

## Fight injustice!

Nepali and Norwegian youth combat exclusion

### Norwegian summary

**Navn på søker:** Utviklingsfondet

**Tema for programmet:** Ungdomsorganisering, demokrati, innflytelse, diskriminering og sosial urett.

**Samarbeidsland:** Nepal

**Programperiode:** 4 år

Nepal er i rivende demokratisk utvikling, men noen grupper er systematisk utestengt fra politiske prosesser og samfunnsliv. Ungdom har liten innflytelse og kastediskriminering hindrer mange fra å nå sitt potensiale. Når et nytt Nepal er i støpeskjeen må ungdom, uavhengig av kjønn og kastetilhørighet, drive utviklingen mot sin egen framtid.

### Forventede endringer

Programmet skal bidra til et mer rettferdig og inkluderende samfunn i Dang-distriktet i Nepal. Ungdom er endringsaktører som står opp mot sosial urett og diskriminering. De deltar aktivt i beslutningstakingende organ, styrker lokaldemokratiet og former samfunnet de lever i. Dette bidrar til bedre framtidsutsikter for ungdom, der kastetilhørighet, etnisitet og kjønn ikke er like avgjørende for hvilke muligheter de har.

Ungdom er organisert og iverksetter tiltak for å bekjempe sosial urett i sine lokalsamfunn, på skolene og på kommunenivå. De er representert i lokaldemokratiske strukturer og bidrar til å forme lokaldemokratiet. Tiltak for ungdom og mot sosial urett er inkludert i lokale utviklingsplaner. Ungdom er representert i skoleråd, og skolesystemet har verktøy for å håndtere diskrimineringsaker og jobber for å bekjempe disse. Ungdom har bedre forutsetninger for å skaffe seg inntekt ved å ha fullført yrkesutdanning og fokus på innovative sektorer har bidratt til mindre kastestyrkt yrkesvalg. Voksne og lokale myndigheter satser mer på ungdom og ser på dem som viktige samfunnsborgere.

### Kampanjeforslag: Utafor

Mange norske ungdommer kjenner seg igjen i den vonde følelsen av å stå utenfor. De har selv opplevd å sitte alene i lunsjen, se andre i klassen gå hjem med hverandre etter skolen og gjøre sosiale ting sammen, uten at de selv får være med. Sosiale medier forsterker utenforskapet og følelsen av å ikke være god nok. Å føle seg utenfor og ensom er et skambelagt tema, og skylden rettes gjerne innover; «Hva har jeg gjort galt? Hva er det som er feil med meg?» Dette oppleves også som vanskelig for ungdom som bidrar til å holde andre utenfor, og mange kan gå med en skyldfølelse over ikke å stå opp mot urett. En kampanje som fokuserer på utenforskap vil nå mange elever, og rette søkelyset mot hvorfor det er slik og hva ungdom kan gjøre for å bryte ned normer og stå opp mot urett. Å ta opp en tematikk mange vil føle seg igjen i, vil gjøre det enklere å vise at ungdom i Norge og Nepal har mye til felles. Slik er det enklere å engasjere norske elever i et nytt solidaritetsløft, som kan bidra til en bedre hverdag for både norske og nepalske ungdom.

## Part 1 Program

### Situation analysis

Nepal, a country of staggering beauty, progressive in shaping a new federal democracy, however characterized by systematic injustice. The country is one of the world's poorest, and scores low on many of the UN's development indices. About half of Nepal's 30 million inhabitants are under 20 years of age, representing one of the country's biggest assets. But, the country's authorities have not allowed young people to reach their potential or given them access to influencing the society. The future prospects are bleak for a large proportion of the country's youth. Poverty, an inadequate education system, and poorly developed social services are some factors hindering young people's development opportunities.

In Nepal, your prospects are largely determined before you are born. With any luck, you are born into a high caste family. It does not necessarily mean that you are high on financial resources, but you will at least have a last name that helps you move into a slightly more privileged position than others. Despite being abolished by law in 1963, in Nepal, caste based discrimination still influence all parts of society. The Dalits and other marginalized communities are systematically excluded economically, socially, financially and culturally. Strong restrictions are put on their lives. Dalits and other marginalized groups have access to fewer resources. The difference between castes is also visible in development and living standards, where Dalits score lowest on life expectancy, education and income.

The illegal practice of caste based discrimination and untouchability is one of the most extreme examples of injustice in Nepal today. Children and youth have to sit separately from others when they have lunch because their schoolmates are brought up seeing them as "unclean". Although many young people are questioning this practice, they don't know how to break the cycle of discrimination that have guided their families in generations

Gender-based discrimination is widespread. Nepal is ranked 118 with a score of 0.498 on the UN Gender Inequality Index. Social and cultural practices ensure girls fewer opportunities than boys. Fewer girls start school, and girls stop their education earlier. Such practices maintains the gender gap. Also discrimination against people with disabilities is widespread. Nepal's over half a million people with disabilities are generally poorer, have less access to information and opportunities than the general population. Many are subject to multidimensional discrimination. A young, blind, Dalit woman encounters obstacles in various social arenas because she is young, female, Dalit and has disabilities.

Both Dalits and other youth in Nepal experience that they have few opportunities to express their opinions and influence the society and local environment. They lack room for discussion and debate over established social norms. And they lack the confidence to oppose the injustice brought upon them. There is little tradition for youth organization and participation, and very few young people have power over their own lives.

Nepal is undergoing rapid democratic development. The constitution of 2015 ensures the representation of Dalits and other marginalized groups in all three tiers of government. Elected representatives have finally taken office at the local level after the first local elections in over 20 years was held in May 2017. The decentralization process provides a unique opportunity for youth, Dalits and other marginalized groups to influence and shape the new democracy, but they face great challenges. Due to lack of capacity and discriminatory practice, Dalits and marginalized groups still face difficulties having their voices heard and recognized. According to Nepali law, local authorities

are obliged to set aside a certain proportion of the budget targeting children and young people, as well as for inclusive measures aimed especially at low castes and women, but this isn't necessarily implemented. For citizens to gain confidence in the emerging local democracy, it is important that people across castes, religion, age and gender, participate and have real influence on the design of plans. This way they can hold authorities accountable, and help local policy processes contribute to combating social injustice and discrimination.

The Dang district, located in the western part of Nepal, is one of the least developed parts of the country. 62.5% of the population are low castes or indigenous peoples, and a tenth of the population is Dalits. Youth between the ages of 10 and 19 make up about 26% of the population. Like most young people in Nepal, they face discrimination and major challenges related to schooling, job prospects, and social exclusion. They experience alienation and discrimination. They lack knowledge of rights and their obligations as citizens. They don't participate in decision making thus lack influence in their own lives. Little space exists for youth to discuss and question the established social norms, and even though they might see the injustice, they lack the confidence to stand up against it. Without efforts, these traditions and practices will continue to limit the opportunities of youth. When a new Nepal is in the mold, youth must not only participate, but also be able to drive, the development towards their own future.

#### Program theory of change

Active participation in society requires knowledge and awareness of rights, duties and how various factors influence society and development. By facilitating meeting places where youth across gender and social affiliation can build knowledge, discuss challenges and share experiences, they can propose measures to tackle obstacles that can be implemented, by themselves or others. Becoming organized is an important starting point for participation and influence. It gives young people space and opportunity for achievements that strengthen the confidence of the individual, and can make them stronger together. Youth are central forces in changing attitudes and break traditional patterns. This is a lengthy process, but combined with education and awareness of adults, from parents to teachers and local authorities, change is possible.

Participatory processes and inclusion of different stakeholders contribute to better policies and action plans, which take into account the needs and rights of the various groups. Experience from Nepal shows that participatory municipal planning has provided measures that benefit disadvantaged and marginalized groups, increased transparency and accountability of local authorities. If young people are included in developing local plans that strengthen their opportunities, youth's confidence and commitment to democracy is also strengthened.

The future prospects of youth in Nepal depend on them being able to complete their education or acquire other skills and knowledge for their professional life. With less discrimination, in the school system and elsewhere, fewer young people will feel excluded. By facilitating inclusive vocational training in innovative sectors such as eco-friendly technology, the choice of profession will not, as practice be, be governed to the same extent by caste or gender, as newer professions have not been *tagged* as caste specific.

#### Anticipated changes

The program will contribute to a more just and inclusive democratic society in the Dang district of Nepal. Young people are actors of change, when they rise against social injustice and discrimination, and actively participate in decision-making, that strengthens local democracy and influence

communities. The program will be implemented in seven rural municipalities (Bagaluchi, Rapti, Gadhawa, Dangisharan, Shantinagar and Babai), an urban municipality (Lamahi), and two rural / urban municipalities (Ghorahi and Tulsipur).

**Program impact:** Less social injustice leads to better prospects for youth in Dang district of Nepal

**Program outcomes and related outputs:**

1: Measures to combat social injustice and discrimination are implemented in schools and communities.	2: Young people are represented in the local democratic structures	3: Young people have increased possibility for earning income locally
<ul style="list-style-type: none"><li>• Youth is organized in youth clubs</li><li>• Youth have been trained in organizational activities, leadership, inclusion and gender equality</li><li>• Networks of youth clubs are established at municipal and district level</li><li>• Youth have been given training, equipment and means to implement their own initiatives in the local community</li><li>• Teachers and school authorities have been trained in inclusion and youth participation</li><li>• Youth is included in school councils</li><li>• The schools have established a system for handling discrimination cases</li></ul>	<ul style="list-style-type: none"><li>• Youth have been trained in democracy, how the local structures work and influence work</li><li>• Local authorities have been trained in youth participation and inclusion</li><li>• Youth have been trained in municipal planning tools</li><li>• Youth are included in municipal planning</li></ul>	<ul style="list-style-type: none"><li>• Young people have received support for books, equipment and course fees for education in practical and technical subjects</li><li>• Youth have been given the opportunity for further learning through internships</li><li>• Youth have been supported to participate in preparatory courses in order to work in the public sector</li><li>• Youth are in contact with potential employers</li><li>• Youth have been trained in starting and running a business</li><li>• Established local loan systems have become more accessible to young adults (over 18 years).</li></ul>

**The program will contribute to the following long-term changes in youth and other target groups:**

Youth is organized and structures for youth organizations have been established in local communities. Young people know their rights and duties, they have acquired knowledge of various conditions that affect their lives and the society around them. Youth have knowledge and skills to pass this on to those even younger who want to join the clubs. The clubs have prepared plans and have access to funds for taking measures they deem important for ending social stigma and combating discrimination.

Youth is included in local democratic structures and influences the design of local action plans. Youth have better practical and technical skills to meet professional life. School authorities and teachers have more knowledge and awareness of social inclusion, and have developed systems to handle cases of discrimination. School councils, where youth are included, have been established. Youth Dalits and youth from other marginalized groups are included and properly looked after in the school system.

Local authorities have a greater knowledge of how they can include youth and fight social injustice. They have included youth in planning and implementation processes, and have a more open and transparent way of managing the municipal budget. Local authorities set budgets for youth and social inclusion, and have arranged for youth clubs to access funds.

**Activities**

**Organizing youth clubs:** Local youth clubs are established both at school premises and in the local community, so that youth who do not attend school can easily participate. In the clubs and networks, everyone shall be able to participate on equal footing, also in leading positions. The program will provide training in organization skills, democratic activities, leadership and advocacy, as well as participatory planning and design of plans. Youth will be trained in various tools for information dissemination and awareness raising, such as production of radio programs and theater. The program will ensure access to funds so that youth clubs can take action, and provide necessary equipment. When youth clubs are established locally, they will be merged into networks at local, municipal and district level.

**Inclusive schools:** Teachers and school authorities will receive training in inclusion and youth participation, and schools will receive guidance on how to establish systems for handling discrimination cases. The program will work to ensure that youth are represented in the school councils.

**Democracy building and youth participation:** Youth will be included in the development of multi-year municipal plans, as part of building democracy and gain the tools and opportunity to become active drivers of the new local democracy. Right now a window of opportunity for policy change exists through more diverse representation in all tiers of government. Youth must not be left out at this crucial time. Through participatory municipal planning, the needs of the local community are addressed and made visible in prioritized measures, budget allocations and mode and time of implementation. When the municipality has developed a good plan, that meets the authorities' criteria, this contributes to the district authorities allocating more funds to the municipality. Preparing municipal plans is complicated and demanding for newly elected local politicians. The program will use appropriate tools for inclusion of different groups and their needs. Representatives from the youth clubs shall actively participate in this work. They will have the opportunity to advance their needs and work to have their activities included in the plans. Participation in municipal planning gives young people and communities a strong ownership of the measures, while providing transparency. The youth are trained in how to follow up on whether measures and budgets are being implemented as planned, and in order to keep those responsible in charge of their actions. Through these processes, youth are represented in the local democracy structures. To strengthen the sustainability of the program, efforts will be made to ensure that the authorities set aside funds for youth clubs' own initiatives.

**Practical and technical education for youth:** The program will provide youth from resource-poor families with support for books, equipment and courses fees for practical and technical education. This will be done through established training centers so that the courses are certified. The courses provided will depend on the youth's own interests, availability and demand in the job market. The program will use partners' existing experience and contacts with both the public and private sector to provide internships and establish contact with potential employers. Vocational training includes training in starting and running businesses, including how to prepare business plans, budgets, accounting and marketing. The program will link up with established local loan systems that are managed by government or other organizations, and work to make these more accessible to those young people who have reached the age of 18.

The target group

"Fight injustice" will reach about 15,000 youth in 10 municipalities in Dang, one of the poor districts in province 5. The district has a diverse population, with 62 different casts, 21 different languages

and 6 religions. Young people between 10-19 years old make up about 25 percent of the population in the area. The target group will be youth aged 13-19. Dalits and other marginalized group are prioritized, but the program will expand to include youth from all castes and ethnic groups. Half of the target audience will be girls. Youth with disabilities will be included in the program. A large proportion of young people will be from rural areas, but youth from urban areas will also be targeted. The program will work directly with local authorities, the newly elected municipal councils, school systems, parents and traditional leaders in local communities.

#### Local partners and national authorities

The program will work with authorities at the local, municipal and district levels. This applies to both the recently elected municipal councils, as well as public institutions such as the education system, the children's and youth offices, and the office for business development and job creation. To secure ownership, the authorities will be involved in planning, implementation and follow-up. There will be awareness raising and training of local authorities and other stakeholders in youth participation and other relevant topics. This also applies to the school authorities, where the program will work to represent students in school councils. Efforts to include youth in decision-making processes are an important part of the program. The program will work for local authorities to integrate the measures into their plans. The program will work with local health authorities and relevant service organizations to better include youth with disabilities. The program will be implemented in cooperation with three local partner organizations:

**Namsaling Community Development Center (NCDC)** has been a partner of the Development Fund for a number of years. They have long experience with youth work and have expertise in participatory processes for designing municipal plans, gender mainstreaming, entrepreneurship development, renewable energy technology promotion and climate change adaptation. NCDC has experience with the use of participatory analysis, planning and implementation of various measures, and methods of training to strengthen the impact of the current municipal reform and local elections. NCDC will be responsible for coordination between the three partners.

**Dalit Welfare Organization (DWO)** is a large National NGO works for Dalit human rights and development in Nepal to establish a justifiable society by eliminating caste based discrimination and untouchability. It's primary target groups are women, youth, children and vulnerable community, especially from Dalit and most marginalized groups. DWO works across the country. This is the first Dalit organization that has produced and broadcasted radio program identifying Dalit issues and awareness raising through its own Radio Station. DWO received 'UNICEF award 2013' for Vocational Training with Sports and Visioning classes, and has also established Youth Employment Fund for supporting youth developing entrepreneurship.

**Feminist Dalit Organization (FEDO)** is a national non-governmental organization founded in 1994 to stand up for the rights of Dalit women. Since then, FEDO has organized and trained groups of Dalit women to integrate them into the majority society and the national development process. FEDO represents the rights of socially disadvantaged groups, especially Dalits and women. The aim is to eliminate gender and caste discrimination on the basis of a just Nepalese society in which all people have equal access to justice, education and economic participation. FEDO works at grassroots, regional, national and international level. FEDO train Dalit women in leadership skills so they can run for local committees and offices and better represent their social and political interests. It is also committed to ending violence against women and caste discrimination.

#### Youth participation

The program is based on a participatory planning workshop in Nepal (2017), where 6 young people (including 5 Dalits), representatives from each partner organization and the Development Fund participated. During the workshop, young people and partners analyzed problems and what changes they wish to achieve, and identified measures to achieve these changes.

The program's activities are designed for, and will largely be conducted by, young people. The program will educate, raise awareness and organize youth so that they can develop plans and actions they wish to implement in their communities. Many activities will first be defined when the young people themselves have identified their measures and needs. The young people are to manage funds themselves in accordance with guidelines, and submit accounts and report to the steering group. The Development Fund has good experience with the inclusion of youth in the implementation, follow-up and management of the programs, and will continue to do so. Youth should be included in the development of basic data, follow-up and data collection, and documentation.

#### Risk assessment

**Parents' confidence in and understanding of the program:** Fear that young people, especially girls, will be exposed to dangerous situations, and unwillingness to accept that disadvantaged groups and girls participate in the activities, can negatively impact the program. Measures to increase trust and acceptance include good dialogue with parents; facilitating the organization of clubs in well-known arenas (e.g. schools); raising awareness in local communities about gender equality and social inclusion, and implementing the program in areas where partners are already established.

**Lack of faith in youth leadership skills and unwillingness to change attitudes and practices** of government, schools, families and society can hinder program achievement. Preventive measures includes; all relevant stakeholders will be involved throughout the program period; raising awareness and capacity building of key actors on youth participation, democracy building and inclusion; Gradual inclusion of youth in decision-making bodies, so that they are prepared and able to show results.

**Youth fall out:** The above factors, poor job prospects and the fact that changes take time can be demotivating. Youth clubs may lose members due to migration. Vocational training responds to an expressed desire of youth in the area. By giving young people great influence over the activities of the youth clubs and better prospects, as well as close follow-up so that they do not feel left to themselves, the risk will be reduced.

**Conflicts related to resources from the program** flowing into the communities, misuse of funds and nepotism will affect the program negatively. Transparency about plans and use of funds, and clear criteria for allocating the various support schemes reduce the risk. Clear guidelines for youth club funds, and that all clubs have access to funds prevent competition. *Social audit*, where youth and communities go through and check accounts and activities, is implemented as an important control mechanism. Training in anti-corruption among all involved is another important measure.

**Adverse effects of loan systems** can occur if young people struggle to maintain their repayment obligations. The partner organizations will identify good existing loan systems, with an interest rate that is not too high, realistic criteria and individual repayment plan. Youth under 18 will not be included in the scheme.

**Political instability and social unrest can arise and make it difficult to carry out activities.** This risk is considered lower after the local elections in 2017. Both the Development Fund and its partners follow the political situation and will, if necessary, initiate measures to limit any negative impact it may have on the program.

**Natural disasters:** The program may be adversely affected by floods, earthquakes, landslides or similar. In such a situation, program activities are put on hold, and a careful assessment of the situation will be undertaken before resuming. The Development Fund and the partners comply with comprehensive safety and risk analysis and will follow safety routines if the situation so dictates.

Budget

See Annex 1

## Part 2 Applying organizations

### Organization and competence

The Development Fund is an environmental and development organization that supports people living with poverty in Asia, Africa and Central America in their quest for a better life. Solidarity, participation, justice and sustainability are guiding principles for our work. Organizing and strengthening poor and marginalized people and communities so they can influence decisions that affect their lives lies at the core of our work since the establishment in 1978. We work closely with local partner organizations that have close contact with the target group, and build local expertise to ensure sustainability. In collaboration with our partners, we work side by side with our target groups to identify challenges, find solutions, and take action.

Youth is an important target group. We work to strengthen the rights of young people and their participation in decision-making processes, locally, nationally and internationally. We work for more young people to be employed and have good future prospects. Our broad experience from previous OD programs will be continued in designing, coordinating and following up the program.

We have 35 years of experience with program operations in Nepal. "Fight injustice" will be part of our existing Nepal program, where Dalits and other marginalized groups are an important part of our target group. The Dang district is one of the geographical areas of our existing land program, and this could strengthen the effect of the measures in the OD program. Strengthening local democracy through participatory municipal plans is a key part of our Nepal program. Over the past five years, we have contributed to the development of 29 municipal plans in collaboration with NCDC. Evaluation and feedback show that the work is recognized by both the authorities and the population, and more of the state budget now reaches the most marginalized areas and groups, across sectors. In the Dang district, we work especially to strengthen the rights of the Dalits, through income-generating activities and strengthening participation in political processes. Before the local elections, women across the caste were trained in order to better influence and, if desired, have both the courage and the competence to stand for election. Now that more women and Dalits are in position and part of the decision-making system these members are resource persons in our work with the youth.

The Development Fund has a local employee in Nepal who, in collaboration with the country program manager in Oslo, works with coordination and follow-up of partners. In the Oslo office, we have employees with expertise in youth work, inclusion and gender equality, and other topics related to our work. The Development Fund is active in the Norwegian Dalits Solidarity Network, leads the Nepal Network of development organizations in Norway, is an active member of the women's network organization FOKUS and collaborates with the Atlas Alliance on the inclusion of people with disabilities.

Participation of youth at all levels



The Development Fund has, among other things through OD 2003, OD 2007 and OD 2014, developed good methods for creating space and ensuring participation of youth in planning and following up both the OD program and long-term local plans. The Development Fund, in collaboration with youth in *My Life – My Choice* (OD 2014), has created a tool for assessing youth participation and is planning further measures to strengthen this. The tool can be adapted and further developed with youth in "Fight injustice". We will continue to have good experiences from being a driving force for young people's knowledge and skills to be valued in their communities, as well as measures that strengthen your influence and co-influence. Experience shows that it is important to work with attitude changes in our partner organizations, and that there is a need for a driver to ensure that young people have a part in the implementation of the program. Through the previous OD program, the Development Fund has seen that flexibility during the program period is essential for increased youth participation. In order to allow for such flexibility, in this program we reserve some funds, which are not tied to specific measures from the beginning, but will be used for activities identified and planned by the youth clubs themselves as the program progresses.

#### Inclusion, gender equality and youth with disabilities

Including vulnerable, vulnerable groups is a priority in the development fund's work. We must ensure that the challenges and strengths of both girls and boys are taken into account. In Nepal, we have a person working specifically on strengthening gender equality and social inclusion of all partner organizations, she is also an employee of this program's partner NCDC. In recent years, the Development Fund has increased its own and its partners' competence in integrating youth with disabilities. We will use experiences and methods from our own and others' projects, and will work for active inclusion of young people with disabilities. Experience shows that this requires special follow-up and collaboration with organizations that represent these groups.

#### Participatory planning, program design and sharing of experience

The Development Fund has vast experience in participatory planning and program design. It is also the base of the "Fight injustice" program, and will continue to be so in the further planning and design. In these processes, the employees of the Development Fund and the partner organizations make sure that views and solutions of young people are included. The Development Fund will work for the sharing of experience and close cooperation between all stakeholders in the program. The partners have been selected on the basis of their special competence and to complement each other in the work. Solidarity is a fundamental value for the Development Fund and we will work to ensure that the OD's spirit of solidarity is continued in the program.

#### Experience and expertise with information campaigns

The Development Fund knows from experience that working with the OD is motivating and unifying for us as an organization. The entire organization wants to step in to create an exciting and important campaign. We know that changes in attitude and action with us living in Norway are an important part of development work. Therefore, information work, public education and influence work have been a central part of our work. Solid experience from solidarity and development work has given us knowledge that we have a responsibility to share. It is important for us that the target groups we work with get a voice in the public debate in Norway and in the rest of the world. The Development Fund has long and varied experience in campaign work, and we have a large field of impact with different target groups and in different media. Experience from previous OD campaigns gives us a lot to play on. We are well acquainted with the OD's working methods, values and objectives, and this time will also be able to actively contribute to the information campaign and international week.

Spire, the Development Fund's youth organization, will participate in the campaign work. Spire knows what engages young people and how to approach the target group. Through its nine local teams and around 1,000 members, Spire has a network of dedicated youth who are campaigning in many parts of the country. Spire, which emerged as a result of the OD 2003, has a collaboration with the youth groups affiliated with the OD 2014, and will be able to use this experience in a new campaign. In 2018, Spire started exchanges with two of the partners in Ethiopia and Malawi through NOREC, and youth who had been organized through the OD 2014 participated in this. This is one way that the cooperation between Spire and the Development Fund creates important extended effects.

The Development Fund has for many years collaborated with diaspora groups in Norway, and has good contact with the Nepali diaspora. We are a member of the Norwegian Dalit Solidarity Network, coordinating the Nepal network for various Norwegian organizations working in Nepal and active in the Norwegian Nepal Association. We will mobilize both Nepali diaspora and other “friends of Nepal” in the campaign, in addition to our own employees and other supporters. During the OD 2014, we recruited several volunteers who traveled around and gave lectures during International Week, and we will use the experience of this campaign in the training and conduct of lecture tours.

#### Procedures for monitoring and control

The Development Fund will work continuously with the local partners to strengthen their competence in results-based project monitoring. We also work with strengthening our partners in areas such as financial follow-up, anti-corruption, gender equality, organizational capacity and incentive work. We have fixed systems for financial follow-up of all projects. Local employees, together with employees in Oslo, carry out checks, follow up accounts and reports. The Development Fund works with local partners to ensure a common understanding of budgetary and accounting practices, and assists in further improving their internal control routines, training and counseling where there are weaknesses. Procedures for alerting and handling corruption suspicions are part of the contracts we enter into with our partners. We conduct anti-corruption training both for our own employees and for the partner organizations. The starting point is zero tolerance for corruption. In case of suspected default of funds, thorough review of accounts and supporting documents, including external expertise, is initiated. Measures are taken and serious breaches can lead to immediate suspension of cooperation. A binding contract is signed with the partners annually. The contracts contain criteria for the use of funds and for reporting any defaults. All project accounts are audited by the local auditor, and then by the auditor in Norway. The Development Fund signs a contract with all auditors. The General Assembly, the highest authority of the Development Fund, elects an auditor in Norway. The audit follows international standards. We review the audit report with local partners, and any follow-up measures following the recommendation of the auditor are jointly planned and followed up by our employees.

## Annex 1 BUDGET Fight injustice! – Operation Days Work 2020

	NOK
Investments	83 337
Outcome 1: Measures to combat social injustice and discrimination are implemented in schools and communities	9 340 493
Outcome 2: Young people are represented in the local democratic structures	1 126 011
Outcome 3: Young people have increased possibility for earning income locally	1 685 233
Program personell costs	862 202
Learning and evaluations	129 757
Program costs	13 143 696
Administrative and financial personell costs	494 693
Other administrative costs	387 391
Partner administrative costs	882 084
Technical follow up and capacity building	1 128 886
Administrative costs Development Fund	761 998
<b>Totalt costs (four years)</b>	<b>16 000 000</b>
<b>Total budget per organization</b>	
Namsaling Community Development Centre (NCDC)	5 194 859
Dalit Welfare Organisation (DWO)	5 347 059
Feminist Dalit Organisation (FEDO)	3 569 198
Costs administrated by Development Fund	1 888 884
<b>Totalt costs (four years)</b>	<b>16 000 000</b>