**the civil society fund**

**citizen participation intervention**

**Getting ready for a comphrehensive Adolescent and young people (ayp) programme in namibia**

1. **Objective and relevance**

**Objective of the Intervention**

*This intervention is an* ***intermediary*** ***strategy-, capacity- and partnership development intervention,*** *focused on* *Positive Vibes’ development of a strategy and approaches for its work with Adolescent and Young People (AYP, the 15-24 age group) in Namibia, with a focus on marginalised and stigmatised groups, e.g. young LGBT individuals, young Sex Workers (SW’s) and young People Living with HIV (PLHIV). In support of this future work, the intervention will also aim to enhance PV’s resource mobilisation capacity for its own work* ***and*** *its capacity and methods to support partner organisations in their resource mobilisation work.*

This is an **intermediary** intervention in three ways, in that 1) it links PVs past, albeit limited, AYP work with a strategy for a comprehensive programme approach in the future, 2) builds on PVs previous resource mobilisation training and support work, taking it to a level where it can be replicated and institutionalised, and finally 3) it links PVs and Spor Medias long, but ad hoc and mostly personal collaboration, to a strategic and institutionalised collaboration in the future.

The intervention has two distinct, but closely related components:

1. The development of a strategy for rights based AYP work in Namibia, involving local partner organisations and members of the target groups closely in the preparation[[1]](#footnote-1)
2. Enhancement of PVs own resource mobilisation capacity **and** the development of training materials and build up capacity in PV to train and support its AYP partners in their resource mobilisation work.

The collaboration around this intervention will further be an opportunity to explore in detail an enhanced collaboration between PV and Spor Media, allowing the organisations to get an in depth understanding of each other and explore complementarities and potential joint work.

**Citizen participation**

In Namibia, this intermediary intervention is an important step towards future work that will be stimulating and enhancing AYP’s and CSO organisations’ **citizen participation** in movements, in organisations, in dialogues at community and family level, in dialogue with traditional authorities as well as with government institutions. *The foundational element of PVs methods[[2]](#footnote-2) is the facilitation of growth of* ***agency*** *and* ***voice*** *in individuals and in community level groups and organisations leading to influence and advocacy work by citizens at all levels of society*. The preparation of the AYP strategy will further be grounded in the principles of co-design, co-implementation and joint ownership through the engagement of partners.

Concerning **citizen participation** at the Danish level. The work around developing a collaboration between Spor and PV done so far builds completely on voluntary engagement of a handful of Spor members, and substantial parts of the work to be done in connection with this intermediary intervention will be done the same way. In the process it will further be explored how a collaboration between Spor and PV can be the basis for expanding Spor’s work in Denmark by including cultural exchange between Namibian and Danish AYPs. As an element of the emerging Spor/PV collaboration we will explore the potential involvement of Namibian Youth in the already ongoing collaboration with schools in Kalundborg and Sønderborg municipalities and will further explore an expansion of this work to Esbjerg and Varde municipalities. *Spor’s work with facilitating meetings between youth from developing countries and Danish youth has proven very important in strengthening the international engagement and intercultural competencies of Danish youth*.

**Problems to be solved.**

1. **Lack of a clear analysis and strategy for rights-based work with marginalised groups of AYP**

Generally, organizations representing AYP and marginalised groups of AYPs are emergent and fragmented, with limited programming and advocacy capacity. Organisations and groups representing this population are also largely focused on HIV prevention, treatment and care, with very little focus on human rights programming. As a result, influence work within the Sexual and Reproductive Health and Rights programming has been narrow and isolated due to lack of agency and influence skills in communities and in organisations. Influence and advocacy work have also largely been uncoordinated, with limited joint advocacy work done impacting on the level of influence at high levels of government and donors.

Positive Vibes has substantial experience in working with LGBT and Sex Worker organisations e.g. through its s work from 2017 with the Diversity Alliance of Namibia, a consortium of 10 LGBT and SW focused organisations. Strategy development with this group has largely focused on decriminalisation of the sodomy law as an incremental step towards the achievement of equality, however, with limited focus on targeted SRH work with LGBT youth and young people who engage in sex work.

So, both in the HIV response driven health work and in the LGBT and Sex Worker movement driven rights work, **work with marginalised AYP is a neglected area, and there is insufficient in depth knowledge about the problems facing these groups of young people, and about potential effective strategies and methods to address these problems.**

*A vital step towards being ready for a comprehensive intervention in support of marginalised AYP is therefore an in depth analysis of the problems facing these groups, a review of PVs and other organisations limited work with the groups in the Namibian context and a review of relevant experiences from elsewhere in Africa and beyond. Based on this the development of a broad strategic approach and initial plans for how to work with this.*

1. **Lack of capacity and approaches to optimise resource mobilisation work for SRH-R specific work in a shrinking funding scenario**

The HIV/Aids epidemic has received increased attention from governmental health authorities and foreign donors to reach epidemic control. Resources have thus been focussed on biomedical interventions with groups who are particularly vulnerable to be infected by HIV or are already infected, e.g. Sex Workers, Men having Sex with Men and Young Women and Adolescent Girls. This has in many ways been a very important and positive development, fast tracking a recognition of these groups and the need for dialogue to solve complex health issues. However, this focus on biomedical interventions from the government and donors towards these groups, have resulted in **limited or no support to the much-needed movement building, advocacy and communications work related to the Sexual and Reproductive Health Rights and broader Human Rights of these groups**.

Domestic philanthropic funding in Namibia is very limited and for obvious reasons shy away from controversial rights issues involving LGBT and SW rights. At the same time the bilateral and multilateral development funding has shrunk dramatically over the past years due to Namibia’s middle-income status. In this funding scenario, finding donors, developing relationships with donors and maintaining donors will require a more strategic and proactive practice than what involved PV staff members and partner staff members and volunteers have been used to.

*Therefore there is 1) a need to develop and institutionalise within PV a resource mobilisation strategy for its AYP work in Namibia, 2) to enhance the ownership of and capacity to implement this strategy within PV, 3) to enhance PVs capacity and methods to support the resource mobilisation work of its partner organisations. These are all vital element in getting ready for the new AYP strategy.*

As explained in Section 2 about the partnership, there is further the special situation that the principal architect and holder of PVs resource mobilisation training method recently relocated to Denmark and joined Spor before the method was completely finalised and documented to a degree where it could be handed over to other PV senior staff/consultants and replicated. The need to remedy this situation by finalising the method and build capacity in PV to deliver and support it, explains the relatively high input of now ‘Danish’ TA. *This is caused by this special transitional situation, is a once off investment and will potentially have a very significant impact on the sustainability of PV and its partners.*

**Relevant contextual aspects.**

In Namibia, as in most of Africa, sexual and gender minorities continue to be disproportionately affected by social and legal inequities. The high levels of intolerance, prejudice, hate-crimes, lack of differentiated services, including for SRH-R, the criminalising or ambiguous legal system exacerbate inequities faced by LGBT and SWs. Add to this the normal development phases and challenges faced by youth, and these impacts are further amplified.

Namibia has a progressive constitution that safeguards the rights of all Namibians. Adolescents and young people (AYP) have been identified as a priority population in the national human rights response. The Inclusive education policy, the National strategic framework for HIV and AIDS and the National Gender policy recognise that more needs to be done to safeguard this vulnerable group from poverty, sexual and gender-based violations, unemployment, and HIV incidence.

However, despite this prioritisation and national advances made, not all AYP enjoy the same level of freedoms and attainment of human rights. Legally, Namibia has laws such as the sodomy law that continue to marginalise AYP who identity as homosexual, trans or are gender-non-conforming as well as Sex Workers. Socially, these groups are isolated, parents resort to corrective parenting, and instances of sexual and physical violence[[3]](#footnote-3) tops the violations these groups are subjected to by community members. PV’s own national studies on comprehensive sexuality education revealed that teachers, and ultimately the school system, have limited literacy, skill and often will, to address sexual orientation and gender identity and expression within the class setting. Harmful cultural norms, gendered expectations, parent backlash, and poor community support, further ensure that these AYP remain on the fringes of society, with diminished opportunity to experience AYP development in a safe, nurturing environment. Consequences of this include poor school performance and, in many cases, high risk of school drop-out.

The violations faced at such an influential developmental phase is also not once-off but continues throughout the life span of LGBT and SWs. The incremental effects of this continued subject to violence and othering ultimately leads to low self-esteem and poor mental health, including suicidal ideation, substance abuse and isolation. Health access amongst these groups is also relatively low, as many health workers are ill equipped to deal with sexual and gender minorities within the health care system. Generally, health access for AYP is low; HIV incidence is also highest amongst Namibian AYP, with women disproportionately affected.

The effects of criminalising legislation, lack of protection laws and general societal prejudice are intensified for those persons that cross various intersections, e.g. adolescent **and** gay **and** sex worker (**and** possibly PLHIV as well!), transwomen **and** sex worker etc.

Organizations representing AYP and marginalised groups of AYPs are emergent, isolated, with no strategy guiding collective work on AYP. Organisations and groups representing this population are also largely focused on HIV prevention, treatment and care, with very little focus on human rights programming. As a result, influence work has been narrowed and isolated due to lack of agency and influence skills in communities and in organisations.

Despite the controversies surrounding work with LGBT and SW AYP, the Namibian context cannot be considered fragile (in contrast to parts of East Africa for similar work).

1. **Partnership/partners**

**What experiences and capacities does each partner bring to the intervention?**

***Positive Vibes:*** During the last 12 years, PV has developed into a leading regional capacity building and grant management organisation with a large network of partners across Africa. Its key focus area is on work with those community members most *othered*/stigmatized, in particular LGBT persons, Sex Workers and People Living with HIV (PLHIV). It grew out of a strong Scandinavian development tradition merging with an equally strong South African development/OD tradition. It has a clearly articulated approach and methodology centred around the concepts of solidarity and accompaniment combined with a range of training methodologies[[4]](#footnote-4). PV is respected among LGBT and Sex worker partners and its support and methods highly appreciated by participants, and the impact of the methods in general is well documented[[5]](#footnote-5). PV, together with LGBT activists, led the development of a strategic framework[[6]](#footnote-6) for joint action towards equality for sexual and gender minorities in Namibia and the formation of the Diversity Alliance Namibia (DAN) in 2017- 2018. PV has offices in Windhoek, Cape Town and Ondangwa and a network of facilitators and consultants across Africa.

Namibia is the home of PV and it has a strong country level presence and track record both with civil society partners, the emerging movements of LGBT and Sex Worker organisations and other youth organisations, as well as with the government. PV has on numerous occasions played key roles in national strategy and policy development processes and other dialogues with government, drawing on its extensive network of civil society partners representing LGBT, Sex Worker, PLHIV and Youth partners.

PV’s past interventions with youth have largely been focused on children and adolescents Living with HIV. However, in 2018, PV with a Global fund grant in Namibia and Fronline Aids (former International HIV and AIDS alliance) have extended interventions to adolescent girls and young women in Northern Namibia. The work with AYP has focused on SRH-R, policy and practice reform with the MoHSS, movement building and health system strengthening through the implementation of participatory health systems monitoring processes. Recently, PV has also developed interventions to work with family members of LGBT and SW youth, focused on holistic group counselling. PV is a Linking Organisation of Frontline Aids and will in this project draw on Frontline Aids strong pioneering work with marginalised AYP in Africa and beyond.

*However, in terms of resource mobilisation, with Carsten Nørgaard relocating to Denmark in mid-2018, PV has lost one of its key fundraisers and more significant in the context of this intervention has prematurely lost the chief architect and custodian of its newly developed resource mobilisation training methodology.*

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

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

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

In recent years Spor has gained experiences from cultural and communication activities strengthening the self-esteem of young people from poor or marginalized backgrounds and has developed its capacity to handle larger development and cultural exchange projects. With Carsten Norgaard joining Spor in 2018, the organisation now further holds a broad resource mobilisation training and support capacity as well as additional programme development and management capacity. Carsten as Director for Oxfam/Ibis in Southern Africa was its principal fundraiser in the region for many years and for PV in in the period 2008 – 17. In 2014-18 as Programme Manager of the International HIV/Aids Alliance/PV programme **KP Connect,** funded by SIDA, he got deeply involved in fundraising training and fundraising support to partners. Towards the end of KP Connect this came together as an almost complete basic training course in resource mobilisation and was used with success in Senegal, Tanzania, Zambia, South Africa and Namibia.

**On what have you previously cooperated with your local partner, and how will those experiences be used in the proposed intervention?**

There has been a long ad hoc relationship between Spor and Positive Vibes. This goes back to the early days of PV, while still operating as the HIV department of Ibis. This included support for Ibis/PVs information work and Spor’s involvement in the realisation of the multiple award winning Southern African HIV/Aids documentary film project ‘Steps for the future’ which PV has used in numerous film screenings around the sub-region. In 2008 Spor was involved in the organisation of conferences and activities in Denmark with the aim of showcasing PV’s experiences to Danish organisations and individuals. The two organisations have kept in touch and have had ad hoc contacts and discussions but mainly on a personal level. However, from early 2018 the two organisations had new in depth discussions and have been moving towards a more institutional and long-term collaboration. After a visit of key individuals from PVs Leadership Team to Copenhagen in August 2018 concrete joint planning work has been taking place.

**Describe the contributions and roles of the partners and of any other actors.**

The core work will be jointly planned and led with participation of key Spor and PV staff members. In the process there will be extensive consultations with PV partners in Namibia.

Spor will hold the overall coordination of the intervention and reporting to CISU and take the lead on the resource mobilisation training component. PV will take the lead on the AYP strategy development component and hold all practical planning and implementation of activities in Namibia.

In **PV** the intervention will be managed by Abigail Solomons with close involvement of Salen Kambinda (Director for Namibia), Flavian Rhode (Director of PV), Benjamin Janse van Resburg, and other key staff members.

In **Spor** the intervention will be managed by Carsten Norgaard with close involvement from Gitte Jacobsen and support from other key members

**How will the intervention strengthen the relationship between the partners?**

This will be the first concrete collaboration between Spor and PV since 2008 and is by both parties seen as the important intermediary step in developing a more long-term strategic collaboration which will bring into play Spor’s key traditional competencies around cultural exchange, media, documentaries, the empowerment of young people through arts **and** its newly acquired capacities in resource mobilisation and resource mobilisation training.

A key focus of this intervention is to explore broadly the possibilities and synergies in such a partnership as an integral part of the intervention activities. E.g. as an element of the AYP strategy development process we include sessions to share experiences broadly about how PV and Spor work, their core goals, networks, capacities, methods etc. Based on that explore areas of complementarity and synergy, explore areas of Spor adding value to PVs work, and explore areas of PV adding value to Spor’s work in Denmark.

*Both organisations have gone through significant changes and growth processes in recent years and there is a need to deepen and institutionalise the mutual understanding of each other and broaden the ownership of the partnership.*

1. **The actual intervention**

**Target group**

The ***direct target group*** of this intermediary strategy, capacity and partnership development intervention is PV staff, volunteers and advisors as well as a selection of representatives of the ultimate target group. Approximately 10 key individuals from PV, mainly women and LGBTI+ individuals will be directly involved and will through the process enhance their understanding of the problems of AYP’s in Namibia and develop strategies to contribute to solving these as well as develop their strategic resource mobilisation skills. Two key senior staff members (one holding responsibility for ongoing support to Namibian partner organisations and the other holding a similar responsibility in relation to Eastern and Southern African partner organisations) will further develop their resource mobilisation capacity **and** their capacity to co-train in this as well as hold the follow up process with partners after trainings. Approximately 40 representatives of the ultimate target group will be involved through interviews and focus group discussions around strategy options.

***The ultimate target group*** for this collaboration is Namibian Adolescent and Young People (AYP) with a focus on marginalised and stigmatised groups, e.g. young LGBT individuals, young Sex Workers (SW’s) and young PLHIV and organisations representing these groups.

The approximate number of Adolescent and Young people between 15-24 years are: 505.661 – of which male 251,838, and female 253,823 (20.35% of total population estimate)[[7]](#footnote-7). The approximate number of AYP Living with HIV is 20 000.

Concerning AYP LGBT population size, we can reasonably assume that the number of AYP LGBT individuals potentially benefitting from this work in Namibia is at least 4% of the population[[8]](#footnote-8), or approximately 20.000 individuals at any given moment.

8,082 female sex workers of all ages have identified as a part of HIV related survey work[[9]](#footnote-9), the real total of Namibian Sex Workers is likely to be higher. We have no numbers for AYP Sex Workers, however, programmatic data has shown that a significant portion of AGYW what LGBT persons reached through PV’s interventions intersect with SW groups. In PVs ongoing work they encounter many SW’s below the age of 25 years.

Changes in societal attitudes, legislation and policies around e.g. LGBT, in Namibia as in Denmark, mainly benefits future generations of AYP and then it is a much larger number who long term will benefit.

*It is envisaged that the local level partners in the future work will be a combination of 1) established organisations representing the interest of LGBT, Sex Worker and PLHIV individuals* ***with an interest in growing their AYP work*** *(most or all of these will be existing PV partner organisations within the Diversity Alliance Namibia) and 2) emerging, local, grassroot level, informal self-help groups representing one or more of the target groups. Some of the last will be associated with the established interest organisations, others will not relate to these or are not yet connected.*

*However, the ultimate target group, except for the mentioned group of approximately 40 representatives will not be directly reached within the time frame of this intermediary strategy, capacity and partnership development intervention,* ***only by the work that grow out of the initial work.***

**Plan for the work and systematization of experiences**

As explained above there are 2 components in this intermediary capacity and partnership development intervention.

1. **The development of a strategy for rights based AYP work in Namibia,** which will involve the following:

* Reviewing PV’s experiences with various pieces of AYP work in Namibia, plans, thinking, models etc.
* Consultation with key resource persons in relation to AYP work, review of relevant other experiences in Namibia and elsewhere. In particular involvement of key resource persons from Frontline Aids.
* Consultations with representatives from the target groups
* A joint workshop between PV and Spor with possible additional representation from resource persons covering the following:
  + Based on initial review and preparatory work develop the core description and justification of a comprehensive PV AYP Strategy in Namibia.
  + Identifying possible partners in Namibia to work with within this strategy.
  + Identify potential donors for the evolving work and develop a strategic resource mobilisation plan for this.
  + Share experiences broadly about how PV and Spor work, their core goals, networks, capacities, methods etc. Based on that explore areas of complementarity and synergy, explore areas of Spor adding value to PVs work, and explore areas of PV adding value to Spor’s work in Denmark.
  + Articulating areas of potential collaboration. E.g. the use of Spor’s extensive experiences around documentation and communication within PVs present and upcoming work.
* Additional consultations with key partners, other stakeholders, resource persons
* Other follow up work identified during the workshop and finalising of documents.

Work with this component will be documented in:

* A review report
* An articulation of a comprehensive PV AYP strategy
* An articulation of agreed and potential areas of collaboration between PV and Spor

1. **Enhance PVs own resource mobilisation capacity AND develop training materials and build up capacity in PV to train and support its partners in their resource mobilisation work**

This will partly happen as an integrated element of component a) above where the development of a resource mobilisation strategy and plan for supporting the evolving strategy is included as a separate area of focus. This will be done in a way that creates ownership of the strategy/plans and builds strategic resource mobilisation skills among participating PV staff members.

However, in addition, substantial work will be carried out to 1) streamline and standardize a resource mobilisation training / support package by fully developing a **Trainers Manual** and a **Participants Resource Pack** for use with PV partners, and 2) and take some important and decisive first steps in **institutionalising this training within PV** by **training two key PV staff members as co-trainers**.

PV want to use the training developed by Carsten Norgaard and others within the KP Connect project in the future and build resource mobilisation training and support for its partners into most future projects. However, **in order to replicate this training/support at scale the training materials needs to be finalised and training and support capacity needs to be institutionalised within PV.** This involves:

* As a first step, a review and edit of existing training guidelines and Participants Resource Pack elements need to be done and a few extra sections to be written. This work will be done by Spor/Carsten on a voluntary basis as own contribution and will not involve any CISU funding.
* Thereafter, a methodology development/finalisation workshop will be done. This workshop will include the mentioned 2 key senior PV staff members who will initially play the role as co-trainers and do follow up support to partners. Their involvement in this workshop and work before and after will enhance their fundraising skills as well as their capacity to train in the new method. This process will also involve PVs curriculum developer and a graphic designer/editor to develop the material further, review and improve the flow of the training, figure out how to best follow up etc.
* Explore how to effectively follow up with partners in relation to resource mobilisation (support to follow up on agreed plans, support with concrete proposals etc) so this can be centrally integrated in PVs ongoing follow up work with partners[[10]](#footnote-10).
* Based on the workshop a short editing process to finalise a high-quality **Trainers Manual** and **Participants Resource Pack**

Work with this component will be documented in

* a resource mobilisation strategy for AYP work in Namibia
* a Trainers Manual and a Participants Resource Pack, which will include guidelines for the follow up work.

**Plan**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Activity** | **July** | **Aug** | **Sept** | **Oct** | **Nov** | **Dec** |
|  | **2019** | | | | | |
| 1. **The development of a strategy for rights based work with marginalised AYP in Namibia** |  |  |  |  |  |  |
| * Reviewing PV’s experiences with AYP work in Namibia, plans, thinking, models etc. | x | x |  |  |  |  |
| * Consultation with key resource persons in relation to AYP work including Frontline Aids key staff | x | x |  |  |  |  |
| * A joint workshop between PV and Spor to develop a comprehensive PV AYP strategy, share experiences broadly about how they work, core goals, capacities etc. |  | x |  |  |  |  |
| * Consultations with key partners, other stakeholders, resource persons |  | x | x |  |  |  |
| * Planning for collaboration going forward, finalisation of all documents |  | x | x |  |  |  |
| 1. **Enhance PVs own resource mobilisation capacity AND develop training materials and build up capacity in PV to train and support its partners in their resource mobilisation work** |  |  |  |  |  |  |
| * Develop a resource mobilisation plan for PVs AYP work in Namibia and institutionalise the ownership and follow up of this within PV | x | x | x | x |  |  |
| * Review of materials **for training of partners**, filling out gabs etc | x | x | x | x |  |  |
| * Workshop to finalise training materials with curriculum designer, graphic designer, core staff |  |  |  | x |  |  |
| * Two senior staff members of PV trained to co-facilitate training and roll out follow up support for fundraising to partners |  |  |  | x | x | x |
| * Finalising training materials |  |  |  | x | x | x |
| **Crosscutting** |  |  |  |  |  |  |
| * Reporting |  |  |  |  |  | x |

1. **Intervention-related information work in Denmark**

Information about Positive Vibes work in Namibia and the new collaboration with Spor will be added to Spor’s website including text, pictures and video clips. At this stage this will just be for general information of our members and the schools and students Spor is working with in Denmark. This will be done on a voluntary no cost to CISU basis.

1. Based on PVs initial research and given its broader strategic focus, likely focus areas to be included in the new strategy are: 1)Support the growth of agency, capacity, voice and literacy of **movements** for change to address structural barriers to human rights achievement, with a specific focus on those AYP most marginal and vulnerable - this could include support for informal groups and organisations within the movement, e.g. training addressing stigmatization and self-stigmatization, training related to Sexual and Reproductive Health, and Rights (SRH-R) issues, strategy development, training of youth citizen journalists, cultural activism, capacity development, local level influence and advocacy work. / 2) Work with **traditional authorities and religious leaders** to address structural and cultural barriers to human rights attainment, e.g. isolation, forced conformity to traditional norms and corrective religious indoctrination / 3) **National level advocacy work** with the government to address structural barriers to human rights achievement, e.g. criminalisation of sodomy and sex work, lack of protective laws for LGBT persons, strengthening the differentiation of SRH-R programmes for LGBT and SW AYP, and address issues around LGBT in schools. (Sustainable Development Goals 3, 5, 10 and 16) [↑](#footnote-ref-1)
2. See description of PV in Section 2 [↑](#footnote-ref-2)
3. Sexual violence linked to sexual orientation, trans-identities and sex work was found to be the violation most frequently experienced by LGBT and SW, during the 2018 Human Right Violation study conducted by PV, the Diversity Alliance of Namibia, and the Office of the Ombudsman. [↑](#footnote-ref-3)
4. The most widely used and most significant are *HIV & Me*, the original method aiming to break down self-stigmatization among People Living with HIV/Aids. *LILO Identity* for the LGBT community, *LILO work* for the Sex Worker community, *LILO Connect* for work with mainstream organisations working with or wanting to work with LGBT and/or Sex worker organisations. For a comprehensive overview, see ‘From model project to major impact – the LILO effect. A KP Connect Learning Paper. By Katie McDonald on behalf of the KPC Team. PV/KPC, December 2017.’ [↑](#footnote-ref-4)
5. For an overview of and references to research and reviews documenting the impact of the different methods, see Katie McDonald 2017. [↑](#footnote-ref-5)
6. From recognition to reclamation. A broad strategic framework – a roadmap for joint action towards equality for sexual and gender minorities in Namibia. DAN, February 2018. [↑](#footnote-ref-6)
7. <https://www/indexmundi.com/namibia/demographics_profile.html> [↑](#footnote-ref-7)
8. One can only start to measure the number of LGBT individuals through surveys etc when levels of discrimination have been brought dramatically down, but based on figures from e.g. Canada and Scandinavia, it is a reasonable assumption that at least 4% of any population is somewhere in the LGBT spectrum, some argue for significantly higher figures. [↑](#footnote-ref-8)
9. Estimates based on 2013/14 Integrated Biological and Behavioral Surveillance Studies among Men who have Sex with Men and Female Sex workers in Namibia [↑](#footnote-ref-9)
10. PVs approach to accompanying partners over long periods (typically 3-4 years) lend itself ideally to help partners gradually institutionalise the new resource mobilisation approach [↑](#footnote-ref-10)