

1. Introduction

Project title	Informed, capacitated youth communities promoting sexual and reproductive health and rights in Zimbabwe. Youth Leaders.
Case no. of pilot/partnership project (if already approved)	
Applying DUF member organization(s)	Danish Red Cross Youth
Partner organization(s)	Zimbabwe Red Cross
Country	Zimbabwe
Exchange period in the Danish organization and in the partner organization	Denmark: 5 days of preparation with the YPA volunteer group in addition to the DUF Youth Leader Training in august/september. Zimbabwe: September 2020-april 2021 (8 months)
When will the youth leaders attend DUF's Youth Leader Training Seminar (August/September or February?)	August/september
Number of Youth Leaders from the DUF member organization and the partner organization	2 Zimbabwean and 2 Danish Youth Leaders
Amount applied for	498.306

2. Summary

The youth leader exchange will support DRCY's partnership project with ZRCS focusing on Sexual and Reproductive Health and Rights (SRHR) and Sexual and Gender-based Violence (SGBV) in Zimbabwe. In Zimbabwe almost one in three girls are married before the age of 18. Evidence shows that a limited access to education and information elevates the risk of early marriages. This creates a vulnerable youth with limited possibilities for their future making especially girls prone to marginalization by being both young and female. The youth leader exchange will support and facilitate youth-led initiatives in cooperation with ZRCS core volunteers by focusing on capacitating youth to negotiate, reflect and understand the consequences of their choices, and strengthen the Zimbabwean youth's ability to make healthy and empowered choices. Concretely, the youth leaders will be contributing with vast experience with regards to and youth-to-youth approaches including key Life Skills and Sprint.

3. The partners

Partnership capacity

Both partners have experience in deploying and hosting exchange volunteers. DRCY and ZRCS have already conducted exchange activities and four YLs are currently in Zimbabwe working on a SRHR project funded by Danish Red Cross (DRC). The future YLs will therefore get to work within an already established and tested structure in Zimbabwe, where the primary manager of the YLs, the local Program Officer (PO) will remain the same, which ensures continuity and sustainability of the structure. Other relevant prior activities within ZRCS include managing and implementing projects with different partners including British, Norwegian and Finnish Red Cross with whom they are currently implementing a youth project. Their experiences include hosting Danish youth leaders in 2010, 2016 and 2017 in connection to DUF-funded project. During this project Danish

and Zimbabwean YLs supported the implementation of youth activities in the rural area of Nyaminyami. DRCY, through the DRC, has international partnerships with two Red Cross National Societies in the Sub-Saharan region (Zimbabwe and Malawi and hopefully Kenya in the near future) as well as Greenland Red Cross. Additionally, DRCY and DRC have a joint regional youth project in Eastern Europe. The international cooperation has provided DRCY with substantial experiences in hosting and deploying YLs to support projects with partners in different countries. The DRCY YPA volunteer group supported by the DRCY international advisor will be in charge of supporting the YL exchange, which entails providing thorough preparation in Denmark and continuous technical and social support as well as follow-up and guidance on specific activities. Since the YLs will need a training in Life Skills and Sprint at master level, the training in DK will be conducted by both a DRCY staff member with expertise in LS and an experienced volunteer. The staff member will ensure the quality and necessary level of the training and thus a trainer's fee has been reflected in the budget.

During the current YL exchange in 2019-2020 we discovered that significant support is needed from the ZRCS PO and OD department with regards to the practical set-up and logistics (housing, transport) and coordination of the YL exchange project. Accordingly this budget includes support to financing the salary of the PO for taking up the necessary responsibilities related to the exchange. Please find a detailed job description attached in annex 4.

Joint planning of the youth leader exchange
The planning process has included the current YLs, the DRCY YPA volunteer group and staff from both partners. From the YPA group 4 core volunteers in the Zimbabwe group have had the main responsibility for developing the project together with the current YLs. Furthermore, and most importantly has been the preparatory study to Zimbabwe in January prior to this application. During the preparatory study, we have carried out an assessment of the current exchange to inform the writing of a joint application. The writing involved core volunteers and members of ZRCS Youth Team who have given their inputs and advice. This has been done in order for the exchange program to be an integrated part of the already existing partnership between DRCY and ZRCS, but also to ensure the sustainability and support in the local context, which we all believe to be an instrumental part of the exchange program.

4. Work functions of the youth leaders

Objectives of the project that the youth leaders will support	Activities which support the objectives	Expected results (outputs)
<p>According to immediate objective 1: To capacitate and retain skilled youth volunteers to initiate youth-led activities on SRHR</p>	<p>a. Support training of peer facilitators in Life Skills with a thematic focus SRHR and SGBV</p> <p>b. Continuous support of peer facilitators to conduct trainings of other youth in SRHR/SGBV. Support training of peer facilitators in Sprint as a means to initiate youth-led activities.</p> <p>c. Exchange visits to Chinhoyi and Bindura (2 weeks each) to support the youth clubs in the district conducting Life Skills</p>	<p>Capable youth volunteers who are able to plan and carry out Life Skills and Sprint workshops engaging youth from RC clubs in developing youth-led initiatives that respond to SRHR-related challenges in their local communities.</p> <p>Peer facilitators have continuously improved their skills and have become role models and advocates in relation to addressing sensitive</p>

	<p>and Sprint activities on SRHR and SGBV</p> <p>d. Material development including adjusting and qualifying existing Life Skills exercises and developing new ones based on needs.</p> <p>e. Support to master trainers in developing and contextualising Sprint material.</p>	<p>topics such as SRHR.</p> <p>Strengthened ability of the youth clubs in Chinhoyi and Bindura to confidently do activities on SRHR/SGBV in their local community targeting other youth.</p> <p>Life Skills material has been improved.</p>
<p>According to immediate objective 2 To promote sexual reproductive health and rights awareness and skills to youth (m/f) in Red Cross clubs at secondary school, university education</p>	<p>a. Support peer facilitators in implementing Life skills workshops with focus on SRHR/SGBV for youth in Red Cross youth clubs.</p> <p>b. Support peer facilitators in implementing Sprint workshops in RC youth clubs.</p> <p>c. Continuous support to RC clubs in implementation of youth activities through follow-up visits.</p>	<p>The peer facilitators have conducted trainings for other youth, and, thereby, been an essential part in increasing awareness and skills on SRHR of youth in RC youth clubs which enhances their ability to make healthy life choices.</p> <p>Youth-led initiatives and activities have been initiated in RC clubs and are contributing to increased awareness of SRHR and SGBV challenges and mitigating strategies, not only for youth in RC clubs and their educational institutions. These activities have contributed to increased space (for youth) to address these issues which are often silenced due to their sensitivity.</p>
<p>According to immediate objective 3 To strengthen ZRCS to develop supportive structures and networks for youth volunteers in ZRCS</p>	<p>a. Support the training of NYC and youth advisors in Sprint and Life Skills with a thematic focus on SRHR and SGBV</p> <p>b. Support the NYC in training the provincial and district youth boards in leadership skills.</p> <p>c. Provide continuous support to district board through follow-up visits and trainings as needed.</p>	<p>The NYC and youth advisors are able to conduct trainings in Sprint and Life Skills on SRHR and SGBV throughout the youth structures in ZRCS.</p> <p>Youth structures at local level are capable of taking up their tasks.</p> <p>The district youth board has been capacitated to review and support youth activities in the district as per the ZRCS youth by-laws.</p>

Tasks and activities

The youth leaders will support the capacity-building of youth clubs in secondary and tertiary institutions by supporting the development of activity plans, conducting monitoring visits and sharing ideas and concepts focusing on SRHR. The YL will also test methods for working with out of school Red Cross Clubs. Accordingly the project period will begin with a participatory assessment of the needs of the targeted youth clubs.

The youth leaders will support the promotion of SRHR awareness and skills of youth in RC clubs by supporting the peer facilitators in implementing Life Skills workshops with focus on SRHR. Furthermore, the YL will together with the master trainer support the training of peer facilitators in Life Skills and Sprint focusing on SRHR. The YL will support continuous engagement of volunteers on youth activities responding to local needs and the implementation of youth activities in RC club. This will be done by assisting the youth club members in developing small scale initiatives promoting SRHR by using the Sprint methodology and through follow-up visits.

To strengthen ZRCS developing supportive structures for youth volunteers in ZRCS the YL will help prepare and train youth council members and youth advisers in Sprint and Life Skills with a thematic focus on SRHR as well as Youth Leadership Training. They will provide continuous support to the district youth council in monitoring and supporting local youth activities.

Finally, the YLs will work on capturing and anchoring learnings developed in the partnership project, including material and concept development. A key task will be hand-over to both ZRCS volunteer structures (youth boards, master trainers) and staff (youth development team).

Working hours

The four YLs will volunteer 37 hours a week from Monday to Friday. If necessary, they may occasionally work during the weekends, but the working hours should not exceed 37 hours. In general, the workload will be from 8am to 5pm (lunch break included). The Zimbabwean YLs will be in Denmark for approximately three weeks taking part in activities with the DRCY YLs. The three weeks of training of YLs will include YLs from Denmark and Zimbabwe and potentially Malawi and Kenya. Thus, the training will be joint focusing on the local context, but also on the core competencies within the youth projects. The main purpose will be to introduce the YLs to DRCY methods and approaches applied in the international work. This will be facilitated jointly by DRCY volunteers and DRCY HQ. Furthermore, all four YLs will participate in DUF's Youth Leader Training Seminar. The four YLs will be in Zimbabwe for 8 months, where they will work to support the implementation of project

5 Capacity building in both organizations

Capacity building in the partner organization

DRCY and ZRCS perceive the project as a next step within the established partnership and the intention is to continue and broaden the scope of the collaboration. Therefore, the learnings connected to enhancing greater involvement and influence of youth volunteers will be crucial to the partnership. Both partners will document lessons learnt and experience gained from this project for continuous improvements. This will among other things be done through the YLs submission of monthly reports and during the monthly meetings between the YLs and the ZRCS Youth Team. Subsequently, it is expected that the methodology of the activity concepts, including the inherent peer-to-peer approach, will add value to ZRCS, by inspiring and enabling more youth led activities. The Zimbabwean YLs will during the exchange period be a part of the youth structures at division and subdivision level in the three targeted provinces, thereby ensuring that their knowledge and experience will be anchored in the local ZRCS branches and among the ZRCS youth volunteers at local level. This entails participation in meetings and support of the establishment, as well as sustainment of strong youth structures within the branches.

Capacity building in the Danish organization

During the YL deployment, the DRCY YLs' will have a contact person in the YPA volunteer group, who will share updates and other relevant information with the rest of the group during the exchange. When the Danish YLs return from Zimbabwe in March, they will present key learnings to the rest of the volunteer group which will be documented for future use. An individual evaluation will be held with the international advisor as well as joint with the YPA group. Furthermore, the YLs will take part in training the next round of YLs. The YPA-group has started a broader corporation with the other DRCY international volunteer groups as well as with the national groups to share experiences, tools, and create synergies and explore how tools such as Sprint and Life Skills can be used and developed in different contexts. Thus, the YLs will play an integral part in adapting and developing these tools and share with the rest of DRCY at key events.

6 Information activities in Denmark

In order to create a public understanding and communicate the international youth development work, the DRCY volunteer group Youth Partnerships Africa has planned to arrange a number of events. The first event will be on the topic of menstruation as it is a topic that links challenges in Denmark, Malawi and Zimbabwe. In both Malawi and Zimbabwe menstruation is creating many challenges for young girls as they are stigmatised causing them to stay home often from school during their periods. The topic is especially relevant as the ZRCS and DRCY partnership project focuses on sexual and reproductive health and rights. In Denmark menstruation is also a stigmatized topic and among many youths seen as a private matter only relevant for young women. With this event, DRCY aims to discuss the menstruation cup and menstrual hygiene management through the making of reusable sanitary pads and having dialogues with girls at school. The aim of the event is both to share the knowledge about the work done in Zimbabwe and Malawi, but also to help bring down the taboo surrounding menstruation in Denmark.

The volunteer group will also focus on inspiring more youth all over Denmark to take an interest in international youth development. This will be carried out by posting more change stories collected by the YLs on social media, reaching both youth in general but especially youths who are already part of the DRCY.

7 Roles and responsibilities

Communication channels

Youth Leaders and ZRCS

Program Officer: During their stay in Zimbabwe the Youth Leaders (YL) will communicate daily with the local Program Officer (PO) based in Gweru where the YL will be posted. This PO is responsible for help developing work plans, caring out activities, managing activity budgets and writing of reports to HQ. Furthermore, the PO will facilitate practicalities such as local transport, issues with accommodation, etc. The communication will happen by phone, email or most likely in person, since the YLs will be an integrated part of the local youth office in the province.

Youth Coordinator: The PO refers to the Youth Coordinator (YC) who is placed at the ZRCS HQ in Harare. The YC is responsible for the strategic progression of the partnership project, and will have the overall responsibility for approving work plans, budgets, recruiting the ZRCS YLs as well as monitoring and evaluating the project continuously. The YLs will liaise with the YC in matters of accommodation and questions on local implementation, but the YLs will let the PO know about the communication to ensure transparency. The YL will be able to contact the YC by phone, email and during the monthly meetings at HQ. The YC will continuously be in contact with the DRCY international advisor making sure that the partnership project is being implemented in accordance with the DUF guidelines and the agreed objectives.

During the youth leader exchange in 2019-2020 a need for closer collaboration between the YLs and the ZRCS youth team (consisting of 5 staff members) was identified. This need was identified both in relation to coordination of material development and activity coordination. Moreover, the YLs expressed a big wish for

feedback and sparring on their efforts from the YC. Accordingly, meetings between the PO based at ZRCS HQ in Harare and YLs based in Gweru, Midlands has been prioritized in this application and per diems for the ZRCS staff has been included in the budget.

Youth Leaders and DRCY

International advisor: The YLs will continuously be in contact with the DRCY international advisors based in Copenhagen focusing on technical support (Life Skills, Sprint), reporting to DUF on the progression of the partnership project, the development of materials as well as matters of well-being. This will be done during a monthly Skype meeting on certain fixed days, but the international advisor will also be available for communication on other times both via email, Skype and phone.

YPA-group: The Youth Leader program will have continuous support from the YPA- group who is constituted of volunteers, some of which are former YLs from Zimbabwe (and Malawi). The YPA-group are supporting and strengthening the work by taking the lead on applications, the preparation in Denmark of the YLs going to Zimbabwe as well as the evaluation after the end the stay. Furthermore, each YL in Zimbabwe has a social contact person/buddy from the volunteer group, preferably a former YL. This arrangement ensures that the YLs in Zimbabwe have someone outside of the environment with whom they can share their worries and seek advice and technical support.

Youth Leaders and DRC

The YLs will be under security and health related supervision of the Country Coordinator (CC) from DRC. Accordingly, the YLs will be integrated in the DRC security set-up and insurance scheme including security briefing, security regulations and matters of health i.e. the need for medical attention in which case the CC will help facilitate and ensure that the YLs are attended to and at facilities, which are approved by the DRC and the insurance firm. Moreover, the DRC CC and the ZRCS YC will approve the overall activity and implementation plan of the YLs to ensure program coordination and safety.

Please see annex 5 for an illustration.

Contact person in the DUF member organization(s) and the partner organization

The YL will on a daily basis report to the ZRCS Youth Team and more precisely the local PO and the YC. However, the YLs will support in terms of prioritizations of tasks and planning based on the timeline. If changes in project implementation are necessary, the PO will report to the ZRCS YC, HQ. If major modifications are necessary, DRCY will always be involved. All YLs report to the DRCY International Advisor when in DK.

Social and cultural integration

As part of the preparation in Denmark a focus will be on articulating Danish and Zimbabwean culture in order to create a cultural understanding. Subsequently, the Danish YLs will be linked to a contact person in the YPA volunteer group with experience from similar contexts and exchanges. This will enable the YLs to ventilate frustrations and get advice on how to respond to different situations. Furthermore, the DRCY YLs will have regular meetings with DRC Country Coordinator who can assist and guide in terms of cultural misunderstandings. The ZRCS YLs will prior to their departure have a meeting with Youth/OD officer at ZRCS HQ and representatives from NYC who have experience from similar exchanges in Scandinavia.

8. Selection of youth leaders

In order to ensure a democratic and transparent recruitment process, a job description will be posted on open social networks in Denmark, encouraging everyone within the target group to apply. It will be considered an asset to have volunteer experience within DRCY as well as experiences in terms of youth activities; additionally, experience within an international context is also an asset. The ideal YL candidates will be between the ages of 20 to 26, experienced within the field of cross-cultural partnerships, and familiar with the values and principles of the International Federation of Red Cross (IFRC). Additionally, it will be ideal candidates who are also familiar with DRCY core methods such as Life Skills and Sprint, and will have relevant experience with facilitation and initiation of youth led activities. Furthermore, gender diversity is preferred among the candidates. All YLs should be fluent in English and it is an asset if ZRCS YLs are fluent in Shona and/or Ndebele. In Denmark, the recruitment process will be facilitated by at least two members of the YPA-group supported by a DRCY staff member. Out of all the applicants, approximately 6 will be invited to partake in an workshop followed by an interview before the final YLs are chosen. In Zimbabwe, the recruitment process will be facilitated by the Youth Team, HQ. To ensure quality and personal compatibility, DRCY and ZRCS will ensure a selection cycle starting from advertising in March (or early April), thereby making the selection a joint effort by discussing the professional and personal competencies of the qualified candidates together and ultimately setting up a team who are complimenting each other. An early selection on both sides will leave time to integrate the YLs in the project early on, which will help ensure sustainability and ownership. English being an official language in Zimbabwe emphasises the need of all YLs to be fluent in both written and spoken English to ensure inclusion and to sustain the partnership in the long-term.

9. Practical arrangements

Logistic

ZRCS is responsible for the in-country processes. The Danish YLs will need a temporary work permit, which will be obtained through the Ministry of Home Affairs – Immigration. The process will be initiated immediately when the DRCY YLs enter Zimbabwe, and ZRCS Youth Team will help initiate and facilitate the process on behalf of the DRCY YLs. The two partner organizations are responsible for the acquirement of the necessary visas for the stay in due time. DRCY will be responsible for logistics in terms of the preparation course in Denmark such as tickets, insurance and vaccinations. The YLs will receive allowances in compliance with the rates of DUF and ZRCS. The rates are significantly different from the one of the staff and it is assessed that this ought not to create any confusion in terms of roles and responsibilities. Allowances for both ZRCS and DRCY YLs will be the same. However it is assessed by the partners that in order to accommodate for the difference in diet and eating habits an additional food allowances has been included for the DRCY YLs.

Accommodation and transportation

The DRCY YLs will be accommodated in a house with separate bedrooms to ensure privacy if local conditions allow it. The house will be furnished according to DRC delegate minimum standards and additional furnishing will be possible, if necessary within the budget allocated for this purpose. The supply of electricity in Zimbabwe is as of now not to be considered stabile which calls for the need of solar panels, inverter and/or a generator. The house will, if accepted by the landlord be equipped with such. This is also a security measure as the house will need outside lighting due to security regulations, therefore relying on the supply electricity. The accommodation will be close to the office though not walking distance. Therefore, the YLs will rely on local transportation to commute to/from work. The ZRCS will be responsible for making arrangements regarding transport which can be a local taxi driver who will be hired to take the DRCY YLs to work.

10 Monitoring and evaluation

The monitoring and evaluation of the activities will be done by the PO after the activities have been conducted on a bi-weekly basis. The YLs are obligated to write a monthly report at the end of each month, which will be send to the YC, the DRCY International Advisor and the DRC CM. The aim is to account which activities that have been done during the month focusing on the target group, the purpose of the activities as well as presenting developed materials. Furthermore, the YLs will have regular Skype meetings with the DRCY

International Advisor on matters of more technical matters such as Life Skills, Sprint, etc. The YL exchange program will also be evaluated during a monitoring visit (funded under the partnership project) from core DRCY volunteers during the deployment period, which will also include core ZRCS staff (Youth Team) and core ZRCS volunteers from the targeted areas to ensure an inclusive monitoring and evaluation. The financial management will be conducted by the YC with support from DRC and the DRCY, where they will liaise with each other on a regular basis to ensure transparent financial monitoring.

11 Risks analysis and safety issues

Risk	Importance	How to avoid or handle the risk
The YLs will have difficulties adjusting to living in country prone to economic instability and food insecurity.	Medium/high	The YLs will prior to their stay be briefed on the living conditions and the volatile situation, as it is a part of the recruitment strategy that the YLs have travel experience.
(Hyper)inflation and increase of cost	High	This will be closely monitored and communicated. This might lead to budget revisions.
The YLs will have difficulty cooperating with each other	Low/Medium	Through continuous updates and discussions, room will be made for openly addressing the need for improvement and alterations. The buddy-system will also be essential to prevent conflicts from emerging. If necessary, field staff will help mediate.
YLs decide to end stay before the exchange is supposed to end	Low/Medium	As a part of the recruitment process, both organizations will thoroughly discuss expectations with the applicants and draft a contract.

Safety issues

Currently, Zimbabwe is in a situation where reduced incomes due to depressed livelihood activities and the ongoing macroeconomic situation continues straining access to food, fuel and transport, cash and health services. Additionally, due to the drought the country is also experiencing food insecurity. This means that the YLs need to be vigilant and not partake in any gatherings that can be considered political in any way, as they must remain neutral and impartial at all times in accordance with the IFRC's fundamental principles. In matters of health, Zimbabwe is prone to epidemics such as typhoid, cholera and malaria which the YLs will be vaccinated against prior to departure. Furthermore, they are not expected to be present in areas of epidemics and should therefore be expected to be out of harm's way. Should the YLs however fall ill, the YLs will be referred to a DRC approved health facility either within Zimbabwe or if deemed more appropriate in a neighboring country. This will go through the Country Coordinator (DRC) who will be responsible for matters of health. This will be at no economic expense of the YLs. The YL will on security matters be under the regulation of the DRC, and will abide by the security directives of the DRC Country Manager of Zimbabwe. This means that the DRC are accountable for the personal safety of the YL whilst in Zimbabwe. In case of emergency, the YL will be the first of DRC(Y) personnel to leave the country as categorized as non-essential staff in emergencies. The YLs should not expect any personal harm during their stay.

12 Annexes

List of annexes

Obligatory annexes

- Draft contract
- Detailed budget (DUF format)
- Time plan