooling with 39 pupils per teacher in primary school. Furthermore, there is a high degree of inequality in the society when looking at the economy but also regarding access to education, health and human security, with women and girls being disproportionally affected[[1]](#footnote-1).

**Violence against girls**

Girls in Sierra Leone are facing numerous problems and have countless responsibilities within the family to uphold. Most girls or women do not have any impact on power structures, be it political or social, and are repeatedly victims of violence and abuse. Violence against girls is unfortunately rather common both inside the family and marriage but also in schools and other public institutions, which are supposed to serve as safe spaces for the girls. By simply being a girl, this vulnerability is already inherent based on your gender, adding (sexual) abuse to the list of inevitable experiences in a girl’s life in Sierra Leone. Violence is often used for disciplining, which also affects girls in particular since many of them do not know how to defend themselves physically or verbally.

The civil war in the 1990s brought international attention to the high level of violence against women in Sierra Leone, and different initiatives have been carried out in the attempt to protect women and girls and change the pattern. Despite new laws, one example being the Domestic Violence Act from 2007, that criminalises all forms of physical, sexual, emotional and economic violence against women and outlines strict punishments for perpetrators, long-term research shows that few women feel genuinely protected by this law. Different reasons can be given for this but most important to observe is 1. the general assumption that violence within a household is necessary and in some cases “acceptable”, 2. because of poverty and social rank where most women struggle to provide for themselves and their children why they do not report a case to the police in fear of dissolving the marriage and financial base, and 3. because of a general mistrust to the legal system for it to provide justice[[2]](#footnote-2).

One example of a complex challenge around violence against girls is from Hill Station community (one of the communities where FANT SL is engaged through another CISU funded project) where an 8-year-old girl recently was raped by a man from the community. The man was prisoned but no support or help was provided to the girl. After a while she started misbehaving, and her aunt who she lived with ended up kicking her out of the home. Public opinion was that the little girl put it on herself by misbehaving. No one thought about the trauma she was going through after the rape or that maybe she was misbehaving as a consequence of the crime. This story shows how laws to protect girls and women from sexual violence are important but cannot stand alone. There is a general lack of debate and nuance thinking about sexual violence against girls which this intervention seeks to address.

This project addresses problems by working dynamically with women’s rights on different levels including both a personal level but also a public level. One aim is to secure the mental and physical health of the girls. To achieve this, strong and educated role models among girls are needed. Role models that can speak on behalf of other girls about conditions and rights. The HAND clubs will be safe spaces for girls and women, with the majority of individuals involved being females, all activities visible in open areas and no closed spaces are allowed. The men involved in this development intervention are either already training and educated about women’s rights or will be during the implementation period. They have the relevant experience in working and participating in addressing sensitive issues, and furthermore the legitimization and acceptance within the respective communities to gain influence. This will be important when supporting the target group to reach influence and get a voice.

**Exclusion of girls in decision-making**

Men have the strongest voice in most decision-making processes, and women are not included and/or have a weaker social position to influence decisions. Females are generally unaware of their rights and their value in society and as a key factor for creating positive development. Most women depend on a man, and hence, often react and behave in coherence with expectations from men, instead of following own dreams and ideas. It is difficult to change fundamental structures of a society, e.g. the relationship between a man and a woman. The traditional thinking places the man as the provider and the woman in charge of the household. Changing this way of thinking is part of the long-term strategy of this project’s intended ripple effect. Marginalized groups often lack self-confidence to fight for better conditions, but our experiences show that when target groups come together in sport activities with strong role models, they feel empowered and build up the needed confidence. Men are strongest in most decision-making processes, and women are often not included at all or have less of a social position to move/influence decisions. Youth leaders, chiefs, politicians and other duty bearers are predominantly men. The assignments for women are usually relegated to the domestic sphere, taking care of children and housework for instance. Men, in general, have more freedom to participate in other stimulating activities like education (32.9% of men above 25 years have at least some secondary education vs. 19.9% of women[[3]](#footnote-3)), sports and much more. Creating a more equal relationship between the sexes requires a process where participation of both parties is seen as legitimate and necessary. The founding of 6 female handball clubs, including training of 90 female coaches and leaders, is a first step in breaking down the belief that girls should not participate in sport activities and that they should not be included in decision-making.

Et billede, der indeholder tekst

Automatisk genereret beskrivelse

The project is expected to be implemented in a more or less stabile context.

**The context of COVID-19**

The entire world is affected by the COVID-19 crisis also including Sierra Leone. On the 25th of March 2020, the President of Sierra Leone declared a 12-month public health state of emergency with immediate effect to tackle the coronavirus pandemic. So far, around 2000 confirmed cases of the coronavirus have been registered in Sierra Leone and 70 persons have died as a consequence of the virus. Most cases have been confirmed in Freetown, but it is difficult to know whether it is possible to trust information and numbers about COVID-19 in a country like Sierra Leone. Unregistered cases can possibly be far higher than registered cases. Sierra Leone has an extremely poor health system that only allows a very small number of the population to get medical treatment. Furthermore, there is a high degree of inequality in the society with regards to economy, access to education, health and human security, with women and girls being disproportionally affected[[4]](#footnote-4).

Nevertheless, the COVID-19 situation in Sierra Leone seems to be improving with numbers of new cases decreasing and the government opening up at different institutions, most schools including. Opposition parties are putting a seriously pressure on the government and president to uplift the state of emergency. There are rumours that the government will release some activities like sport to resume in the end of September 2020, but of course nothing is settled yet. This intervention is planned to start in January 2021 where it is expected that sports activities are once again allowed. The intervention has been planned so that the beginning of the project can be implemented with the current restrictions and without actually sports activities taking place. The different partners in this project have together estimated that it is realistic to be able to implement the intervention, though the COVID-19 crisis demands higher flexibility and readiness to make changes if needed.

**1.3 The strengthening of civil society organising**

The core aim of the intervention is to build and strengthen 6 civil society organisations, provide training about human rights and mobilise young girls in an organisation that helps them develop the necessary confidence and knowledge to participate in the gender equality debate in Sierra Leone and challenge the patriarchal structures. Unfortunately, women in Sierra Leone do not have the same access to resources despite their vital contributions to the economy of the country and the households. Women often play a substantial role in the subsistence of their families, in rural areas women provide more than 60% of farm labour for food production. Nevertheless, men still possess a greater access to ownership and control of the production, reducing women to a marginal position. This intervention will through civil society organisations educate about a human rights-based approach to challenge this unequal access to resources and decision-making. The 6 new female handball clubs are located in all four regions of Sierra Leone and thereby represent both rural and urban Sierra Leone. They will be built upon the same democratic structures as the rest of FANT SL’s member organisations and have three main purposes; organisation of young girls in healthy communities around sport, capacity building players, coaches and board members and lastly, training in planning and implementing advocacy projects.

The solid base for implementing this development intervention is FANT SL. In the last 8 years, FANT SL has mobilised, educated and supported young girls and boys when creating structural changes that will lead to improved life circumstances and equal sharing of resources. FANT SL has helped capacity built 10 strong sports associations (the member organisations) and has proved its ability to work as an independent, transparent, democratic and anti-corrupt civil society organisation. It has an important role to play in the implementation of this intervention because of its experience within this exact field. The second local partner for this development intervention is the SLHA. The forming of this project is based on a pilot project that FANT DK, FANT SL and the SLHA have collaborated on for the past two years. This intervention has the clear aim of building the capacity of the SLHA in order for it to play a stronger catalyst role within Sierra Leone, in the west African region and internationally. At a meeting between representatives from FANT DK, FANT SL and SLHA in February 2020, a capacity analysis of SLHA was made, which is background material for the activities related to the capacity building of the SLHA. The capacity building on three different levels (390 girls/women, 6 civil society organisations and the SLHA) is believed to contribute towards making long-lasting improvements for girls and women in Sierra Leone who are considered poor, marginalised and vulnerable. The primary responsibility for implementing the project lies with FANT SL which is estimated to have the necessary experience, competencies and network.

In relation to sports boys are often if not always prioritized much higher than girls in Sierra Leone. This intervention seeks to capacity build young girls and organisations around them in the aim of creating more equal access to sport resources so that girls in Sierra Leone can benefit from sport activities as well. For this intervention the girls will be prioritized and supported to participate in decision-makings both in their local communities but also related to institutions like the SLHA, the Ministry of Sport and the Ministry of Education. With the capacity building of the SLHA in relation to female inclusion and with potential support from the Ministry of Sport it will be possible to reach a far higher number of girls in the future than just the 300 girls in the main target group of this intervention.

**Background for the project:**

The project started because FANT SL had difficulties in activating the young girls in the football activities in the communities. “Girls don’t play football” would be the most common statement from both parents, schools, local stakeholders and the girls themselves. All over the world, it is fair to say, that football is primarily dominated by men despite a new and highly welcome emphasis on girls in football and an more equal share of resources also at a professional level. A female coach in Hill Station in Freetown, Annie Fridaye, had the idea that girls from Sierra Leone in general would be more interested in playing handball than football. Handball is a very little sport in the country and not that many people know about the rules etc. Therefore, handball has not already become dominated by male participation. FANT DK supported the initiative by providing the necessary funding and sporting equipment to arrange one weekly handball practise for girls. The handball activities started up in 2018 and was held in Wilberforce community every Saturday morning. The facilities for playing handball in Sierra Leone are not easy and very different from what we in Denmark would associate with the sport. However, Annie Fridaye and the girls found a way to overcome the challenges by using an asphalted and levelled volleyball pitch lacking goals, lines and resin.

FANT SL contacted the SLHA and started having meetings and seminars about handball. In March 2018, FANT SL received a container from FANT DK with used sport equipment, including more than 300 handballs. A donation of handballs was given to the SLHA, which they managed with big accountability. In February 2019, the former professional handball player from Denmark, Josephine Touray, visited Sierra Leone and held several training sessions, meetings and seminars with representatives from the SLHA, FANT SL and the players. Josephine is now a full-time employee in FANT DK and will be highly engaged in the HAND project together with Head of Secretariat Cecilie Hauerberg.

This intervention will elaborate on a campaign launched by the first Lady of Sierra Leone together with five other African First Ladies in 2019; *Hands Off Our Girls*. The President of Sierra Leone, Julius Maada Bio, states *"We are committed to enact laws that will prosecute and punish sex offenders against girls. We will also support the First Ladies’ initiative to remove barriers that restrict girls and women from enjoying their basic rights”[[5]](#footnote-5).* This intervention will take the already begun campaign to another level – the grassroots level - when educating young girls about their sexual and reproductive rights and health and including the young girls’ voices in the debate. SLHA and FANT SL are in charge of the implementation of a joint advocacy campaign targeted the pubic in Sierra Leone with the aim of putting sexual violence against girls and women in Sierra Leone on the agenda.

**1.4 Climate and environmental considerations**

All the partners in the project are aware of the need to address climate challenges and continue rethinking how to implement sustainable interventions creating social justice for marginalized people in the same time as not affecting the environment or climate negatively. One of the most effective ways to reduce our carbon footprint is to reconsider how much, and how often we travel. FANT DK recognizes the importance of lowering our carbon footprint and has planned all monitoring visits so they connect to other projects that will be monitored at the same trip. FANT DK are together with partners in Sierra Leone and Ghana implementing several other projects, and it is always considered how to plan monitoring visits, so it combines monitoring of more than only one project. The necessity of each monitoring visits is always considerate and planned regarding to which person(s) from FANT DK have the needed knowledge and capacity to do the desired monitoring. For this intervention 6 monitoring visits have been assessed necessary, but two will be combined with other monitoring visits, why the budget only provides for 4 flight tickets. The high number of monitoring visits is also a result of FANT DK’s new employee Josephine Touray. She is relatively unexperienced in working with the partners in Sierra Leone, why her first monitoring trip in this intervention will be together with Cecilie Hauerberg. The 5th of September 2020 the board of FANT DK held the yearly strategy planning day where this exact issue was discussed, and it has been decided to include above mentioned considerations in the written policies of FANT DK.

All FANT DK’s projects are impacted by a “reduce your footprint” thinking. Through a partnership with Grundfos FANT DK and FANT SL have planned workshops in 2021 about how to manage water packaging, which is most often plastic. Doing sport activities requires water, and the aim is to educate all beneficiaries in FANT SL in how to manage water resources and reduce negative footprints in relation to plastic packaging. The 390 girls/women from the handball clubs will of course be included in this education as well.

1. The partnership/collaborators (our starting point)

This project is a collaboration between four partners; FANT Denmark, Silkeborg-Voel KFUM, FANT Sierra Leone and the Sierra Leonean Handball Association. Each of the partners will be described shortly in relation to their relevant capacity and history, former experiences and responsibilities/contributions to this intervention.

**2.1 FANT Denmark:**

FANT DK was founded in 2012 and is today, 8 years after the founding, an expansive organization constantly developing and seeking new collaborations and projects. More than 23 individuals are participating actively as volunteers on a weekly basis in both Denmark and Sierra Leone[[6]](#footnote-6). FANT DK consists of a Board of Directors that has the overall responsibility and decision-making and is run on a daily basis by the Head of Secretariat Cecilie Hauerberg and Administrative Leader Josephine Touray together with a dedicated team of volunteers. The volunteers, board and trainees are mainly located in Copenhagen, Århus and Freetown and have different competencies and expertise within theoretical and practical knowledge about development work, SoMe strategies, press and media, marketing, project administration, financials, fundraising, sports management and communication. Most individuals involved in FANT DK have visited Sierra Leone and worked closely with the local partners (through e.g. monitoring visits; capacity building workshops; coaching seminars etc.). Therefore, there is a strong knowledge base across the FANT DK team, including practical knowledge with development work in Sierra Leone.

In the past year, FANT DK has developed at a higher pace than ever before. Only three years ago, FANT DK was driven 100% from voluntary powers, with a big load of work and responsibility by co-founder Cecilie Hauerberg. Within the past two years, it has become possible to provide full-time salary to both Cecilie Hauerberg and Josephine Touray which have made it possible to increase projects in south, take in several new volunteers and create better structures for the volunteers. Also, there has been a thorough replacement in the Board of Directors, which have led to a more professional management and more insight and commitment from the top of the organisation.

The figure below provides an insight to the structures in FANT DK. Everyone listed in the figure is participating to the organisation on a weekly basis and fulfil various assignments.

Et billede, der indeholder skærmbillede, skilt

Automatisk genereret beskrivelse

The two employees at FANT DK’s *secretariat* have different important knowledge and competences required for this intervention. Cecilie Hauerberg is the co-founder of the organisation and possesses great knowledge about context and capacity of partners in Sierra Leone because she has spent from 2-5 months a year in Sierra Leone since 2012. She has a master’s degree in African Studies from Copenhagen University and have supported different partner organisations implementing CISU-funded projects. Cecilie has great experience in project coordination, monitoring and facilitation of workshops in Sierra Leone and have worked with sport in development projects for more than 8 years. She has great knowledge about fundraising from seminars both in Denmark and Sierra Leone and will therefore be facilitation act. 3.1.3 Fundraising strategy workshop. Josephine Touray was a member of the board of directors of FANT DK since 2017 but stepped out of the board in June 2020 when she became a full-time employee in the secretariat. She played at the Danish National handball team from 2001-2008, in total 123 games representing Denmark. She won an Olympic Gold medal in 2004 and the European Championship in 2002. Besides her former professional handball carrier, she has a master’s degree in commercial law and business from Copenhagen Business School. Josephine has a great network in handball and sport setup, including the International Handball Federation (IHF) why she will be the facilitator for act. 3.1.4 IHF workshop. Further, she has experienced first-hand how handball can foster positive development under right circumstances. She possesses administrative and financial skills that will ensure a professional management of project funding and spending and is responsible for the financial monitoring of partners in the project. The monitoring of and facilitating workshops in Sierra Leone is a new task for Josephine and therefore her first trip is planned in connection with Cecilie. It is a part of the sustainability strategy of FANT DK to increase the individuals in the organisation possessing contact and knowledge to context and partners in south. A process that demands some extra travelling in the beginning because of two persons traveling instead of one but in the long run will be of great benefit for the organisation because important knowledge is shared and not only stays within one single person.

The volunteers in *project monitoring* all have a master’s degree in development studies, African Studies, Anthropology or like which gives them the theoretical knowledge about development issues and challenges. They contribute to FANT DK by helping with the formulation of project application to CISU, set up monitoring structures for projects and participate in project evaluations. The team has contributed to the formulation of this project application, will participate in the online monitoring of the project from Denmark and contribute to the project evaluation and final report to CISU at the end of the project. Within the project monitoring volunteer team is a team coordinator, Katrine Fritzen and Cecilie Hauerberg from the secretariat is the team facilitator.

The volunteers in *Campaign, SoMe and fundraising* are mostly educated within communication and project management. They help FANT DK raise awareness and financial funding in Denmark via different campaigns and events. They will be involved in the planned intervention-related information work in Denmark. Within the project monitoring volunteer team is a team coordinator, Kanishka Sons Sina and Josephine Touray from the secretariat is the team facilitator.

FANT DK has established a large membership base which adds a legitimization dimension to FANT DK. FANT DK also receives funding from a wide range of partners, which includes private companies, professional sport athletes/clubs as well as private and public funds. FANT DK is constantly working on expanding its network and creating positive relationships with the private business sector and other relevant partners.

FANT DK developed a long-term strategic plan in March 2019. One of the new ambitions in the strategy is to engage in new projects with new partners, which this application is a result of. The strategic plan helps FANT DK plan interventions, set long-term goals and reach important milestones along the way. Through the partnership with the Sierra Leonean partner FANT SL, FANT DK has gained important experience in organizing, mobilizing and capacity building of marginalized youth through sports activities. This experience will be important for this new project and in the partnership with both Silkeborg-Voel KFUM and the SLHA. FANT DK already has knowledge about how to build up civil society organisations in Sierra Leone grounded on sport activities and also knowhow about how to create spaces that allow the girls to participate in these as well as the boys. Even though this project is new and includes new partners, the field of the intervention is very known to FANT DK, which is why the project is a development intervention and a two-year project.

FANT DK has been responsible for connecting the different partners and for gathering information for this application. FANT DK will assist with relevant material and knowledge etc. as part of monitoring and facilitation the project. FANT DK is responsible for the overall monitoring of the project, reporting to CISU and participating in relevant meetings/workshops/activities held in Denmark. FANT DK will conduct monitoring visits in Sierra Leone every six months as a minimum, provide technical advice and assistance when needed and stay in close contact with both FANT SL, the SLHA and Silkeborg-Voel KFUM during the project. FANT DK is also accountable for the final development of relevant materials to share among stakeholders both in Denmark and in Sierra Leone, including reports to CISU. FANT DK will be main facilitator for 3 workshops in this intervention, act. 3.1.1 Identity and branding workshop, 3.1.3 Fundraising strategy workshop and 3.1.4 IHF Workshop. All workshops aim at building the capacity if SLHA on different strategical levels. FANT DK will facilitate and participate in additional activities in the intervention, but not as the only and main facilitator.

FANT DK is always looking for new partners who can contribute positively to our development projects in Africa, and for this exact project Silkeborg-Voel KFUM has been identified as a strong and important Danish partner.

**2.2 Silkeborg-Voel KFUM:**

Silkeborg-Voel KFUM is a Danish Handball Club founded in 1957. The club has the following core values: *well-being, inclusion and elite*. The club has managed to transform itself from a traditional club with traditional soft values into a very professional club who the last 5 seasons has been part of the top 6 clubs in the Danish National Female League – this is done without forgetting the core values and the way of behaving as one club from the smallest kids to the professional players. Silkeborg-Voel has 600 members and 200 volunteers. The volunteers take care of all kinds of tasks (trainers, sale of tickets, planning of cups and handball schools and the like) and they are a very essential resource for the club. The club is built on voluntarism.

The female league team is an independent company in the Group. This is the traditional way all national league clubs are organized to make sure lack of income from the professional team will not have a financial influence on the mother club. The players from the professional team are however very attached to the mother club and is a huge part of all the activities going on in the club, both in terms of coaching younger kids, attending handball schools in the school breaks and also attending Christmas parties and the like in the mother club. Training is as well in the same arena. To also connect the dots and make sure there is a red line in the way of working, the mother club is represented in the board of the professional club.

The core values of Silkeborg-Voel are also very visible in their choice of head coach for the professional team. Jakob Andreasen grew up in the club. He is raised with the Silkeborg-Voel values and coaches with principles such as respect for each other, friendship and care for each other in mind. The same goes for CEO of the club, Michael Bak. Jakob is the contact person in relation to the HAND project. One of Jakob’s and Silkeborg-Voel’s reasons for joining FANT on this project is to take responsibility. By collecting used equipment, they make members aware of the fact that not everyone on earth can buy new shoes whenever needed as well as making an environmental statement. In Danish clubs it is relatively often an issue with practice hours. You do not necessarily get exactly the time you wish – “we want to teach our members to be thankful for what we have and to teach them how to pass our values on to people in the world who do not have the same opportunities as we do”.

Silkeborg-Voel KFUM will contribute to the project with 1. suppling the needed handball equipment like balls, shoes etc., 2. Sending danish handball coaches to Sierra Leone to facilitate activity 2.3.4 Coaching seminar and 2.4.1 Training camp, 3. acting as a supportive partner for FANT DK that has the main Danish responsibility for monitoring the project, 4. creating contacts to other professional handball clubs in Denmark, who wish to participate and 5. using network, club base and media attention to inform and create awareness about the project in Denmark.

**2.3 FANT Sierra Leone:**

FANT SL is a member-based umbrella organization including 10 local sports associations (CBOs) and one handball club. This CISU intervention will expand the work that FANT SL has already done with the one handball club when officially founding 6 female handball clubs geographically spread in Sierra Leone. FANT SL will use the experience from founding the one handball club and also the 10 local sport associations to ensure the success of the project.

Sierra Leone is a difficult country to get a foothold in as a development organization. Despite the big challenges, constant alterations and a high degree of unpredictability, FANT SL has managed to create a unique organization, which started with the project “Football for Unity” implemented in partnership with FANT DK. For eight years, FANT SL has built up sports associations directly benefiting more than 10,000 children and young adults every day. All bodies of the organizations are democratically founded with inspiration from the Danish association structure that builds upon transparency, accountability, responsibility and trust. The democratic structures extend from the very structure of an association (board, secretary, volunteers etc.) to the more practical activities (workshops, events, football, games etc.). FANT SL and its group of volunteers have more than 8 years of experience with planning, implementing, administrating and monitoring development projects in Sierra Leone, in partnership with FANT DK.

The highest body of FANT SL is the Board of Directors. Each Chairman of the board in the 10 local sports association is automatically a member of the Board of Directors of FANT SL. This structure helps member organizations to be equally represented in the umbrella organization and allows the members (players) of the sports associations to get influence on the board of FANT SL as they elect the local board in their community. The target group of FANT SL therefore has a direct influence on the Board of Directors, who makes the overall decisions about the organisation.

The 6 handball clubs will be included in FANT SL like the 10 other member organisations and will be built with the same democratic structures that allows the target group to get direct influence on the highest agency of the organisation. All current member organisations have an independent board consisting of a minimum of five local individuals and at least one woman. For the handball clubs it has been decided that the board must consist of 100% women. As with all the current member organizations, several volunteers/assistants will help make sure that well-organized activities for children and young adults are held in a positive and inclusive atmosphere, which will also be integrated for the new handball clubs.

Each of the member organisations in FANT SL (the local sports associations) are run on a daily basis by a youth group consisting of an organiser, a head coach and a female coach. The daily work in the umbrella organisation FANT SL involves 1. an office working group of seven individuals where four of them also have positions as the organizer in their local communities and 2. the remaining youth leaders (coaches and organizers) in the ten communities, in total 33 individuals. This structure provides FANT SL with a strong and in depth understanding of the local as well as the regional and national context of young adults and children in Sierra Leone. This understanding and legitimacy has been developed through many years of dealing with this target group, both when implementing projects *for* them, but recently in a far higher degree *with* them or by *supporting* them. FANT SL’s work with marginalized young adults and children has helped to develop the capacity and skills, including financial management, leadership and communicative abilities to implement development interventions. FANT SL has also shown capacity to collaborate with other local partners and authorities, which will be built upon and continued in this new project.

For this project FANT SL will establish a new working group consisting of youth leaders that are not already a part of the office working group. This group has already been a part of the pilot project trying out handball for girls and this project proposal. The members of the working groups have shown great interest and engagement in the project and have volunteered to be a part of the new working group. They possess different skills and capabilities, that will contribute differently to the project. The hierarchy in the working group is flat and they are expected to divide the assignments and responsibilities within the group. The members of the new working group are also involved in another CISU funded project that FANT SL is implementing at the moment[[7]](#footnote-7), but their role in that project is limited to their roles in their local communities and can easily be combined with the new assignments in this project. In relation to the other CISU funded project the office working group are the main responsible for that project.

The individuals in the HAND working group are:

**Annie Fridaye** is the female coach who started the handball movement in FANT SL. She has been in FANT SL since the beginning in 2012, working also as a football coach for girls and smaller kids in Hill Station Community. She has good contacts in the SLHA and have participated in several workshops and activities arranged by the SLHA. Annie knows how to encourage girls to participate in sport activities and has shown great success in this area. **Sally Bangura** possesses great knowledge about human rights and has facilitated workshops about this in other CISU funded projects. She is educated from the university and possesses academic writing skills. Sally has been the female coach in Aberdeen community since 2015. **Ishata Sesay** is the only female organiser that FANT SL have ever had in the local communities (Susans Bay community). She is a strong woman who is not afraid of expressing her opinion. She is educated a nurse. She has great respect internally in FANT SL and is expected to take a leadership role in the working group. She has been in FANT SL since 2014. **Assanatu Conteh** is the female coach in Susans Bay community and very liked and respected among community members and players. The girls on her team loves her, and she possesses many of the qualities that a good role model should have. She has been in FANT SL since 2014. **Bob Rogers** is the finance director in FANT SL and also the organiser in Aberdeen community. His role in the new working group will be limited to finance managing, since he is also a part of the office working group, and have several responsibilities with other projects and in the management of the organisation as whole. Bob has been in FANT since the beginning in 2012. **Kelly Bangura** is the head coach in Wilberforce community. He has administrative experience and academic writing skills. He also has experience as workshop facilitator and have been in FANT SL since the beginning in 2012. **Bassie Kargbo** is the organiser in Murray Town community and has the main contact with the SLHA. Like Annie he has participated in different activities arranged by the SLHA. He has experience in organising bigger sport events from his work in FANT SL, and skills within social media. Bassie has been in FANT SL since 2014. **Osman Kondos** is the PR officer in FANT SL and the organiser in Kroo Bay community. He holds competencies in media managing and has contacts in many different media houses and also in the Ministry of Sports. His participating in the project will like Bob Rogers be limited to only PR and relations tasks because of his other assignment’s in FANT SL.

**Networking experience in FANT SL**

FANT SL is increasingly focusing on advocacy and engaging in networks that can assist the aim of securing a space and a voice for the target groups. This project is no exception and will strengthen FANT SL’s network with organisations like the SLHA, improve relations to selected ministries and also expand the network of sport associations within the umbrella organisation. FANT SL differentiates from many other NGOs in the structure of the organization, which in itself builds on a remarkable network among CBOs. FANT SL does not only work closely with community organizations, they are a part of these organisations. The catalytic role of an NGO is very important and FANT SL is in its very nature contributing to this when:

* Creating a network consisting of 10 community-based organizations
* Creating a space for communities to share ideas, frustrations, challenges and experiences
* Building relations among likeminded CBOs
* Ensuring joint activities between CBOs, e.g. campaigns, meetings and workshops
* Collecting experiences for the development of strategic interventions
* Hosting activities for CBOs that will help build up their organizational capacity, create trust among organizations and generate potential for new alliances and partnerships

FANT SL contributes as a catalyst simply by existing because of the structure of the organization. The solidarity among the member organizations in FANT SL is exceptional in a country like Sierra Leone with many different languages, different religions and a complex combination of tribes. The 10 communities have gradually experienced less xenophobia towards each other due to closer contact, because social and sport activities have led to something as simple as trust. When unforeseen problems occur, the member organizations turn to each other and assist each other in the best manner possible. It could be larger societal disasters like the COVID-19, outbreak of Ebola, the mudslide or violent conflicts. FANT SL has created a platform for the member organizations to help each other also on personal levels with burials, illnesses, educational problems etc. FANT SL has shown an incredible drive and commitment, as well as unity and determination internally, which creates a solid foundation for further strengthening and developing the organization, including its member organizations. The 6 new female handball clubs will be a part of this network and benefit from all of the listed.

FANT SL has created positive changes in the communities which have led to a good reputation of the organization. FANT SL has even been asked to uphold activities and responsibilities that lie within government institutions. One example is the professional football league, the Premier League, in Sierra Leone, which has not been playing since 2014[[8]](#footnote-8). FANT SL has often been asked to organize football tournaments for professional teams when the league was not playing. Instead FANT SL arranged a one-week football tournament with the name “LET THE GAME PLAY”. The tournament was open for all teams and the main purpose was to send a clear message to the Football Association and the Ministry of Sport to stop fighting each other and let the game play. FANT SL also has contact with government institutions/ministries among others the Ministry of Sports, Freetown City Council, WAFA (West Area Football Association), Ministry of Social Welfare and Children’s Affairs and Ministry of Youth Affairs. FANT SL has only received positive responses from these institutions and they have showed support and interest in hearing about the program and project.

The partnership with the SLHA in this project shows, how FANT SL is open for collaboration and networks that can help and benefit target groups. FANT SL has also implemented a project together with the amputee team Flying Stars Amputees, where they played a supportive role. FANT SL has great experience in managing more than one project at a time, and also in benefitting from network within the organisation and outside the organisation.

**2.4 The Sierra Leonean Handball Association (SLHA):**

The SLHA was founded in 1976, where a German man introduced handball in Freetown. For the first many years the association existed at a very informal level until 1988 where Sierra Leone was registered at the International Handball Federation (IHF) for the first time. The aim of the SLHA was in the beginning to organise national and international competitions, which they succeeded in doing. The Sierra Leonean national handball teams have participated in 12 international competitions since the registration, and they have arranged several national competitions. Latest in 2017, but because of a lack of finances, they have not held bigger national competitions since. With help from IHF they have educated around 120 D license coaches in handball over the last 10 years.

Over the latest years, the SLHA has worked intensively to introduce handball in primary and secondary schools and has held several meetings with the Ministry of Education to try to advocate for putting handball on the school schedule. It has been a clear wish from the SLHA to include schools in this project, which all partners have found to be a great idea. The SLHA has mainly used schools to increase the knowledge about the handball game to the youth in Sierra Leone in the hope of getting more active athletes. The 120 handball coaches are also largely recruited from teachers working at schools. Within the SLHA there is capacity and experiences in working with schools and this is therefore an integrated part of the project. The collaborations with schools will help recruit girls for the handball clubs and also secure that project reaches beyond the 300 girls in the target group - at least 6,000 students will have been reached by the end of this project (30 schools with an expected number of 200 students in each). As explained earlier, one of the main causes for gender inequality in Sierra Leone is an old traditional thinking that men rank higher than women. To challenge this old fashion way of looking at gender, it is necessary to reach beyond the 300 girls in the primary target group. And even more crucial, it is important to reach the male population as well. By including schools when recruiting and doing advocacy projects, the project increases its impact.

The SLHA is currently working to renew its constitution, but within the current one some of the main objectives are listed as (in total “Aims and Objectives” consist of 9 points)

* To be responsible for the development, encouragement, promotion, control and regulation of Handball in Sierra Leone
* To encourage the formation of District and Regional associations and to assist them in their activities
* To seek and maintain friendly relations with Individuals, Bodies, Organisations connected with or interested in the development of Handball

We wish to highlight these three points because they connect well with the aim, strategy and relations connected to this intervention. The last general assembly with an election was held June 2016 with 24 participants. It is stated in the constitution that election for the Executive Committee is every fourth year meaning that a new election should be held in 2020. Because of the current COVID-19 crisis the general assembly has not yet been held in 2020.

The Executive Committee consist of 10 individuals, for now being Dr. Patrick Coker as the President, Alie G Koroma as the Secretary General, John A.G. Elliot as the Treasurer, Christopher Femi Cole as the Public Relations Officer, Mr. John Kainessie as the Ex-Officio Member (RSAF), Ambrose Jakka as the Ex-Officio Member (S.L. Police), Lamin Sesay as the Ex-Officio Member (S.L. Correction Center), Aminata Turay as the Women Representative, Glen Felix George as the Chairman Coaches Committee and Victor Hastings Spain as the Chairman Referees Committee.

FANT SL and the SLHA have together selected 6 communities (within all four regions of Sierra Leone) that will become part of this project. The communities that have been selected have already in some extent been introduced to handball; either through school collaborations or because of local handball activities/clubs. Most of the communities do not have regular handball training or functional/formal clubs, but there is at least a starting point because some community members have been involved some way or another earlier. In the eastern region two communities will participate; Juba and Kenema, from the Southern region Bo will be represented, from the Northern region Makeni will be represented and from the Western region Mile91 and Freetown (FANT), in total 6 communities/cities.

The intervention will contribute to the improvement of the SLHA as a catalyst when collaborating with 30 new schools, 6 new communities (all institutions, individuals, bodies in the community included), the Ministry of Sport, the Ministry of Education, FANT SL, FANT DK, Silkerborg-Voel KFUM and IHF. It is a key focus in the project to improve all partners’ catalytic role. This is the reason why many different institutions, organisations and communities are involved. The SLHA already has some experiences with working in this area, hence its structure as an umbrella organisation and connections to IHF etc. and this project will help them develop further both internally with 6 new handball clubs and externally with all the different partners (both national and international) included. The core strategy of the project is exactly to use different skills, experiences, network and knowledge from participating organisations and individuals to be able to create higher impact for the target group.

Through a capacity analysis in February 2020 it became clear, that SLHA would benefit from a renewal of the association, which is a part of this intervention. It has been many years ago since SLHA had discussions about what they want to achieve, why, who they are targeting, how they want to reach their goals etc. Also, important association policies like how to prevent corruption and sexual harassment are missing. The development of these documents would help the association to discuss important internal issues on how to operate and create impact. Over the last years the SLHA has worked on an ad hoc basis with a lack of internal structures reducing the actual impact they have been able to perform. They are struggling to fundraise the needed finances to reach impact for handball players and coaches in the country, especially outside the capital of Freetown mainly because of a lack of funding for transportation. The capacity building activities planned for the SLHA in this intervention shall help the association improving on some of the weaknesses just mentioned.

**2.5 The partners’ areas of responsibility**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Activities | FANT SL | SLHA | FANT DK | Silkeborg-Voel |
| **Project goal 1:** | M |  | M |  |
| Mobilisation of the girls through meetings and handball training sessions at 30 schools | F | F |  |  |
| Weekly handball training sessions | F | F |  |  |
| Meetings every second month | F | F |  |  |
| Human rights workshop | F | P |  |  |
| SDG’s workshop | F | P |  |  |
| SRHR workshop | F | P |  |  |
| Introduction to advocacy workshop | F | P |  |  |
| HAND Cup competition | F | F |  |  |
| Planning of advocacy campaign related to the HAND Cup final | F | F |  |  |
| HAND Cup final | F | F | P |  |
| Advocacy campaign related to the HAND Cup final | F | F | P |  |
| **Project goal 2:** | M |  | M |  |
| Preparation study | F | F | F |  |
| Introduction workshop | F | F | F |  |
| Workshop about how to design a handball club with democratic structures | F | P |  |  |
| Transparency and accountability workshop | F | P |  |  |
| Members management and volunteer workshop | F | F |  |  |
| Financial procedures and practises workshops | F | P |  |  |
| Preparation workshop for the founding general assembly | F | P |  |  |
| General assemblies in each of the 6 communities | F | P |  |  |
| The establishment of cement handball pitch | F | P | F |  |
| Human rights workshop | F | P |  |  |
| SDG’s workshop | F | P |  |  |
| SRHR workshop | F | P |  |  |
| Coaching seminar | P | P | P | F |
| Training Camp | P | P | P | F |
| **Project goal 3:** | M |  | M |  |
| Identity and branding workshop |  | P | F |  |
| The making of a homepage |  | F |  |  |
| Fundraising strategy workshop |  | P | F |  |
| IHF workshop | P | P | F |  |
| Development of an anti-corruption policy and manuscript |  | F |  |  |
| Development of an anti-sexual harassment policy and manuscript |  | F |  |  |
| Members management and volunteer workshop | F | P |  |  |
| Workshop with the development of a 3-year working plan |  | F |  |  |
| Planning of HAND Cup and the HAND Cup final | F | F |  |  |
| Planning of “HANDs off our girls” advocacy campaign | F | F |  |  |
| Advocacy campaign “HANDs off our Girls” | F | F |  |  |
| **Activities related to more than one goal:** |  |  |  |  |
| Monthly meetings with representatives from the different actors | F | P | P |  |
| Evaluation | F | P | F |  |

F = Facilitating M: Monitoring P: Participating

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

**3.1 Primary and secondary target groups**

Primary target groups

300 girls in the age between 10-25 years. From each of the 6 communities 50 girls will be participating as members (or players) of the female handball clubs. They are mainly recruited from 5 local schools, where they have been introduced to handball and this new project. In each community the preparation study will provide a mapping of the different schools to prevent elite capture. Ideally the composition of the 50 girls for each club will be mixed so that girls from different backgrounds, status, religion, tripes etc. will be represented. In each of the community different schools with different students will be selected as collaborators in the project in the aim of mobilising different girls and focusing on including some of the most vulnerable. The 300 girls will benefit from the project with expansion of their network with other likeminded girls, building up individual capacity when participating in workshops and campaigns, experiencing unity at a sports team and when getting personal relations to strong female role models ready to listen and support the girls in their daily life. This target group will participate in the intervention by 1. Participating in handball training sessions and competitions, 2. Participating in workshops and meetings, 3. Planning and implementing an advocacy campaign about the rights of girls to participate in sport.

90 female coaches and leaders from 20 years and above. From each of the 6 communities 10 local women will be trained as handball coaches and 5 female leaders will be elected for the board of the handball club where they will be working closely together with the coaches. The coaches and board members (also called leaders) are responsible for the weekly training sessions, planning of workshops, planning of handball competitions between the 6 clubs and reporting and coordinating with FANT SL, SLHA, local schools and other important local stakeholders. The 90 female coaches and leaders are expected to hold some capacity in social involvement and project organising from the beginning, but they will also be monitored and trained by the different partners in this project, which will help them develop capacity and skills within these areas. They are recruited/selected as a part of the preparation study (act. 2.1.1) and the board members are finally elected at the founding general assembly (act. 2.2.2). This target group will benefit from the project with expansion of their network both inside their communities but also when closely engaging with the 5 other new handball clubs, local schools, FANT SL, SLHA, FANT DK and Silkeborg-Voel KFUM. They will build up individual capacity both in relation to handball and coaching but also in connection to how to form a democratic civil society organisation, learn about human rights, how to become a female role model and how to get a voice in society. This target group will participate in the intervention by 1. Facilitating handball training sessions and competitions, 2. Participating in workshops and meetings, 3. Being responsible for facilitating workshops for the 50 girls, 4. Planning and implementing advocacy campaigns.

6 Female Handball Clubs. The 6 new civil society organisations will be built on same democratic structures as member organisations of FANT SL. Communities for the 6 female handball clubs are Juba, Kenema, Bo, Makeni, Mile91 and Freetown. Each handball club are established and formed by the two above mentioned target groups, why it has not been seen relevant to elaborate further on how they benefit and participate in the intervention.

The Sierra Leone Handball Association. The national body of the association which includes 10 individuals in the Executive Committee and 4 individuals as the regional Executives (one from each region, South, North, East and West). SLHA plans to host the next general assembly with election to the Executive Committee in December 2020, which will ensure that more or less the same individuals from SLHA are committed for the whole project period of two years. SLHA benefits by strengthening the analysed lack of capacities explained in the partnership section. They participate or help facilitating most of the activities in the project (for further explanation see figure at page 13 & 14).

Secondary target groups

6000 students between 10-25 years. This project will involve 5 schools in each of the 6 communities which are expected to include around 200 students in each. The division between sexes are expected to 50/50.

The students of the 30 schools will be directly involved in the beginning of the project when FANT SL and SLHA will arrange handball training sessions at the schools to introduce the new sport and tell about the program. This is the strategy for the recruitment of the 50 girls for each of the handball clubs. During the project period SLHA will remain in close contact to the schools by providing updates from the project and planning training sessions for the students once in a while. The aim of the project in the future is not only to include 50 girls in each of the handball clubs, but this number has been estimated to be a realistic number to begin with. Hopefully, much more girls will join the clubs when the capacities of the clubs are built and ready to include more, and therefore SLHA will continue close collaboration with the schools during project period because of the recruitment possibilities in the future. The primary target group of the 300 girls will most likely be a pupil at one of these 30 schools, and therefore have a social network of friends etc. among the 6000 students. It is fair to believe that the 6000 students will be indirectly affected by the activities in the 6 female handball clubs when hearing about the activities from the 300 girls participating directly.

50,000 sierra leoneans. The aim of the advocacy campaign “HANDs off our girls” is to reach around 50,000 persons in Sierra Leone through national and local radio and television programs and through SoMe platforms.

1500 parents and family members of the 300 young girls. The project includes the parents and family members in different activities, to make sure everything around the project is transparent and that individuals close to the girls are supportive and informed about activities, project goals etc. The girls and women included in the primary target group are also expected to share new learnings etc. with their closest family.

The Ministry of Sport and the Ministry of Education. These two ministries will be involved as much as possible during the project period through meetings and updates from the SLHA and FANT SL. They are also planned to participate in act. 1.3.3 HAND Cup final and 1.3.4 Advocacy campaign related to HAND Cup final.

**3.2 Local legitimacy and involvement of target group in the preparation and implementation of the project:**

Two female players from the FANT SL handball club have been included in the formulation of this project proposal. The two girls have participated in each of the meetings held and have given useful and important input to the project formulation. Partners in this project, FANT SL, FANT DK, SLHF and Silkeborg-Voel KFUM are only facilitators for the young girls and female coaches and leaders involved in this intervention. The core aim is that the primary target groups will not just participate – but that they will actively take ownership and gain influence and power on the project along the way. Partners in this intervention help mobilise and organise the target group and ensure training in different areas, in the aim of empowering target groups to take the front seat. Project partners create the overall frame for the project and allow the target groups to fill it out and take ownership and responsibility. The actual design of the project and the activities have been discussed since February 2019, when Josephine Touray and Cecilie Hauerberg from FANT DK visited Sierra Leone and the HAND pilot project and it was finalized during Cecilie Hauerbergs visit to Sierra Leone in Febuary 2020 with a meeting with representatives from both FANT SL, SLHF and the two female handball players representing the target group.

**3.3 Strategy of intervention**

The project’s strategy is inspired by the underlying Theory of Change (ToC), and has been developed in collaboration between FANT DK, FANT SL and SLHF. The ToC maps out the relations between project goals, outputs and activities. The overall aim is to pursue structural and long-lasting changes that will improve gender equality in Sierra Leone. This aim is facilitated by an intervention that seeks to change relationships between duty bearers and rights-holders in conflict over resources and opportunities to participate in decision-making processes. To challenge the relationship between those in power and those not in power, this project seeks to engage in the empowerment and capacity building of girls and women and to strengthen civil society organisations supporting them. A conflict over resources can be seen when girls are excluded from sports activities and boys are dominating the few resources available on this area. The high numbers of girls being sexually violated is likewise an example of someone in power taking advantage of someone without power. The advocacy campaigns related to these two issues that will be implemented in connection with HAND Cup is expected to challenge feelings, perceptions, behaviour and motivations of individuals, CSOs and government institutions.

This project prioritizes the rights and evidence-based approach to advocacy, that FANT SL are getting more and more experience about. 6 new civil society organisations will explore their knowledge of human rights, absence/neglect of adhering to these rights by duty bearers and general thoughts/believes about women’s rights and responsibilities. They will engage in discussions internally but potentially also externally with relevant local duty bearers to understand the context regarding mindset, believes, knowledge and practises related to gender equality.

The core foundation for engaging in advocacy work, is that the actors have knowledge of the specific challenge, its basic causes and possibilities for action. Therefore, the majority of the project activities seeks to empower, educate and capacity build the stakeholders and target group of this development intervention. The primary target group of 300 young girls and 90 female coaches and leaders have (for most of them) never before been engaged in an intervention like this, why it is important to prioritize a thorough education and training of the girls and women before they engage in the advocacy campaign. It is the belief that the unity around sport, in this case handball, can be very effective when building the capacities of marginalised groups. If organised well, sport can help build up confidence among the target group but also create an atmosphere of trust and harmony that allow target group to share believes and challenges that they otherwise carry inside themselves. The female handball clubs will serve as a safe space for the girls; a space that supports them understanding gender issues, both in relation to girls’ participation in sport but also when comprehending deeper problems related to the gender inequality like sexual violence against girls. Issues that are so tabooed in Sierra Leone that most of the girls probably never have been a part of a group/institution/space where issues like this are openly talked about – also in a way where the girls that have been exposed to sexual violence are not blamed, excluded or found responsible.

Act. 1.2.1 Human rights workshop will educate about human rights and a human rights-based approach at a very basic level. Most of the girls are not expected to know anything about human rights, why a thorough introduction to the subject – and how to use it actively – is important. Act. 1.2.2 SDG’s workshop is like 1.2.1 an introduction to a framework/method/global goal that are useful when campaigning for changes. When the young girls are educated about the SDG’s they also realize that this is a global movement which hopefully brings motivation and trust that changes can actually happen. The SDG’s are also a manageable framework that can be used when planning advocacy campaign. Act. 1.2.3 SRHR workshop is important when talking about sexual rights and violations. The solution to sexual violence against girls in Sierra Leone is not to keep quiet about it, but to build up safe spaces for the girls to share experiences and to discuss how to prevent the assaults and where the girls can support each other. Similar for the three workshops is that they are planned to last two days, whereas the first day will be a general and theoretical introduction to the subject where day number two will be based on the actual situation of the girls regarding conditions in their communities and in Sierra Leone in general. The workshops will be held firstly for the 90 female coaches and leaders (act. 2.3.1, 2.3.2 & 2.3.3) and then afterwards the local female coaches and leaders will host the workshops for the 50 girls in their communities (act. 1.2.1, 1.2.2 & 1.2.3). For the first workshops targeting the female coaches and leaders there is budgeted for 5 more participants than the 15 women, in total 20 persons. The 5 extra seats at each workshop shall support the clubs in including local stakeholders like teachers, parents, youth leaders, elders, companies, politicians’ etc. It is important that the local communities trust the new handball clubs why openness and transparency about aims and activities are prioritized.

The project includes both a new partner in Sierra Leone (the SLHA) but also 6 new communities that FANT SL have not been engaged in before. It has been prioritised to include Cecilie Hauerberg from FANT DK in the first two activities in the project, act. 2.1.1 Preparation study and 2.1.2 Introduction workshop because of the inclusion of the new communities. This is to ensure that FANT DK is able of providing the necessary support to FANT SL and the SLHA along the project and can monitor the project professionally with the needed knowledge of the local conditions. Also, because of the situation of COVID-19 FANT DK have not been able to visit Sierra Leone since February 2019 and important factors in the context are expected to have changed, which FANT DK needs first-hand knowledge about. FANT DK engage in close collaborations with our partner organisations and wish to be involved and participated in projects when it makes sense.

The advocacy part of the project is divided in two campaigns, that will be elaborated here.

**Girls participation in sports**: The campaign seeks to put girls’ participation in sports on the agenda by targeting primarily the Ministry of Sport and the Ministry of Education. Individuals inside FANT SL and the SLHA have a network inside both ministries which will be used to continuously inform about the project; goals, progress and activities. By repetitively informing the ministries about progress in the project and asking for professional recommendations, the hope is to create engagement, interest and commitment from inside the ministries. They experience how FANT SL and SLHA are 100% committed to the project and recognise how the handball strategy is actually working to include and motivate girls to do sport. Representatives from the Ministry of Sport have earlier participated in FANT SL events and have expressed willingness to support the project at a meeting held with a selected team from the ministry, including the Sport Minister, in February 2019 were also Cecilie Hauerberg and Josephine Touray from FANT DK participated. Representatives from both ministries are invited (and have giving their promise to participate) at the HAND Cup final at the National Stadium where they will be invited to give speeches and opposite listening to the points from the young girls and female coaches and leaders that have prepared different campaigns about girls participation in sport. The methods for this campaign are therefore meetings and participation at the HAND Cup final where the representatives from the ministries will experience first-hand the positive impact the new female handball clubs are creating in the young girls’ lives.

**HANDs off our girls**: The campaign seeks to put sexual violence against girls on the agenda by targeting the public in Sierra Leone through a media campaign. This campaign will be lifted primarily by FANT SL and the SLHA but with voices from the target groups being included as much as possible. Girls playing handball and the event of the first national female handball tournament (HAND Cup) is the starting point for talking about violence against girls and the causes to this – a general gender inequality. Talking about sexual violence and assaults is not a normal or easy thing in Sierra Leone and it demands power, confidence and maturity from the individuals in front why representatives from FANT SL and SLHA are the ones in charge. If some of the female handball coaches/leaders or even the young girls seem capable to participate and have the desire, they will of course be included as well. Individuals (both male and female) from FANT SL and SLHA will engage in discussions and debates in the media and advocate that sexual violence should be taken much more seriously, girls should not be publicly blamed when being victims in a sexual crime and that the country as a whole start talking openly about this issue. The method for the campaign is to use primarily radio and television programs to arrange debates and discussing while running the HAND Cup tournament and final – the tournament being the topicality making the discussing relevant. Representatives from relevant ministries (including the Ministry of Sport and Ministry of Education) and organisations will be invited to participate in the debates.

**3.4 Development Triangle and topicality of project**

Balancing strategic deliveries, capacity building and advocacy is an inherent part of the strategy, as the three elements are essential to the success of the project. This development intervention is the first one to be carried out, why majority of the activities falls within capacity development when looking at the development triangle. Close to 60 % of the activities is capacity building of 300 female handball players, 90 coaches and leaders of the 6 handball clubs or the SLHF. The last 40 % of the activities is divided more or less equally between advocacy and strategic deliveries. For some of the activities clearly and only connected to strategic deliveries (Act. 2.2.3 The establishment of a cement handball pitch in each of the 6 communities) supplementary financing will be used to fund 100% of the activity expenses. Other activities in this category will be partly financed by CISU and partly through supplementary financing (Act. 2.3.4 & 2.4.1). Project goal 1 and 3 have activities in all corners of the development triangle, whereas activities in project goal 2 is mainly focused on the capacity building of the 6 handball clubs. These activities focusing on capacity building are important steps before the planning and implementation of advocacy projects run by the girls and female coaches/leaders. It is important to notice, that this intervention is the first one to mobilise the target group of 300 young girls in well-organised civil society organisations (the handball clubs) but these organisations do not exist yet. In 2012 when FANT DK started its development work in Sierra Leone the same steps were taken in the founding of the 10 local sport associations which hereafter became the founding of FANT SL. Former handball activities and club establishing have given the needed knowhow and experience in how to start from scratch.

**3.4 Objective, project goals, outputs, activities and indicators**

The overall objective is improved gender equality in Sierra Leone through a strengthening of civil society organisations operating in the field of sports and the collaboration between them

Project goal 1: 300 young girls between 10-25 years have become mobilized in 6 female handball clubs, improved individual capacity and engaged in a joint advocacy campaign promoting girls’ rights to be included in sports and equal access to sports resources.

Outputs

1.1 Handball training sessions mobilises 300 girls in 6 different communities twice a week where they have a free space and learn how to share and reflect about challenges, they are facing

1.2 300 girls are educated in **basis human rights**, **the SDG’s** and **Sexual and Reproductive Health and Rights (SRHR)**

1.3 300 girls have through sports activities, the unity here around and through support from female role models developed the necessary self-confidence to engage in an advocacy campaign promoting gender equality in sport.

Activities:

* + 1. Mobilising of the girls through meetings and handball training sessions at 30 schools
    2. Weekly handball training sessions
    3. Meetings every second month with players, coaches and board members to discuss progress and challenges
    4. Human rights workshop
    5. SDG’s workshop
    6. SRHR workshop
    7. Introduction to advocacy workshop
    8. HAND Cup competition
    9. Planning of advocacy campaign related to the HAND Cup final
    10. HAND Cup final
    11. Advocacy campaign related to the HAND Cup final

Indicators:

* A minimum of 300 girls are registered as members of one of the new female handball clubs
* Minutes from meetings within the handball clubs reflect considerations about challenges and progress
* A minimum of 300 girls have participated in 3 capacity building workshops and at least 80% expresses in the evaluation of the workshops that they fell they have benefitted from it
* A minimum of 300 girls have participated in an advocacy campaign about equal gender participation in sports
* At least 70% of the 300 girls expresses in the evaluation of the project that they have improved self-confidence

Project goal 2: 6 civil society organisations (female handball clubs) have been formed on democratic structures and 90 female coaches and leaders from the clubs have been educated about a human rights-based approach and use this for fulfilling these rights and contribute to gender equality in Sierra Leone

Outputs

2.1 60 female coaches and 30 female board members are educated in democratic structures, transparency, accountability, members management and financial routines all relating to the founding of a civil society organisation – in this case a handball club

2.2 6 female handball clubs have held the founding general assembly and are established as organisations with constitutions, members and policies

2.3 60 female coaches and 30 female board members are educated in **human rights**, **the SDG’s** and **Sexual and Reproductive Health and Rights (SRHR)** and they use this knowledge actively in their coaching and role model position.

* 1. 60 female coaches have learned basic handball skills and also how to teach others the sport.

Activities:

2.1.1 Preparation study in each of the 6 local communities gathering information about local conditions and challenges regarding gender issues and a mapping of local schools, CSOs, potential duty bearers for collaboration and other relevant stakeholders

* + 1. Introduction workshop
    2. Workshop about how to design a handball club with democratic structures
    3. Transparency and accountability workshop
    4. Members management and volunteer workshop
    5. Financial procedures and practises workshops
    6. Preparation workshop for the founding general assembly
    7. General assemblies in each of the 6 communities
    8. The establishment of a cement handball pitch in each of the 6 communities
    9. Human rights workshop
    10. SDG’s workshop
    11. SRHR workshop
    12. Coaching seminar (pedagogic tools and how to coach children and young adults)
    13. Training camp - Handball theory and practice

Indicators:

* 6 new handball clubs are registered in FANT SL with a set of constitutions, membership list and board members
* 6 new handball clubs have written club policies concerning internal and external structures in the organisation
* 60 female coaches know the rules of handball and how to teach others
* 50% of the female coaches expresses in the evaluation that they have been able to support and help the young female players with challenges outside the handball pitch
* 50% of the female board members expresses in the evaluation that they feel inspired and empowered to work with gender equality also outside the handball club

Project goal 3: The collaboration between - and the capacities of - the SLHA and FANT Sierra Leone has improved to the level where they engage in united advocacy campaigns supporting girls participating in sports and advocating for gender equality

Outputs

3.1 The SLHA has strengthened its capacity to do fundraising and strengthened its connection to international donors like the International Handball Federation

3.2 The SLHA has strengthened its capacity to perform as a trustworthy national umbrella organisation working in the interest of the member organisations and handball players

3.3 The SLHA and FANT SL have in collaboration held the first female handball tournament in Sierra Leone and have used this tournament as a platform for an advocacy campaign to stop sexual violence against women and girls

3.4 The Ministry of Sport and Ministry of Education has acknowledged handball as a useful tool to include girl’s participation in sports activities and has engaged in dialogue about gender equality in sports

Activities:

* + 1. Identity and branding workshop (SLHA)
    2. The making of a homepage (SLHA)
    3. Fundraising strategy workshop (SLHA)
    4. IHF workshop (SLHA & FANT SL)
    5. Development of an anti-corruption policy and manuscript (SLHA)
    6. Development of an anti-sexual harassment policy and manuscript (SLHA)
    7. Members management and volunteer workshop (SLHA)
    8. Workshop with the development of a 3-year working plan (SLHA)
    9. Planning of HAND Cup and the HAND Cup final (SLHA & FANT SL)
    10. Planning of “HANDs off our girls” advocacy campaign (SLHA & FANT SL)
    11. Advocacy campaign about HAND Cup and “HANDs off our Girls” (SLHA & FANT SL)

Indicators:

* The SLHA has developed important documents like anti-corruption document, sexual harassment policies and a 3-year strategy plan including a female involvement strategy
* “HANDs off our girls” is mentioned in national and local newspapers, radio programs and television
* At least two ministries (or other relevant institutions or duty bearers) have been involved in the “HANDs off our girls” campaign

Activities in relation to more than one goal:

* 1. Monthly meetings with representatives from different organisations
  2. Evaluation

Activities explanation:

Act. 1.3.1: HAND Cup is a handball tournament including all 6 handball clubs and female teams. The 6 clubs will play against each other home and away and for each game-day is it mandatory for the home club to choose one of the SDGs that will set the frame for the day. Through flyers, speeches and other campaign activities the hosting club will inform and advocate for the selected SDG.

Act. 1.3.2, 1.3.3 and 1.3.4: After the preliminary games in the communities FANT SL, SLHF and the 6 handball clubs arranges a final in Freetown for one weekend, where all 6 clubs participate with one team each. Each club has planned an advocacy campaign about girl’s participation in sports which will be carried out during the final with representatives from different ministries and media participating So, besides the handball competition playing, there will be hosting of speeches, performances, debates etc. Location for the HAND Cup Final will be at the National Stadium in Freetown and the event will be open for the public.

**3.4 Sustainability and lasting improvements for target groups**

The aim of the project is to support and kick-start a movement of sustainable change for girls and women in Sierra Leone. The capacity building of 300 young girls and 90 female coaches and leaders will ensure that they will be in a stronger position than before, because they have gained new knowledge, skills and have become a part of a broad network of women in Sierra Leone. More, the strengthening of capacities of civil society organisations (the 6 handball clubs and the SLHF) and starting a dialogue with two ministries and a public dialogue in connection to HAND Cup is a part of the sustainability of the project. Because this is the first project intervention of its kind, most activities are set to capacity build either civil society organisations or individuals, but the two advocacy campaigns are expected to reach not just relevant duty bearers in the ministries but also a considerable number of people in the public. The intervention will challenge old fashioned mindsets about relations between sexes which is a sensitive subject, that can create resistance from the public. FANT SL will use its legitimacy to support the initiative and make sure, that the girls involved in the project will not be left alone or behind. FANT SL will be in the frontline and be responsible and available for any confrontations, comments, questions along the way.

Salaries in this project will secure that the FANT SL working group get two meals a day and take care of their families. Salaries are kept low between $100 and $275 a month to make sure the involved are not put in a relationship of dependency after completion the project. This small salary is necessary when expecting them to put dedication and time into the project. It will be difficult for some of the FANT SL individuals to uphold other fulltime jobs, why it is only fair to pay a small salary. FANT SL is the main implementing partner for the project and have a high responsibility for implementing and monitoring activities. There is no provision for salaries for the SLHA to make sure the intervention does not create a dependency relation between FANT DK and SLHA.

The results of this project will create long-lasting changes that will not end when the implementation period finishes. The newly gained knowledge about human rights, SDGs, SRHR, to advocacy and the practical experience, the forming and strengthening of a civil society organisation and the new female network will be a constant factor supporting the involved. The young girls have experience to be a part of a team, to work together, have learned about discipline, and meet female role models; competencies and experiences that they can benefit from for the rest of their lives. They have experienced how to get a voice, and hereby gained personal confidence and motivation for participating in decision-making and effecting essential obstacles that maintain people in poverty and exclude them from policymaking. When this two-year project is finished the newly founded handball clubs will continue the activities and hopefully be able to include even more girls and make future plans for how they wish to develop. The strategy is to help the establishment of the female handball clubs in the first difficult beginning and from there see how and if potential collaboration or future projects should be planned. Local ownership of the clubs is a key stone in the strategy.

This intervention is intended to improve all partners ability to act as catalysts, when creating a project strategy where cooperation and relations are not just prioritised but essential. Partners are equally important[[9]](#footnote-9) and have central responsibilities to live up to. Besides the several implementing partners/organisations/clubs/bodies in the project relations to local institutions and national ministries are an incorporated part of the project. Lastly, companies in both Denmark, Sierra Leone and internationally will be contacted and included. The Danish company Ecooking has already promised to provide 300 goodie bags for all the female participants at HAND Cup (and use this as part of the SRHR workshop) and hummel has together with IHF donated full game uniforms for all 300 girls. We also hope to see same support from local companies in Sierra Leone, when project is running.

There is a small budget provided for transportation and water for the coaches when hosting training sessions, which have been estimated necessary for the time being. Important to mention is, that these coaches are not yet engaged in handball activities, many of them does not even know the game and the rules. Normally, sport coaches will love the game which is the main motivation for spending several volunteer hours and money from own pocket on transportation when hosting training sessions. The female coaches do not yet love handball and it seems unfair to ask them to be a part of the project and engage with several volunteer working hour plus expecting them to pay transportation and water from own pocket at this stage. In a country like Sierra Leone where poverty is a general life circumstance, issues like transportation money often becomes essential for projects because people literality do not have the money and are fighting for survival. Without transportation money for the coaches we fear that it will be difficult for them to participate in the needed training sessions. Ideally, the Ministry of Sport and/or IHF got engaged in a dialogue about contributing to the female handball coaches’ transportation money, which will be on the agenda at meetings and communication with the two stakeholders.

**3.5 Risk analysis and mitigation strategies**

It is important for all project partners to account for the potential risks that can occur in this project intervention. The risks can potentially threaten the project and the planned activities, which is why FANT DK, FANT SL and SLHA in close collaboration have structured relevant sustainable strategies to mitigate these potential risks. Doing development work in Sierra Leone is risky in general because of the fast-changing context and attitudes of people. The figure below outlines some of the potential risks that in a worst-case-scenario might hinder the fulfilment of the project objectives and our planned strategies for mitigating these risks. It is significant to mention that the risks listed below are tentative and further potential risks will be elaborated during the project implementation.

|  |  |
| --- | --- |
| Risk | Mitigation strategy |
| This intervention is a cooperation between four very different partners, and the success of the intervention is therefore dependent on everyone living up to expectations and responsibility. | The process before actually implementing this project, has led to the belief, that all four organisations are trustworthy and obtain the necessary capacity for the different tasks. A WhatsApp group with a representative from all organizations will be created to ensure frequent communication between all partners. The baseline study (act. 2.1.1) includes representatives from FANT DK, FANT SL and SLHF and will help ensure, that starting point is clear to all involved. Introduction workshops (act. 2.1.2) will include same organizations and will help partners to be able to monitor the activities along the way. FANT DK has planned four monitoring visits along the project period of two years, and one visit is planned for Silkeborg-Voel KFUM. FANT DK will because of monitoring of other projects be present in Sierra Leone more than four times along the project period, and therefore have a finger firmly on the pulse of any unexpected developments. The monthly meetings (act. 4.2) is also a tool to ensure everyone is on track and to adjust responsibilities and expectations along the way if needed. |
| It is difficult to find 300 young girls with an interest in participating in handball activities and further get permission from their parents to participate. | FANT SL already has great experience in getting girls involved in sport activities and will make use of these confirmed strategies that has worked in earlier projects. SLHA and FANT SL both have authority and trust built up from past projects which is a positive factor when recruiting the girls. This project offers 300 girls a unique opportunit of becoming a part of a female group, receiving unformal education and participating in several bigger events which we predict will be a popular opportunity that numerous girls will make use of. In the baseline study (act. 2.1.1) parents will be included as well, to make sure their concerns and potential dislike for the project is reflected. The female coaches and leaders of the clubs will be guided in how to visit and communicate to parents, so they feel included and comfortable with allowing their girls to participate. Parents will also be invited for HAND Cup (act. 1.3.1) and encouraged to come and see a training session (act. 1.1.2) |
| Sports activities in Sierra Leone are mostly directed at boys and men. The focus on girls participating in sport is met with resistance and anger from male population that feels excluded from events/resources that they feel belong to them. | Even though the 6 handball clubs will consist of primarily women, men will be included in the project as well. Most of the individuals from SLHF are male and working group in FANT SL is half male/female. The strong male voices to support this female initiative can be important, if mentionable resistance occur. FANT SL also includes a male handball team, that has been very supportive in the making of this initiative, and of course the SLHA also engages in several male handball teams and clubs. This new project will not worsen the possibilities for male participation in sport, but on the other hand help build up sports associations that will benefit all sport athletes, both boys and girls. This will be communicated to media and informed about when hosting events like HAND Cup (Act. 1.3.1 and 1.3.3). |
| The circumstances for playing handball are difficult in Sierra Leone, which leaves the girls unmotivated and injuries challenge the legitimacy of the project. | Despite the lack of a single handball pitch in Sierra Leone, people are still playing. The SLHF has faced this challenge since their existence in 1976, and nevertheless been able to mobilise players from all over the country. The coaches in Sierra Leone are used to the circumstances and know how to adapt and make the best use of it. All girls will be provided with training equipment donated by hummel which normally is one of the first obstacles met when trying to get the girls active in sport. There is a small budget within the project for medicine in relation to injuries suffered at a HAND activity, which we believe will create a positive attitude towards the project. |
| FANT SL and the SLHA have found it realistic to include around 50 girls from each of the communities as a start but the turn out from some of the communities are higher than 50 girls. | The new handball clubs will try in best way to include all the girls who wish to be a part of the handball clubs. Inclusion of 1-5 more girls in handball training and workshops does not make a big financial difference but if more than 60 girls wish to participate, FANT SL, SLHA and FANT DK will together make a strategy on how to manage this with the aim of “leaving no one behind”. |
| The Ministry of Sport and Ministry of Education does not show up at act. 1.3.3 HAND Cup final and 1.3.4 Advocacy campaign related to the HAND Cup final. | Even though both ministries have given their promise to participate in the mentioned activities, it is impossible to plan two years ahead in the future. Maybe the government has changed, a lot of things can happen. The SLHA is responsible for maintaining the good contact with the Ministry of Sport and FANT SL to the Ministry of Sport. When the representative from FANT DK is visiting Sierra Leone they will also prioritize meetings in the two ministries to make sure everything in our hands have been done to sustain a nourishing relationship with the current individuals in the ministries. |

Besides the above-mentioned risks, the currently COVID-19 crisis also leaves a certain amount of insecurity for the project. It has been explained in the context section, why we find it realistic to be able to start the project in the beginning of 2021 and how the activities planned for the beginning are possible to implement with the current restrictions. The whole world is affected by the COVID-19 virus, and it is impossible to predict how things will develop and how fast. We wish to continue our work, even though we realise that we must be ready to adapt to new situations and replanning if the situation changes.

**3.5 Monitoring, experience and evaluation**

Throughout the project implementation phase, the working group consisting of 8 individuals from FANT SL will be responsible for the daily monitoring of activities. Activities in this intervention is geographically spread over immense part of the country, which will require a higher degree of transportation and accommodation facilities for the working group than in former projects. Reports on project activities produced by the working group will be shared on the monthly meetings (act. 4.1) and sent by e-mail to FANT DK. The monthly meetings will create ongoing dialogue about achievements and challenges and meetings in the communities/clubs (act.1.1.3) are a part of the strategy of letting the 300 young girls be active participants in the monitoring and evaluation of the project’s impact. Representatives from the FANT SL working group will also participate in the meetings in the communities and share information about achievements, challenges, changes etc. In terms of evaluation, the listed indicators will be used to get an overview over whether the project has created the intended impact for target groups. One of the weaker areas of FANT SL is their capacities in making thorough evaluation investigations and reports, why FANT DK is planned to help facilitate the process together with FANT SL. The process surrounding this intervention will hold many important learnings for all parties involved, and the complexity of the intervention will demand close monitoring and preparedness for making adjustments if relevant. Especially in the new COVID-19 situation. This new project is a product of thorough planning and many discussions of lessons learned from former projects, which have formed a solid foundation for FANT SL, FANT DK and SLHF to monitor along the way and evaluate at the end of the intervention. Results, documentation and concerns of monitoring and evaluation will, as far as possible, be made public and shared in workshops/meetings with relevant duty bearers, CSOs and other stakeholders.

1. Intervention-related information work in Denmark

FANT DK and Silkeborg-Voel KFUM have together planned intervention-related information work in Denmark. The purpose is to inform about the HAND project, the conditions girls and women in Sierra Leone are facing in general and how handball activities can be used as an instrument to mobilise and organise people in the aim of strengthening civil society and fight for gender equality. The target group to be addressed is mainly the spectators for the handball games in the Danish National Female League.

In practise, the information work will take place at handball games in Danish National Female League by

1. Using speakers to tell short stories from the project before the game and during the half time
2. Put flyers on the spectator’s seats
3. Put up poster’s strategic places in the handball hall
4. Invite sponsors and other relevant stakeholders to VIP events where Josephine Touray tells about objectives and methods of HAND
5. Using Social Media platforms

Silkeborg-Voel KFUM has already got the permission from 5 other clubs in the league to bring this initiative along when playing away games. It is expected to get support to the initiative from at least 75% of the clubs in the League.

1. Supplementary financing

The supplementary financing is directed at act. 2.2.3 The establishment of a cement handball pitch in each of the 6 communities and act. 2.3.4 Coaching seminar & 2.4.1 Training camp. Because of the very poor conditions for playing handball in Sierra Leone it has been a strong wish from both FANT SL and SLHF to establish handball pitches – or at least a level ground with the correct lines and potentially handball goals - to make sure, that the game can be played correctly and to prevent injuries. The estimated total budget for the establishment of the 6 pitches is 61.200 kroner ($1500 for each pitch), whereas FANT has already secured 25.000 kroner from Jubilæumsfonden for Grundfos A/S. The remaining 36.200 kroner will be fundraised through campaigns on FANTs Social Media platforms and by company collaboration. If FANT DK does not succeed in securing the 36.200 kroner, it will not prevent or stop the rest of the project activities to be implemented. FANT SL and SLHA know, that funding for the pitches are not within this CISU project, and therefore not something, that FANT DK can promise to get funding for.

One or two coaches from Silkeborg-Voel KFUM will be responsible for facilitating act. 2.3.4 & 2.4.1. Silkeborg-Voel KFUM has agreed to finance the expenses related to the coaches’ trip including flight tickets, accommodation, per diems, visa and insurance. Expenses requested from CISU for this activity therefore only includes local expenses for the participants in the training camp.

1. <http://hdr.undp.org/en/content/2019-human-development-index-ranking> [↑](#footnote-ref-1)
2. <https://www.tandfonline.com/doi/abs/10.1080/10926771.2018.1506854?journalCode=wamt20> [↑](#footnote-ref-2)
3. <http://hdr.undp.org/en/countries/profiles/SLE> [↑](#footnote-ref-3)
4. <http://hdr.undp.org/en/content/2019-human-development-index-ranking> [↑](#footnote-ref-4)
5. http://theorganiser.net/index.php/africa/48-6-african-first-ladies-launched-hands-off-our-girls-campaign-in-freetown [↑](#footnote-ref-5)
6. Because of the current COVID-19 situation no volunteers are working outside Denmark at the moment. [↑](#footnote-ref-6)
7. The project is currently put on hold because of COVID-19 but is expected to start up again from January 2021. [↑](#footnote-ref-7)
8. The Sierra Leonean Premier League started playing again in January 2019 with help and on the initiative from the Ministry of Sport. [↑](#footnote-ref-8)
9. We realize that FANT DK and FANT SL have the greatest responsibility but the success of the project is also very dependent on the contributions from the SLHA and Silkeborg-Voel KFUM. [↑](#footnote-ref-9)