

REPORT
CENTRES OF EXCELLENCE STAGE FIVE WORKSHOP
NAMIBIA

COUNCIL: BERSEBA VILLAGE COUNCIL, KARAS REGION



DATE: 25 - 27 SEPTEMBER 2012
VENUE: BERSEBA VILLAGE COUNCIL CHAMBERS

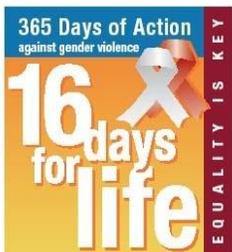


Table of contents

Executive summary

Background

Process and activities

Outcomes

Way Forward

Annexes

- A - Programme
- B – Participants' list
- C – Gender action plan
- D – Summative workshop evaluation

Executive Summary

This is a report on the proceedings of the Centres of Excellence for Gender Mainstreaming in Local Government Stages 4 - 5 workshops held from 25 - 27 September 2012 at Berseba in the Karas region. This was the second village to be visited to introduce the COE concept. Earlier, in August the same year, two members of the Council were trained in the COE concept to assist Gender Links in the popularisation of the process. Although the village is facing mammoth developmental challenges participants were happy to attend the workshops. Challenges of unemployment, domestic violence, rape and other social evils are confronting the community there. They, however, looked forward to these workshops hoping that it might bring some relief to their needs. It was well attended as all five councillors were present, the Village Secretary leading them.

The purpose of the programme was to;

- Build participants' understanding around key gender concepts
- To empower participants around personal empowerment
- Build capacity around issues of gender, democracy and good governance
- Look at what makes good leaders through looking at transformative leadership
- Look at key concepts like gender policy and planning
- Assist participants in understanding the importance and synergies around gender, the economy and budgets
- Develop a Local Gender Action Plan
- Develop a Local 365 Day Gender Violence Action Plan
- Popularise the SADC Protocol on Gender and Development through a meeting on the Protocol.
- Establish communication strategies for the GBV action plans.
- Inform councils about the collection of good practices for addressing GBV at local level and in the Gender Justice and Local Government Summit.
- Assist councils in seeing the importance of making IT and the media work for them
- Empowering women leaders around the Media Literacy tools.

See the full workshop programme attached at **Annex A**.

Over the three days, the workshop was attended by a range of council officials, councillors and Non-Governmental Organisations' (NGOs) representatives and recently appointed GFP and GC; See **Annex B** for the full workshop participants list.

The Draft Berseba Council Gender Based Violence Action Plan that the participants produced is attached at **Annex C**.

The participants evaluated the workshop as having been an enlightening one. A summarised version of the evaluation forms is attached at the end of this report as **Annex D**.

Background

In 2003, GL undertook the first comprehensive study of the impact of women in politics in Southern Africa. One of the key findings of "*Ringing up the Changes, Gender in Politics in Southern Africa*" was that local government is a sadly neglected area of the gender and

governance discourse. Taking heed of this finding, GL conducted ground-breaking research in 2006/2007, *At the Coalface, Gender and Local Government* covering South Africa, Lesotho, Mauritius and Namibia. A key finding of this study was that few practical steps have been taken to mainstream gender in this tier of government or to build the capacity of councillors to lead this process. The study has since been extended to nine countries. In terms of process, once the research reports have been written up, GL hosts launch and strategy workshops in the respective countries with key stakeholders and partners. The local government associations of that particular country had to map out a way forward on how to roll out the strategy and host Gender and GBV action plan workshops. The launches were then followed by Gender and GBV action plan workshops that were held at a provincial, regional or district level to ensure that all councils have gender action plans.

In 2009, GL embarked on a study on Zimbabwe's women representation and participation in local government to assess the conditions necessary to increase the representation of women in local government in Southern Africa, and to ensure their effective participation. In March 2010, GL convened the first Gender Justice and Local Government Summit and Awards to gather evidence of institutional and individual initiatives to empower women and end gender violence. The recommendations of this event informed the need for councils to become Centres of Excellence for Gender Mainstreaming in Local Government to ensure that Councils have the necessary support to address issues of gender across all spheres.

Processes and activities

The three day training workshop programme, which included key gender concepts, gender and governance, gender economy, gender budgeting, HIV and AIDs, Care work, Local Economic Development, Climate Change and the SADC Protocol on Gender and Development Stages 3 Module, employed the learning by doing approach which enabled participants to an engagement participatory approach. To this end, all modules were strategically designed to involve each and every participant to made use of role plays, and exercises.



A participant's busy drawing up an action plan

There were detailed sessions on all of the core functions of local government. Functions, including gender responsive budgeting, gender equality in service provision, land rights and urban planning, local economic development and violence against women. Strategic and practical needs assessments were done when planning for specific or gender budgeting in councils with role plays.

Welcome and opening

The Secretary of the village council, Thomas Dryer, welcomed the participants. He told the GL team that the council was willing to support any project introduced there. The GFP and the GC, including the Ministry of Gender Coordinator were all at hand to help drive GL vision and mission during the workshop. The keynote speaker at the workshop was the Chairperson of the Village Council, Hon. Sarah Isaack. During her address, she acknowledged that she has known Gender Links during the 55th Annual General Assembly of ALAN. She says presentations made by the Country Manager on the processes of the Centres of Excellence for Gender Mainstreaming in Local Authorities were an eye opener to her. Since then, her wish was, to bring GL projects to her Council. But "my dream has come true", Gender Links Namibia is here with us in Berseba". She pleaded with Council, stakeholders and the community, to welcome projects introduced by GL Namibia at the Village. This she says, "Is a small Village who need development, especially in areas of women's advancement as there are no projects at the village that speaks to women's needs. She urged GL to assist women to realise their economic goals at the village.



Group Photo Berseba

Modules

These modules were strategically designed by GL to suit the needs of the Council, community and stakeholders at village level, and Berseba being one such village is going to benefit a lot from these engagements. The workshop kicked off with various modules, such as the key Gender concept. Role play was given before explanations were sought on what is sex and gender. Participants were given small placards on which certain roles performed by women and men had to be swapped. This module has opened the gender understanding of many in the workshop. The intra-changeable roles were also highlighted. Other modules such as Gender and Governance, Planning Action Plans, Conflict Resolution/Management, HIV and Aids and Care work, Local Economic Development and Climate Change were some of the modules for facilitation.

Key Gender Concepts

This is the most participatory module, aimed at introducing participants to have a better understanding of the gender concept in general. The module was meant to broaden the understanding of the participants in sex, gender and stereotypes issues. (Gender card role play was introduced by the facilitator and each participant given one to plays it on the hall on its spot whether women/girls, men/boys or in the role of inter-changeable). These roles had different functions between women and men in society. The cards were placed on the wall in categories like a politician, home maker, manager, model, chef, hairdresser, bus driver, teacher, construction worker, secretary, doctor, engineer, president, clerk, lawyer, gives birth, grows a beard, menstruates and breastfeeds. In plenary participants against discussed these roles.

Finally most of the people in the workshop knew these roles and how society is or changing to embrace the gender concept. Although there were mixed feelings, 95% agreed that a speeding implementation of these roles need to be (workshopped again in future with Traditional Authorities and rural women).

Stereotyping was an issue both sexes were not comfortable with. Although women are in most cases depicted in negative ways, men are also victimized on a number of occasions but to a lesser extent participants say. Most participants say they did not know if all these claims, proverbs etc. were to belittle others. Males said they grew up with these stereotypes and an exercise was given in groups to show how stereotypes are reinforced in society and communities in various ways. Groups were divided according their gender. Women were described as those that have more time on gossips, witches, none performers, prostitutes, rude towards opposite sex and evil. Men were considered to be more moderate in their stereotypes. They felt they are gentle, provide support to family, have outstanding morals and exemplary in society. Although these sentiments have provoked a headed debated, it just showed how societal believes can be used to portray women in a negative light and promote men as those responsible citizens. At the end participants stereotyping should be discourage by all means.

Gender and Governance

Namibia is one of the countries in the SADC that is struggling to meet the SADC Protocol on Gender and Development target of governance come 2015. At National governance it stands at 24%, currently. The module was also meant to address those challenges the country is facing in terms of participation and representation of women in all domains. The facilitator started off by explaining the objectives of the module, which were to understand, the links between gender and governance. In this case participants interrogated where women are in politics and decision making. In plenary they looked at the template indicating the standing of women in the region. Namibia is doing well in local governance with 35% while at national levels the percentage is very low with 24.5%.



SXE with a group photo of participants stages 4and5 workshop

The country is now wondering if at all Namibia will meet the deadline/ target of the SADC Protocol on Gender and Development, whereby all countries have to showcase good governance and democratic principles of making sure women had to excel come 2015. The module used access, participation and transformations as a yardstick to measure to what extend women have made inroads in leadership skills. The three concepts were explained to the participants. Discussions included barriers to effective participation and how these can be overcome. According to the group discussions, the following are some of the barriers:

Barriers to participation in decision-making

Participants further discussed and highlighted in plenary some of the barriers.

Barriers

Economic

- Lack of knowledge.
- Lack of opportunities.
- Poor marketing strategies for women
- No proper trade zones to trade at the village
- No support for upcoming women entrepreneurship like SMEs

Politics

- Parties not embracing the 50/50 strategy to make sure women make it to the top of the ladder
- Lack of confidence in marketing themselves as candidates
- Culture playing a negative role on women participation
- Low self-esteem.
- Women do not support one another.
- Skills development limited.

Culture and traditions

- Women are made to be more dependent on men according to cultural believes.
- Lack of skills.
- Traditional governance only appoints men in these high positions.

Finance

- No access/knowledge to banking facilities
- Lack of knowledge on finding markets for their produce
- Banking charges too high
- High interest rates

Leaders need to assist in many ways and communities should equally contribute to build their leaders in a constructive manner. This table below addresses some of the ways. How to transform leaders is an issue many countries are battling with and Namibia is not an exception. It was finally agreed that these are in fact the role of the Council to prioritise these issues and resolved them amicably

What do communities expect from their leaders?	How can communities contribute to good leadership, what roles can they play?	What are the problems associated with leadership?
<ul style="list-style-type: none"> • Honesty • Transparency • Accountability • Be Exemplary • Hard working • Open door policy/access 	<ul style="list-style-type: none"> • Collaboration with authorities. • Active participation from community in decision making. • Initiation of own projects and approach leadership. • Voluntary grants. • Advisory role. 	<ul style="list-style-type: none"> • Negligence • Lack of information • Poor performance • Corruption • Dishonesty • Nepotism • Favouritism • Non-transparency • Self- enrichment • Invisible

Conflict Resolution

Participants welcomed this module. It was described as one of the important sessions that councillors could especially pay attention to. The majority of participants felt it came at the right time when councillors are more confrontational on issues of a developmental nature. Issues such as water and sanitation, housing, land, local economic development topped the agenda of the workshops deliberations. The workshop learned that some councillors are divided on these issues and make political statements. But the community wanted solutions to these burning issues. In plenary the facilitator dealt with the issues and asked participants to define what terms such as conflict/management resolution mean, and who perpetrates conflict and causes it. The majority of them were knowledgeable on this subject as they deal with it on daily basis, but the most critical was conflict in the chambers where elected leaders debates issues of their village.

This is the most difficult conflict to be solved as party functionaries tow their party lines. The most important point brought by one participant was that all leaders regardless of their political affiliation should and must serve all residents of the village. But there are times when it is needed from these political office bearers to comply with their party code of "ethics if they have any," says a woman. The majority feel, these conflicts are caused by individuals, groups and communities, hence the need for them to be solved amicably. If not address in time and space can cause "havoc" say some. They cited some mining and industrial strikes that took place recently, countrywide. The participants have it that there are genuine strikes taking place in the country, where some lives are lost during the demonstrations; this could be avoided at all times. Not all conflicts are negative in nature. They cited the fishing industry strikes and say, workers' demands were genuine and they got their demands met.



The village population is small but conflicting issues here are about service delivery. Residents here recently declared a vote of no confidence in their elected leaders. Participating community members blamed the council of not providing professional and efficient services to the residents. But this according to one councillor's was resolved. The meaning of conflicts as they all belief," aas a disagreement through which the parties involved perceive a threat to their needs, interests or concerns has worked well). The question as to why Local Authorities should address these issues at this levels was discussed the following manner.

How to resolve conflict was another important matter addressed

- To adequately address and resolve conflict amicably
- Identify cause for conflict early
- Employ methodologies relevant to the situation and desired outcome.

- Need to acknowledge the gender aspects and divide strategies to end
- Local governments need to come out with clear strategies for conflict resolution
- Local to be included in policy formulation

Gender the Economy and Budget

This module aims to explore key concepts such as gender budgeting and gender disaggregated data. It also deals with various types of institutional mechanisms for promoting gender equality, their advantages and disadvantages; and how they form part of a Gender Management System (GMS). But councils especially village and some small towns have not yet reach this point to implement them. They are still trying to understand the Gender nudged to implement specific programmed activities. Gender budgeting is a new concept to the Berseba Village Council. (The knowledge base at Village councils are limited even think of gender budget unless specific allocation to activities concerning gender). Participants were divided in focus groups to discuss and re-work the given exercise on budget and report back. All groups looked at the importance of activities and re-budged accordingly.

Gender Policy and Planning

This module was more of a participatory nature. The facilitator engaged participant's knowledge by asking what planning means to them. This is how they described it: "Planning is an important tool, strategies and activities that need to be carried out in a given period, be it over short or long term. It is a process of setting goals and missions of the organisation to achieve and have schedules to accomplish tasks. Others feel these activities need an implementation plan that need to be evaluated and monitored. The facilitator explained the objective of the module. It is to empower councillors, community leaders and stakeholders to implement ways of planning in their day to day activities. It is to raise awareness about how to monitor programmes planned. Some participants warned against lack of proper planning in organisations or even in the Council, as this will lead to "disaster". And lastly, there is a need for all councils/villages/municipalities to make sure these tools are in place. Further the facilitator briefed participants on various needs of the people in the community. This was done through the identification of the needs of residents at Berseba. The needs were in two fold. One is short term and the other long term. Therefore the workshop summed up strategic gender needs: as one of those needs women identified with because of their subordinate position to men in their society. Strategic gender needs vary according to specific contexts in which women finds themselves in this contemporary epoch.

Making Care Work Count

This module was also of a participatory nature as many care givers had an opportunity to brief the workshop about their work in the communities. This is a subject all especially women understand well. This is a subject that affects the whole community of the village. These care givers are facing great challenges in their duties they provide during their care giving, especially at village levels. In the first instance they are not even aware that there is a policy on care giving, stipulating that care givers are remunerated, even at a minimal fee. . Their organizations can now apply to the Ministry of Health and Social Services to receive these fees. The facilitator also briefed them about a 2008 research done in some SADC countries, where it was

established that few comply with policies, Namibia being one of them. However, little is known about this policy.

Care givers in attendance have criticized government for not involving them during the policy formulation as some of their concerns are not addressed, citing the low remuneration rates. They are of the opinion that these policies need a re-visit. Time was given to participants to go through the policy provided. They thanked the Ministry of Health and Social Services for formulating a policy although they have reservations on certain clauses.

Gender and Local Economic Development

There are no activities taking place at the village in terms of capacity building among women in order to own businesses. But there are individual initiatives from about five women who are trying to sell their products at undesignated places by the council. However, council cited financial constraints to fulfill these initiatives. The workshop learnt that there are mammoth barriers women are facing at this village, among them, the provision of food and other needs for their families. Among other barriers is the fact that there are no banking or even mobile banking facilities at the village, except a post office, mostly used by pensioners for receiving their allowances from government. The village council has requested women to register their small businesses with them.



The village boasts a bakery, a garden and a goat farming, however, these according to some are isolated initiatives. Some women say there is no political will from council to assist upcoming women's small businesses. But the council was adamant, that it will look into these cases as a matter of urgency come 2013.

Gender Climate Change and Sustainable Development

The module served as getting first-hand information about the village's experience in the climate change discourse. One of the elders in the workshops told the meeting that, many years ago at a mountain about 40km away from the village they experienced a "volcano". This has affected nearby farms, where not even animals were spared. They also talked about severe drought and strong winds destroying houses' roofs and veld fires. But the Council is not relaxing, as per directive from the Ministry of Local Government, Housing and Rural Development, obliging all councils to involve geologists and scientists to determine to what extent their towns/villages are prone to climate change. This is exactly what the village council is planning. The ministry will pay such consultants. The discussion also centered on gender and its implications on women and young girls. In most cases these target groups will be affected in many ways. Majority of them are rural farmers and any climate change issues will affect them. Participants were suggesting that awareness training be given to women to prepare and fend for themselves. The council was asked to come out with a disaster management

committee in which women are playing a great role and made their voices heard on issues of gender and climate change and sustainable development.

Gender Based Violence

Gender based violence is an issue that is experienced countrywide. Every hour, minute or second, there are reports on violence against women and young girls, rape and murder cases topping police crime and media reports, daily. The Ministry of Gender Equality and Child Welfare and Non-Governmental Organizations have teamed up with, organizations such as Gender Links Namibia, to strategies and plan campaigns to stop the violence. GL Namibia is serving on the GBV Committee of the Ministry of Gender Equality and Child Welfare. During our COE workshops some of the ministry's regional coordinators have participated in facilitating some modules with the GL country manager.

Developing an Action Plan was the highlight of the workshop facilitation. The facilitators and participants went through some of the exercises on how to draw up an Action Plan looking at all service deliverable issues, like, water, sanitation, electricity, housing, procurement, etc. s. At this point, many blamed the council for not providing professional and affordable services to the clients. The councilors however defended themselves, stating that the "majority of those present in the workshop do not pay for these services provided to them. An agreement was reached that both sides deliver by providing efficient and professional services, and pay for the services provided or received.

Outcomes or recommendations

The Council now has a COE Gender Action Plan in place.

- That Councillors and stakeholders, including Non-Governmental organisations are aware of Actions plans. Councillors and stakeholders, including non-governmental organisations are aware of the Action Plans.
- That the Council and stake holders work together in the implementation of the Action Plan. Council and stakeholders work together to implement Action Plan.
- That the Council and stakeholders to participate in the 2013, 4th National and Regional gender justice and Local Government Summit year. Council and stakeholders to participate in the 2013 4th National and Regional Gender Justice and Local Government Summit.
- Gender built into policy and practise at local level, and council identified the need to have gender built into policy and practise at local level with the assistance from GL.

Challenges of the workshop

- Implement how to manage conflict through mediation.
- Encourage community women's drive on economic development.
- Make public aware on existing policies (gender sensitive access).
- Minimize ways how women are stereotyping
- Give support to local authorities, through positive contribution (budgeting, projects).
- Audit the women activities.

Way forward

- Implementation of the plan of action without delay.
- Elevate the status of women at all level.
- Continuous campaigns of gender in local structures.

Closing remarks

There are lots of organisations and institutions in Namibia, but only one NGO in the name of Gender Links have visited our Village to provide the much needed skill to the community and councillors here, and this was echoed by the Deputy Chairperson of the village, Christiane Isaaks, who welcomed the gesture. A "gesture the village needs to accept with open hands for the sake of the developmental agenda" she concluded.

Annexes

Annex A: Programme

STAGE FOUR: INCEPTION WORKSHOP

DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE:			
8:00 – 8:30	Registration	30 min	
8:30 – 8:45	Opening	15 min	
8:45 – 9:00	Introductions and objectives Expectations from participants To develop guidelines of participation Eyes and Ears	15 min	
Key gender concepts			
9:00 – 10:30	Sex and gender	1 hr. 30 min	
10:30 – 11.00	<i>TEA</i>		
11.00-13.00	Group work on stereotypes	2 hours	
	Report back		
Gender, governance and transformative leadership			
14.00- 15.30	Access, participation, transformative leadership Group work (role plays)	1 hr. 30 min	
	Report back		
15.30 -16.00	<i>TEA</i>		
12:15 – 13:00	<i>At the Coalface</i> DVD Plenary discussions	1 hr.	
13:00 – 14:00	<i>LUNCH</i>		
Conflict resolution			
1400 – 15:30	What is conflict? Conflict at the local level Role paly Feedback	1 hr. 30 min	
1530-15.15	<i>TEA</i>		
16.00 – 17.30	Resolving conflict	1 hour	
17.30-	CLOSURE	30 min	

STAGE FIVE: ACTION PLANNING WORKSHOP (3.5 DAYS)

DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE:			
8:00 – 8:30	Registration	30 min	
8:30 – 8:45	Opening	15 min	
8:45 – 9:00	Introductions and objectives Expectations from participants	15 min	

DAY/TIME	ACTIVITY	TIME	WHO
	Developing guidelines for participation Eyes and Ears		
Gender policy and planning concepts			
9:00 – 10:45	Practical and strategic needs Gender mainstreaming Gender blind and gender aware policies	1 hr. 45 min	
10:45 – 11:00	<i>TEA</i>		
11:00 – 12:00	Gender disaggregated data	2 hours	
12:00-13:00	Gender budgeting		
Gender and the economy			
12:00 – 13:00	The unwaged work of women		
13:00 – 14:00	<i>LUNCH</i>		
14:00 – 15:30	Care work	1 hr. 30 min	
15:30 – 15:45	<i>TEA</i>		
15:45 – 16:45	Care work continues	1 hour	
DAY TWO:			
8:00 – 8:30	Reflections, Eyes and ears		
Local Economic Development			
8:30 – 10:45	Gender and local economic development Strategies for local economic development	2 hrs. 15 min	
10:45 – 11:00	<i>TEA</i>		
Sustainable Development (Climate Change)			
11:00 – 13:00	Definitions / background Impact of climate change on gender	2 hours	
13:00 – 14:00	<i>LUNCH</i>		
Gender Based Violence			
14:00 – 15:30	Key GBV provisions in the SADC Protocol on Gender and Development GBV as a key service delivery issue	1 hr. 30 min	
15:30 – 15:45	<i>TEA</i>		
15:45 – 16:45	GBV continues	1 hour	
16:45	CLOSURE		
DAY THREE:			
8:00 – 8:30	Reflections, Eyes and ears		
Developing a Gender Action plan			
8:30 – 9.30	Exercise: Key gender issues in local government	2 hours	
9.30- 10.30	Developing a gender and GBV action plan		
10:30 – 10:45	<i>TEA</i>		
10:45 – 13:00	Developing a gender and GBV action plan	2 hrs. 15 min	
13:00 – 14:00	<i>LUNCH</i>		
14:00 – 15:30	Developing a gender and GBV action plan	1 hr. 30 min	
15:30 – 15:45	<i>TEA</i>		
Prioritizing the action plans			

DAY/TIME	ACTIVITY	TIME	WHO
15:45 – 16:45	Prioritizing the action plans	1 hour	
16:45	CLOSURE		
DAY FOUR			
8.30-10.30	Review of action plan	2 hours	
10.30-11.00	<i>TEA</i>		
11.00 -12.00	Agreement on gender task team to finalize plan	1 hour	
12.00-13.00	Closure, way forward and agreement on how the plan is to be adopted	1 hour	

Annex B: List of participants

NAME	Sex M/F	ORGANISATION / MUNICIPALITY	DESIGNATION	PHONE	FAX	E MAIL
1. Roline Amunjera	F	Tses Village Council	Secretary	0816414780	063-257168	Rolineamunjera@yahoo.com
2. Elvina Hita	F	Karas Regional Council	Chief Clerk	0818470908	063-257288	elgivahite@gmail.com
3. Alwina Kaffer	F	Ministry of Education	Hostel Matron	0813975525	063-259114	
4. Katrine F. Drayer	F	Ministry of Education	Institutional Worker	081279775	063-257114	
5. S.Blom	M	E.L.C.R.N	Community Member	0812058145		
6. Michael Fredericks	M	C.A.A	Community Member	0813238201		
7. Laurentia Golley	F	GenderLinks	Program Assistant	0817310302		namibianintern@genderlinks.org.za
8. Christina Isaaks	F	Berseba Council	Vice chairperson	0814287295	063-257045	
9. Jesaja Mamman	M	Berseba Village Council	Councilor	0812383161	063-257045	
10. Sara Isaak	F	Berseba Village Council	Chairperson	0814626845	063-257045	
11. Paula E. Jaar	F	MGECW	Community Activist	0812309166	063-257045	
12. Sara M.Kooper	F	Berseba Village Council	Assistant Accountant	063-257033	063-257045	
13. Stefanus Motinga	M	Gospel Mission Church Berseba	Leaders	0813198657		
14. Caroline R. Swartbooi	F	A.E.K.M.A.M.E. Church	Steward	0817727350		
15. Antonius Albertus April	M	Berseba Clinic	Community Counsellor	0813233348		
16. Susanna F.Isaaks	F	A.E.Koopman.	Community Member	0818686538		

NAME	Sex M/F	ORGANISATION / MUNICIPALITY	DESIGNATION	PHONE	FAX	E MAIL
17. Francy April	F	Catholic Aids Action Berseba	Volunteer	0818123405		
18. Johannes T. Fleermuys	M	E.L.K	Member	0813800780		
19. Salmon D.Isaaks	M	Berseba Village Council		0812042572	063257045	
20. Sabina M.Esterhuizen	F	Berseba Village Council		0814426707	063-257045	sabinaesterhuizen@gmai. com
21. Hulda L. Vries	F	Kaitsi !Gubeb P.S.	Teacher	0813026728		
22. Helena M.Stein	F.	ELCRN Hostel	Matron	0812004649		
23. David Xoagub	M	Genderlinks.	Driver			
24. Sarry Xoagus-Eises	F	GenderLinks	Country Manager	0812209216		

Female	16	66
Male	8	34
TOTAL	24	100%

Annex C: Gender action plan

COE GENDER PLANNING FRAMEWORK FOR LOCAL COUNCILS

The fields to be completed are:

- **Why** - What is the objective; starting point, answer the questions?
- **What is the indicator** –How will progress towards achievement of this target be measured; for example percentage increase in women’s representation.
- **What is the action** – What needs to be done for the target to be achieved?
- **Who** –Which department/s unit/s is responsible of the action?
- **When** – What is the timeframe in which this action should be completed?
- **Budget** – What financial resources are required for this action to be completed?

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET – 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
GENDER POLICY FRAMEWORK								
Increase council’s level of awareness around national, regional, international commitments that the country has made especially the SADC Protocol on Gender and Development and the National Gender Policy	What is the current level of awareness?	Laws and policies are accompanied by public awareness campaigns to demonstrate link between equal representation participation of men and women to democracy, good governance and citizen participation.	Yes	Set workshops.	Awareness raised	MGECW, KRC, Traditional authorities.	On-going.	70-000
Ensure that there is a gender policy in the council and it is implemented.	Has a gender policy framework been drafted and approved.	Laws and policies put in place to enable women to have equal opportunities with	Yes	Informed them through consultation meetings.	Awareness raised	MGECW, traditional authorities.	On-going.	60-000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET – 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		men to participate						
Gender issues are given a high political profile by the Council and has a political champion								30-000
GOVERNANCE								
Representation								
To increase the representation of women councillors in the next elections to ensure that the SADC target of 50% women in local government is achieved by 2015.	What is the % of women councillors in the municipality?	At least fifty percent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	Yes	Mobilising women.	Women are empowered.	Electro commission, voter educator. Village council.	Periodic.	40-000
To ensure that women are equally represented in leadership positions in the Council.	What proportion of women councillors are there in leadership positions in Council, e.g. as chairs of committees?	Policies, strategies, and programmes for building capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.	yes	Motivational workshop done.	Empowered knowledge in women.	Voter educator, MGECW.	On going	60-000
To educate communities and raise awareness about the importance of women's equal representation in local councils	Has there been 50/50 campaign or any other awareness rising on women's equal participation?	Legislative measures and public awareness campaigns to emphasise that women's representation and participation are an important	yes	Mobilising, consulting workshops done.	Women empowered.	MGECW.	On going	50-000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET – 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		component of democracy and good governance.						
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES								
Local economic development – The economy and job creation								
To facilitate access to equal employment opportunities	Is there gender disaggregated data on jobs created through Council activities?	Equal opportunity: ensure that women and men have an equal chance to participate in and implement economic decisions and policies.	none	Research/ conduct surveys.	Data exist.	Community.		80-000
To provide gender aware support to the informal sector	How gender aware is council assistance to the informal sector?	Trade and informal sector: adopt policies and enact laws, which ensure equal access, benefits and opportunities for women and men in trade and entrepreneurship; take into account the contribution of women in the formal and informal sectors.						50-000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET – 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To ensure that women and men have equal access to financial resources	Does the Council have any financial schemes or influence over any financial schemes to assist LED? Are these genders aware?	Policies and laws that determine access to, control of, and benefit from productive resources by women in order to ensure that women have equal access and rights to credit, capital, mortgages, security and training as men.	None.	Awareness campaign through community meetings, advertisements.	Data collected.	Community members		20-000
To ensure that women and men have equal access to new technologies for improving the efficiency of their enterprises.	Does the Council have any technology schemes or influence over any technology schemes to assist LED? Are these genders aware?	Ensure that women and men have access to modern, appropriate and affordable technology and support services.	Document exists. Yes document exist.	Review. Make public aware.	Public aware.	Community members.		40-000
Procurement								
CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT								
Ensure that the council understand the effects of climate change and they address the effects through instilling measures to address the negative impact of climate change	Has there been a gender aware audit done of climate change and its effects and or likely effects?	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources.	No audit of climate change.	Council must fine expertise through ministry R.L.G>H. to done research.	Terms of reference is implemented.	Councillor.	2015	30-000
To involve	Are women	Equal participation	Yes, they are	Awareness	Implement	Difference	2015	30-000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET – 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
women, as key stewards of the environment, in environmental preservation	involved in drawing up policies and plans for “going green”	of women and men in policy formulation and implementation of economic policies.	involved in drawing up of policies.	campaigns.	the policies.	state holders.		
To involve women in projects and green business ventures, e.g. waste management.	Are there any green business ventures?	Women benefit equally from economic opportunities, including those created through public procurement policies.	Gardening project.	Done the fencing and cleaning of the garden.	Sold vegetable the community assist OVC with vegetable.	Community and council.	On-going.	30-000
To take into account the needs of women in emergencies and disasters	How gender aware is existing disaster management plans?	Policy measures to ease the burden of the multiple roles played by women.	Induction meeting held.	Training of disaster.	Community establish.	Council.		30-000
INFRASTRUCTURE								
Housing								
To promote the equal rights of women to land tenure	What proportion of stands (ERF's) is owned by women?	Collect and analyse baseline data against which progress in achieving targets will be monitored.	yes	On-going mobilisation to women done.	Gained knowledge empowering.	MGECW, village council	On-going.	20-000
	Do any policies exist to ensure women's access to land tenure?	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources. Especially with regard to	Yes	On-going consulting and mobilisation.	Awareness raised is empowered.	MGECW, village council.	On-going.	50-000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET – 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		Water and property rights; Land tenure;						
To women's equal access to housing.	What kind of consultation process exists in residential design?	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources.	Yes, but not transparent.	Set up consulting workshop.	Awareness	MGECW, village council, traditional authorities.	On-going.	30-000
Water, sanitation and electricity								
HEALTH								
Ensure health facilities are accessible to women	How many mobile clinics are there currently? Which communities do these clinics service?	Legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.	There is access but not enough to all people.	Awareness campaigns through radio, churches, and schools, to share information.	They acquire necessary knowledge. Reduce death of new born babies. Improved family planning.	COB, village council, MOHSS.	2015	25-000
HIV AND AIDS AND CARE WORK								
Prevention								
To establish the gendered dimensions of HIV/AIDS and to raise awareness on the pandemic in the Council.	Does the Council have gender disaggregated data on HIV and AIDS?	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Data does not exist.	Survey done 4 proper planning.	Complete data base.	Gender links focal person	2013	75-000
To run gender-aware prevention campaigns	Do prevention campaigns emphasise	Develop gender sensitive strategies to prevent new	Review policy.	Do awareness campaigns.	Produce information materials,	Women and youth.	2014	25-000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET – 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	differences in power relations between women and men?	infections.			example pamphlet.			
	Do prevention campaigns emphasise the dangers of multiple concurrent partners?	Adapt and implement legislative framework, policies, programs and services to enhance gender sensitive.	Programs are there but are not functioning.	Create informative materials on prevention example pamphlets.	Information disseminated.	youth	On-going.	40-000
	Is the female condom available? If so where?	Adopted implement, legislative, frame works, programmes.	There is but women refuse 2 used female condoms.	Female condoms demonstration.	People are aware (females)	MOHSS		60-000
To ensure that messages of generational sex and multiple partners are addressed	How has the municipality participated in awareness campaigns in the past? Has the municipality actively participated and promote the 16 Days Campaign in the past?	Programmes take account of the unequal status of women, the particular vulnerability of the girl child as well as harmful practices and biological factors that result in women constituting the majority of those infected and affected by HIV and AIDS.	Council is aware of gender based violence affecting council income generating.	Information meeting with local community regarding the importance of maintaining responsibility.	Community empowered with knowledge.	Councillors.	On going	50-000
To raise awareness that there is an increased risk of contracting	Are there any awareness campaigns in the Council on the link	Information on services available to survivors of gender based violence AND Laws	The council has realised that there are women which are not aware	Council task MOHSS to conduct health education tasks at local clinic in the waiting area.	Community share information after the health	Health workers.	On going	45-000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET – 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
HIV/AIDS as a result of sexual assault.	between gender violence, HIV and AIDS?	on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual offences, which shall include preventing the onset of sexually transmitted infections.	of this issue.		education tasks and is coming back to the health centre to access PEP.			
To educate women who are not aware of the need to avail themselves of Post Exposure Prophylaxis (PEP) and emergency contraception in the event of a sexual assault.	Is PEP readily available at all health facilities? If not, at how many facilities is it available?	Ready access to post exposure prophylaxis at all health facilities to reduce the risk of contracting HIV.	Council is aware of VCT facilities at local health centre, women 100% and man more or less 55%.	Announce at local church and traditional gatherings.		Traditional leaders and church leaders.	On going	30-000
To educate women and men on voluntary counselling and testing which is a powerful tool for preventing the spread of HIV/AIDS.	What is the % of men and women who go for VCT?	Collect and analyse baseline data against which progress in achieving targets will be monitored.	No	Implement programmes.	Reduce.	MOHSS, T/A. L.V.C.	2015	30-000
Treatment								
To address unequal access to treatment; especially by	What proportion of women compared to men access free treatment?	Collect and analyse baseline data against which progress in achieving targets	Yes 70%/80% women.	Raise awareness campaigns based on information	Reduces the percentage of accessed treatment.	Support groups, local councils, health	On going	40-000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET – 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
men to accessing treatment		will be monitored.				centres, MOG.		
Care								
Ensure that the council addresses the gendered dimensions of care work	What proportion of care givers in the community are women?	Policies and programmes to ensure appropriate recognition of the work carried out by care givers, the majority of whom are women, the allocation of resources and the psychological support for care givers as well as promote the involvement of men in the care and support of people living with HIV and AIDS.	Majority of women.	Men involvement resource mobilization.	More men recruit.	Local councillor local health centres. Community and T/A.	On-going.	20-000
Support								
To implement a plan and actions that supports survivors of GBV	How many places of safety and care are there within the municipality?	Provide specialised facilities, including support mechanisms for survivors of gender-based violence.	Receive home based care kits, upgrading courses, receive incentives.	Gained knowledge, strengthen sustainability of existing groups.	Implement support policies.	NGO's, MOHSS, local CBO's.	On going	
	How many counselling facilities are there within the municipality?		Yes, supplementary feeding programme, / ARV treatment.	Raise awareness.	Increase service providers (care givers).	Community members new start T.A.	On-going.	60-000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET – 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	What publications and information exists on where to get help, and how is this being disseminated currently?		Intergrade men's effort in care work.	Establish HIV/Aids male group.	Male streamed.	Expertise, community and local health providers.	On-going.	50-000
GENDER MANAGEMENT SYSTEM								
Gender structures								
To establish structures that constitute the gender machinery and to ensure that they have the authority to carry out their work and to obtain the commitment of all managers.	Has any work been done in the establishment of structures?	Establish and strengthen structures to enhance gender mainstreaming.	There is small structure. Yes GFP. Gender champion, CCE, CACOC, C.A.A.	Tot training information meetings gender sensitised in the community. Introduce the committee to the community. Policies to review. To train TOT's. To provide quarterly reports.	Little awareness of gender structure starts implementing structure. Community is aware of exist committee. Policies to be implemented. Knowledge to the community. Little awareness of GMS.	Focal person gender chairperson GFP, GC, C.C.E. CACOC, GC, CAA. GFP. GC. MOG, ToT's, GC, GFP, TOT's, GC.		60-000

Annex D: Workshop evaluation

Please score the following 1-10 where 1= very poor; 10 – excellent

	SCORE OUT OF TEN
1. PROGRAMME DESIGN	81
2. PROGRAMME CONTENT	77
3. DOCUMENTATION	72
4. FACILITATION	89
5. GROUP WORK	74
6. OUTPUTS	80
7. OUTCOMES AND FOLLOW UP PLANS	81
8. LEARNING OPPORTUNITY	71
9. NETWORKING OPPORTUNITY	59
10. ADMINISTRATIVE ARRANGEMENTS	54

1. Which session did you find most useful? Why?

- Budgeting.
- Communication and mediation session.
- Climate change was my first time to hear about it.
- Conflict resolution, it teach me how I can be also a mediator, and to stay away from it.

2. Which session did you find least useful? Why?

- Stereotype, discriminate against our women.
- All session was useful.

3. How will you apply what you have gained from this engagement?

- Through gender focal person and gender champion.
- Through meeting and by using open talks to tell them and community meetings.

4. Any other comment

- Review us soon before implementing of action plan.
- When is.us to implement the AP
- How is the implementation to be
- Where is the money to implement
- Please make sure Berseba participate in the National Summit as promised by GL.