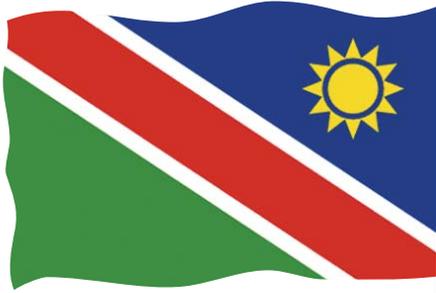


# NAMIBIA



Emily May Brown - Board member



Sarry Xoagus-Eises - Country manager



Veronika Haibili

Country	Namibia
Board Member	Emily May Brown
Staff Members	Sarry Xoagus-Eises and Veronika Haibili
When registered	January 2012
Alliance focal network	NANGOF/Alliance
Government COEs	36
Media COE's	1
Key partners	Ministry of Gender Equality and Child Welfare; Association of Local Authorities in Namibia (ALAN); The Namibian Association of Local Authority Officers (NALAO); Polytechnic of Namibia (PON); and Alliance of Mayors and Municipal Leaders (AMICAALL).

## Protocol@Work Summit facts

- 93 participants- 56 females and 37 males.
- 52 entries- 28 females and 24 males in eight categories.
- Seven females and two male winners.
- Five civil society organisation were represented.
- Twelve councils from the 14 political regions of the country also participated, while 11 each presented a case study on the COE for gender mainstreaming in local government.
- Four junior councillors from Arandis and Keetmanshoop attended.
- Five media students from the PON were covering the event.

2014 was the year of reckoning for GL Namibia. The office faced a few challenges with the NEPAD donor grant coming to an end in September. Despite the challenges, work continued with many successes. GL Namibia, also began collaborating with other civil society organisations to help advance the rights of people of diverse sexual orientations and gender identities.

## Background

Since 2011, GL Namibia office operated from the country manager's home of Sarry Xoagus-Eises. Despite all GL work and activities taking place in a confined space, the office made great strides. In 2011, a NEPAD Tender was secured for the purpose of cascading the media and local government Centres of Excellence. The GL office was then established in late 2012. Following the NEPAD grant coming to an end in September 2014, the office had to downscale and is once again anchored from the home of the country manager.

## Key achievements

- GL Namibia has made great strides in the implementation of the COE programme in more than half of the country's local authorities. A Gender Focal Persons Forum was developed in 2014 which helped encourage and emphasise ownership of the COE process within councils.
- Thirty-six councils now have gender action plans, and most of them have also aligned their current action plans to the planning framework of the SADC Protocol on Gender and Development. Many have also committed

themselves to implementing the COE work in their respective directorates. Moreover, the Gender Ministry's Coordinating Mechanism has now integrated the COE project into their coordinating structures.

- In conjunction with the Canadian Fund, Local Authorities and the Ministry of Gender Equality and Child Welfare in Namibia, GL worked with LGBTI organisations to help create awareness about gender and sexual diversity, and worked with councils to ensure gender actions plans were responsive to the LGBTI community in Namibia.
- The office also organised three district summits in three political regions of Namibia, and the winners proceeded to participate in the National Gender Summit, which went on to compete at the Regional Summit in Johannesburg.
- We also however managed to facilitate training for the LGBTI community through funding from the Canadian Embassy. This project was also run in conjunction with the in Namibia.

### Key challenges

- Funding has depleted. More donor funding is critical for training workshops and the completion of the COE process in the remaining 17 Councils.
- Although councils have gender action plans in place, they do not have budgets that allocate money specifically for gender mainstreaming and gender violence campaigns.

### Lessons learnt

- Cascading the COE processes regionally is important, especially in the wake of the integration of the COE process in the Gender Ministry's Coordinating Mechanism.

- More active engagement from the local association would be useful to advance the COE process across the country.
- Sharing of best practices country at the regional/national summits creates more interest in the COE work and encourages COEs to own the gender mainstreaming efforts.
- All partner Memorandums of Understanding (MOU's) need to be revisited. GL and COEs should work more collaboratively rather than in isolation.
- COEs funding workshops and training demonstrates ownership, commitment and ensures sustainability of the gender mainstreaming programme.

### Key priorities for 2015

- Develop an aggressive funding strategy to attain local and/or regional funds for the continuation of country operations.
- Host the 2015 Summits and popularise the post 2015 gender agenda.
- Strengthen gendered mainstreaming networks in the private sector.
- In conjunction with the Ministry of Gender Equality and Child Welfare, secure buy-in from the Regional Governor's level in all 14 political regions of Namibia.



GL Country Manager - Sarry Xoagus-Eises, facilitating a COE Workshop and developing the Gender Action Plan.  
Photo: Gender Links