

**REPORT
CONSOLIDATION WORKSHOP**

Country: Namibia
District: Aroab Kars REGION
Date: 18-20 June 2012
Venue: Council Hall



Aroab participants networking

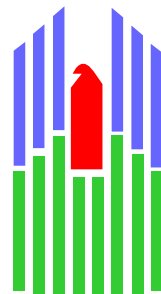


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Executive Summary

This report is about the new stages 4-5 Modules of the Centres of Excellence for Gender mainstreaming in Local Authorities at the Village of Aroab. Aroab is one such Council that has excelled at Village levels in hosting stages 1-4 and now qualified for the new stages 4-6. This Action Plan has been prioritised according to the budget allocation and needs of the residents and council identified at the workshop. It has participated in both national and regional summits respectively. During the month of June 2012 GL Namibia has Introduced new Modules and combined Actions Plans with old into the new COE Action Plan structures. The workshop took place from the 18-20 June at the Village..



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 concepts
- 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.
- Establish communication strategies for the GBV action plans.
- Inform councils about the collection of good practices for addressing GBV at the local level and in the Gender Justice and Local Government Summit.
- Assist local Authorities with sustainable campaigns and case studies on GBV for Summit come 2012.

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 representatives; in total 26 participants (12 men and 14 women); see **Annex B** for the full workshop participants list. COE combined Action Plan that the participants produced is attached at **Annex C**. A summarised version of the evaluation forms is attached at the end of this report as **Annex D**.

Over the three days, the workshop was attended by a range of council officials, councillors and Non Governmental organisations representatives; in total 20 participants (12 men and 8 women

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 groundbreaking 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,



Participants report back session

GL hosts launch and strategy workshops in the respective countries with key stakeholders and partners, ideally the local government associations of that particular country to map out a way forward of how to roll out the strategy and host Gender and GBV action plan workshops. The launches are then followed by Gender and GBV action plan workshops that are held at a provincial, regional or district, level to ensure that all councils have gender action plans.

In 2009, GL embarked on a study in Zimbabwe on women's 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 and support to address issues of gender across all spheres.

Process and activities

The 3 day training workshop brought together 3 Councillors out of 5 at the Village Council. They were joined by, religious leaders, stakeholders, care work Organisations, women activists, youth groups, and 2 Councillors from the neighbouring Council of Koes, some 140km from Aroab. The presence of Koes Council helped us to brainstorm the issues of cascading and twining of the COEs in those towns and Villages close to each other, especially those with structures of governance in service delivery.

Welcome and opening

The Management Committee Chairperson Honourable Maria Tieties Titus officiated at the opening ceremony. She said Genderlinks need to be praised for travelling such long distance to come and empower the people of Aroab. This is not the last time GL is visiting her Village she lamented. For the people of Aroab she said, "take seriously all what you gain her and implement accordingly". Titus stressed that GL is the only Organisation in Namibia that

empowered Council especially with the Action Plans. This plan needs to be implemented not only by the Council but the entire residents .

Modules

The Modules are design to empower Council, stake holder and community at large to assist them in how to take ownership of the activities plan through an Action Plan for proper implementation. These are new Modules added to old COE Modules of which are, Conflict, Care work and HIV and AIDs, Local economic Development and Climate change. These Modules are participatory and engaging.

Conflict Management/Resolution:

The GL facilitator explained to the participants why GL has decided to bring the issue of Conflict to local governance. The group was told that conflicts in most cases derail developmental issues planned for Villages/town/cities. Conflict mechanisms need to be put in place to arrest any conflicting matter especially in the chambers when issues of the Village are discussed. This issue should be resolved between the parties, communities and many other stakeholders in amicable ways. The general term conflict is known to all as a disagreement between those with opposing views Participants feel disagreement between Council and clients are about service delivery that are late or are not met. Some claim they pay these services on time but services are sometimes cut because many are in areas. Council should stop to cut services to those are committed to settle their debts in time. Participants were happy to hear causes that that contributed to conflict and ways how to solve them. If conflicts are not solved on time, "it will cause irreversible damage to the village and that is not good", they concluded.



Council staff working on action plans

Making Care work Count in Local Governance

The presence of care giver Organisations has helped the smooth running of the workshop.

from the onset, participants' understanding was broaden in what care work and HIV AIDs are and who are the driving force behind care work is in Aroab. The facilitated gave the floor to the two Care givers present to brief us what their organisations do in looking after the sick. The Organisation is called: Catholic AIDs care group. This Institution is de-centralised in most regions of the country. In Aroab they have a centre too, employing about 20 people most of them women, The group say, they faced with big challenges, and that men do not want to join this noble idea of looking after all sick people at the Village. The biggest challenge they say is to mobilise men to join them, as some sick men don't want women to care for them.

Right

The group is also facing other challenging issues. Some of the children, especially young girls at the age of 12-15 are now engaged in care work for their respective families. They say, there is a paradigm shift in care giving, as the majority of parents succumbed to HIV related illnesses and those left in the house (girls) are now fending for their siblings while schooling. Participants feel, children should not be allowed to go through these ordeals at such a tender age. They

urged the ministries of Health and Social Services and Gender to look into these specific cases so that girls can continue their with their school work.

Gender and Local Economic Development

The Village does not have a policy on domestic economic development. But through it five year strategic plan the Village is developed as such. Bigger plans are in the pipeline to construct a venue where women and men can trade professionally. The workshop was told by one of the Councils that the Village has constructed small trading zone but women do not access this facility. The group felt women were not consulted on where this trading zone must be created. Some feel it was out of reach to reach clients which in most cases are school going children. They sell things that can be sold easily, like cookies, sweets, lemons, bananas, etc. These are product that can attract this target group. But all in all women in Aroab are happy they can put bread every day on their tables with the little income they make daily.

Gender Climate Changed and Sustainable DevelopmentKey terms and definitions:

"Climate change is "a change directly affecting or indirectly all"

"Climate change is here with us. It affect towns differentlywhile climate change affects everyone, it does not affect everyone equally "Aroab workshop.



This is how the Village of Aroab participants described Climate Change and sustainable development. There is no doubt that climate change is happening in some towns in Namibia and that it poses serious challenges for developmental activities. This is because climate change is an environmental and social, economic issue. People of Aroab relate that most changes that happened there are caused by "veldfires, drought and sometimes winter rains that are unpredictable and unwelcome." Food security is another "evil" that turned the development agenda of the Village upside down. Women and men are differently affected by Climate change and environment. It is important to understand how women are affected, the workshop heard. Pastor Andreas Vries contributed to the debate and said women suffer more from the impacts of climate change because of their different social roles and status. Therefore the needs of women, men, girls and boys need to be taken into consideration when planning is done. Majority felt women should form an integral part of the climate change discourse. Their needs need to be clearly identified and planned for. The workshop felt that each local Authority is unique. They all have different challenges and threats. And the Aroab Village council is facing these challenges head on.

Outcomes

- The Council has now a Combined COE Gender Action Plan in place for a possible Gender Policy roll out at a later stage.
- That Councillors and stakeholders, including Non Governmental organisations are aware of Actions plans.
- That the Council and stake holders will work together in the implementation of the Action Plan.
- That the Council and stakeholder participate in the 2013, 4thNational and Regional gender justice and Local Government Summit.
- Gender built into policy and practise at local level, and that councils identified the need to have gender built into policy and practise at local level with the assistance from GL.

Challenges

- Finance.
- Lack of co-operation with community.
- People are ignorant.
- Our people do not have a vision, because of un-employment.
- Bad influence pure-pressure.
- Lack of capacity.
- Alcohol and drug abuse.
- Teenage pregnancy.
- Un-involvement of community members.
- They are afraid of challenges.

Way forward

- More women involve in council matters e.g. Tender, projects.
- The community, youth and council work closely together.
- Division of suburbs with one councillors and proper planning.
- Give councillors-portfolio e.g. Health, education, safety, housing and land.
- Community involvement in community council meetings e.g. Agenda, beforehand.
- The youth and community must work hand in hand with the police to reduce crime rate.
- The youth must part-take in care work.
- Youth and community must take part in trainings on how to council educate people who are infected with HIV/Aids.
- Extra mural activities should be implemented to keep the youth out of the streets.
- More projects and SME businesses should be established to boost the economy.
- Community policing should be done to educate more people on GBV and domestic violence.
- Youth against men and women against crime should be implemented.

Closing remarks

A Councillor closed the workshop with few remarks and urged participants to translate the knowledge gained in their workshop place and community in practice.

Outputs

Aroab Village Council has a draft COE combined Action Plan in place. The meeting agreed to select a GBV Committee at a later stage.

Ends

Annex A:

PROGRAMME
Stage 4-5: Consolidation workshop

DAY/TIME	ACTIVITY	TIME	WHO
DAY ONE: 18 Jul 2012			
8:00 – 8:30	Registration	30 min	GL
8:30 – 8:45	Opening	15 min	Mayor
8:45 – 9:00	Introductions and objectives Expectations from participants Developing guidelines for participation Eyes and Ears	15 min	GL
Conflict Resolution			
9:00 – 10:45	Over view of Conflict Resolution What is Conflict Who participate in Conflict What is conflict resolution Root causes of Conflict	1 hr 45 min	
10:45 – 11.00	<i>TEA</i>		
11.00 – 12.00	Drawing up Action Plan on Conflict	2 hours	
12.00-13.00	Continue Plan of Action		
Making Care work Count in Local Governance			
12.00 – 13.00	What is care work		
13:00 – 14:00	<i>LUNCH</i>		
14:00 – 15:30	Objectives Who cares for those infected/affected	1 hr 30 min	
15:30 – 15:45	<i>TEA</i>		
15:45 – 16:45	Draw up Action Plan	1 hour	
DAY TWO 19 Aug 2012			
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	

DAY/TIME	ACTIVITY	TIME	WHO
16:45	CLOSURE		
DAY THREE:			
8:00 – 8:30	Reflections, Eyes and ears		
Developing a Gender Action plan 20 Jul 2012			
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>		
Prioritising the action plans			
15:45 – 16:45	Prioritising the action plans	1 hour	
	Agreement on gender task team to finalise plan	1 hour	
	Closure, way forward and agreement on how the plan is to be adopted	1 hour	

Annex B: List of participants**Date: 11-20 June 2012**

Annex: B: Registration: Aroab

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
Niklaas Kooper	M	Koes village council	063-252747	063-252753	
Dirk de Waal	M	community	063-280533		
Aletta Maria Steenkamp	F	Oosterheim J.S.S	0814151613		
Magdalena van Staden	F	Koes village council	063-252739		
Jacobus Jobs	M	CACOC coord	063-280522		
Lucia HendrienaRooi	F	Welfare Committee	0813353657		
Anna Rooi	F	Hui-gus	0816921848		
Racheldean de klerk	F	TB field promoter	063280511		
Belinda Kooper	F	ELCAP	0813092197		
Laurentia Golley	F	Genderlinks	0817310302		Namibianintern@genderlinks.org.za
MagriethaMatroos	F	Church	0812925924		
CharmainMorwe	F	Namibian police	063-280504	063-280557	
Regadine Coetzee	F	Community member	063-280524		
George Camm	M	Village council	0817797969	063-683481	

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
ReshlinHendrikse	M	Next vision community youth member	0818243133		
RodcerGertze	M	Next vision community youth member	0817845849		
Elsa Laubscher	F	Village council	0811295434	063-683481	aroabvc@iway.na
Andreas Vries	M	Village council	0812171604		
Suzetha van Wyk	F	Next vision community youth member	0814244922		
ArieSteenkamp	M	Village council	0812143897		
AnsleyTalliaard	M	Namibian police	0814296772		
GertLouw	M	Community member	063-28053		
David Xoagub	M	Genderlinks			
Maria Tuties	F	Village council	0816073301	063-280657	
Sarry Xoagus-Eises	F	Genderlinks	0812209216		namlocalgvt@genderlinks.org.za
RoxetteMatthys	F	Community member	0817476744		
Ferdinand Steenkamp	M	HIV/Aids volunteer	063-280772		

Females	14	54%
Males	12	46%
TOTAL	26	100

GENDER AND GENDER BASED VIOLENCE ACTION PLAN FOR ROLL OUT IN 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	workshops	Laws and policies are accompanied by public awareness campaigns to demonstrate link between equal representation of men and women to democracy, good governance and citizen participation.	Equal gender representation and participation to democracy .	Councils should have standard training on national, regional and international commitments made by the country at each induction session of new staff.	To equip councillors to have a better understanding about the laws and policies.	Local authorities,	<i>3 months bases.</i>	<i>N\$ 100 00</i>

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Gender Policy								
Ensure that there is a gender policy in the council and it is implemented.	Implementing laws and policies on gender.	Laws and policies put in place to enable women to have equal opportunities with men to participate	Equal awareness on laws and policies.	Advocate for the development and implementation of a gender policy for the council.	Implementation on gender policy.	council	<i>Twice a year.</i>	
Gender issues are given a high political profile by the Council and has a political champion	Awarding women and men.	50% political representation in politics by 2015	To encourage women representation.	Ensure that there are equal numbers of gender.	Equal representation.	Council.	<i>Yearly bases</i>	<i>N\$ 150 00</i>
GOVERNANCE								
Representation								
To increase the representation of women councillors in the next elections to ensure that the SADC target of 50% women in local	Workshop, political for men and women campaign.	At least fifty percent of decision-making positions in public and private sectors are held by women; affirmative action measures	Inform and ensure that women get on equal chance in politics.	Ensure that there are equal numbers of women and men councillors in the council through advocating for 50/50 quota	Has equal representation in the council, as stated in our objective	Political parties.	<i>1 week</i>	<i>N\$ 100 00</i>

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
government is achieved by 2015.		in effect.			e			
To ensure that women are equally represented in leadership positions in the Council.	survey	Policies, strategies, and programmes for building capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.	Political parties have to ensure that man and women are equal for candidates in elections.	Compile and update statistics on women in leadership positions in local government including management and other committees.	Have a complete database on women in leadership positions, showing the increases.	Political parties.	4 weeks	N\$ 150 000
To educate communities and raise awareness about the importance of women's equal representation in local councils	Campaigns, workshops, meetings.	Legislative measures and public awareness campaigns to emphasise that women's representation and participation are an important component of democracy and good	To inform and raise awareness on the importance of women being treated, equally.	Raise awareness in communities on the importance of women being equally represented in local politics and the importance of voting for women.	Having women being voted into leadership positions.	Political parties.	3 days	N\$ 600 00

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		governance.						
Political participation								
To increase participation by women because their concerns are often sidelined or overshadowed by political party concerns.	Local authorities must be amended in order for men and women to participate equally. Party policies and manifestos must provide equal participation. Rule and regulations must be drafted in order to bind the local authorities. Training to political parties for women participation in election, regional and locally.	Policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	Equal participation of women in council meetings.	Ensure that women and men participate equally in council meetings.	Ensure that women and men participate equally in meetings. Women trained to political parties for participation in elections, regionally and locally.	Political parties	During council meetings and meetings.	N\$ 200 00
	Guided by the local		Women become	Ensure that women have an		Political parties	Management	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	authorities. Guided by rules and regulations which include equal participation of women in local authorities.		more powerful. Women have more self-confidence. More women are transformed in leaders.	influence on decisions taken by the council.			meetings. Annually. Party meetings.	
To empower women councillors to advocate for gender equality	Workshops on women issues. Survey to find out how many women councillors are there.	Policies, strategies and programmes for building the capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.	Quality leadership and quality management skills.	Conduct a skills audit of women's councillors.	Women have more confidence in leadership, so that they can be elected as councillors.	Local authorities, NGO's, KRC.	annually	N\$ 160 000
	Training on gender issues. Campaign for women leaders.		More men support women in elections.	Induction programmes for new councillors with follow up refresher courses		Local authorities, KRC,	Election time.	N\$ 200 00
To empower	Training	Ensure the	More	Host gender	So that	Council,	On going	N\$

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
men on gender issues and mobilise their support.	workshop for both	inclusion of men in all gender related activities, including gender training and community mobilisation.	women and men educated on their role as Parliamentarians	training workshops for male and female councillors and officials.	men and women can be equal in decision making e.g. mayor, COE.	Ministry Local governance		100 - 000
	Create forum where pertinent issues on women's emancipation is discuss on regular basis		Women's education levels advanced	Host monthly gender dialogues with male councillors and officials.		Parliamentary Caucus, Council	On going	N\$ 100 - 000
Public participation								
To ensure that women and men participate equally in local government and community matters	Public meetings, community meetings, workshops.	At least 50 percent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	More men are empowered to address public meetings.	Collect, disaggregate and analyse data on communities.	More women are in powered and are equal in all Grn structures.	Local authorities, KRC, Traditional leaders.	One quarterly per year.	N\$ 120 000
	Design	Women and	More	Encourage men to	More	Local	Public	N\$

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	adverse, posters, flyers, dramas, radio and TV talk. Community. Meetings.	men participate equally in all governance structures.	women become house owners. All benefits like maternity sick, compassionate annual leave, baby friendly, breastfeeding time are included in contract of employments. Non discrimination against HIV/Aids and non sexual harassment are addressed in contract of	participate in public meetings and on issues that are traditionally considered to be only of concern to women.	men are well informed, to participate in public meetings.	authorities. KRC, Media.	meetings. Works places. Political parties. Works places programmes.	6000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
			employment.					
	Make sure to have daily contacts with Media, for disseminate information that will help women's voices to be heard on issues of bill reading, how to apply for contracts, and how to take part in the economic development of Namibia and at the Village of Aroab	Ensure the inclusion of men in all gender related activities, including gender training and community mobilisation.	Make sure gender related policies are reviewed to fit in the bigger picture of the women's advancement	Educate, inform and disseminate information in indigenous languages on issues that affect women such as utilities, payment of bills, housing opportunities, contracts and employment opportunities and HIV and AIDS	People are equally informed men and women.	Council Min Gender	Meetings to make known all developmental matters to women	N\$ 700 0
MAINSTREAMING GENDER INTO EXISTING PROGRAMMES								
Local economic development – The economy and job creation								
To facilitate access to equal	Collect data of unemployed	Equal opportunity:	Create an economic	The council has a local economic	More women	council	March 2014	N\$ 600

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
employment opportunities	women. Training in basic business skill and finance management.	ensure that women and men have an equal chance to participate in and implement economic decisions and policies.	development plan.	development plan that targets women entrepreneurs as key beneficiaries	are trained and educated as entrepreneurship. And more employment created for women.			00
To provide gender aware support to the informal sector	Build a data base on unemployed men, women youth in conjunction of different stakeholders.	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.	To monitor the decreasing of unemployment figures.	Conduct surveys, collect data and analyse it in conjunction with NGOs and CSO	Have a complete data base on gender awareness support to the informal sector. Also updating it regularly.	council	Yearly	N\$ 200 00

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	Number of women encouraged to enter the tourism industry.	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.	Information given to women to aggressively make inroads in this initiatives	Facilitate development and entry of women into the tourism industry e.g. Provision of land to women in the industry	There is a high increase of women in the tourism industry. Women are fully equipped on how to make use of resources eg. Land to generate on income.	council	2011-2015	N\$ 200 000
To ensure that women and men have equal access to new technologies for improving the efficiency of their enterprises.	To encourage men and women to have equal access to new technologies. Campaigns and workshops on the efficiency	Ensure that women and men have access to modern, appropriate and affordable technology and support services.	Women and men have equal access to modern technology and support services of there	Collect data on women and men, to ensure affordable technology and support services.	Women and men have equal access to the technology.	Ministry of mines and energy. Council.	2 months	N\$ 120 000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	of their enterprises.		enterprises					
Procurement								
To ensure that women benefit equally from the procurement processes which they have historically been excluded from.	% encouragement of women to tender for small projects, Number of women train in tender procedures.	Women benefit equally from economic opportunities, including those created through public procurement policies.	50% increasing of tenders to women 5 women.	The council has a procurement policy that sets a target for increasing the number and value of contracts received by women	Strategies for women to benefit in place	council	2011-2015	N\$ 100 000
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	Survey, Data collection.	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources.	We can predict and plan weather pattern change.	Identify disasters plan to the area and present it to the council	Council implementing adopting to the negative impact of climate change.	Council, community.	4 times a year according to seasons.	4 million.

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
change								
To involve women, as key stewards of the environment, in environmental preservation	Information and motivation meetings on policies	Equal participation of women and men in policy formulation and implementation of economic policies.	Only men participating in policy and decision making.	Training through workshops on policy making and implementation.	Equal men and women participation in policy making and decision making by 2015	Council, KRC.	3 months	N\$ 700 00
To involve women in projects and green business ventures, e.g. waste management.	Training for women in gardening and nutrition, climate change. To encourage of women to get green business and recycling projects.eg plastic bottles.	Women benefit equally from economic opportunities, including those created through public procurement policies.	Increasing of tender to women in agriculture projects in 80%.	We make people aware about the projects to involve the council. We write proposals to the government.(land, etc) agricultural testing.	More job creations for women. All people benefit from projects healthier life styles.	Ministry of environment and agriculture, council, regional council, Ministry of health and social services, women support group.	2011-2013	N\$ 280 000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To take into account the needs of women in emergencies and disasters	Assist with projects to mobilize women to be part of such a situation	Policy measures to ease the burden of the multiple roles played by women.	50/50% to educate women how to handle in such situations.	Workshop about emergency disasters management.	To equal involvement in emergency female male.	Ministry of health and social services. Women affairs, Regional authorities, all stakeholders..	365 days.	N\$ 480 0
INFRASTRUCTURE								
Housing								
To promote the equal rights of women to land tenure	Survey will be conducted.	Collect and analyse baseline data against which progress in achieving targets will be monitored.	We will know the sex disaggregated data.	The council keeps sex disaggregated data on title deeds.	More women are aware that they can acquire land.	NHE, Build together	6 weeks	N\$ 200 000
To women's equal access, control and benefit from productive resources e.g. land	Survey/interview.	Laws and policies: review all policies and laws that determine whether women can access, control, and	Show how many women have benefited from land and housing.	The council has taken steps to ensure that women benefit equally from land and housing opportunities.	More women have benefit from land and housing opportu	NHE, Build together	10 weeks	N\$ 300 - 000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		benefit from, productive resources. Especially with regard to <ul style="list-style-type: none"> • Water and property rights; • Land tenure; 			nities.			
To women's equal access to housing.	Information on the living standards of each household	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources.	Interview every household.	Identify unsatisfactory living environments and formulate recommendations for their improvement.	Better living conditions and healthy housing environment. e.g. sanitation.	Build together NHE.	2 months	N\$ 250 000
Water, sanitation and electricity								
To ensure that women, who are disproportionately affected by inadequate service delivery, are	Interview/survey.	Laws and policies: Review all policies and laws that determine whether women can access, control, and	To find information on the male and female headed households those have	The council has sex disaggregated data on who has access to basic services i.e. male and female headed households	Have a complete database on male and female	Council, community.	One month	As needed.

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
provided with affordable access to basic services		benefit from, productive resources. Especially with regard to Water and property rights.	access to basic services.		headed household who has access to affordable basic services.			
	Meeting/Letters.		Get the women involve to assist with the planning of the basic services.	Women are involved in the planning, management and maintenance of these services and facilities.	Water point committee headed by women who will report back to the council concerning maintenance issues.	council	4 weeks	20000
	Meetings/Letters.		To provide information to women and	Ensure that women are consulted prior to the provision of services.	Water point committee will be	council	weeks	20000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
			consult them on issues dealing with the provision of services.		informed about the expansion of services in certain areas, and tariff increase.			
HEALTH								
Ensure health facilities are accessible to women	<i>Women need to access this facilities</i>	Legislative frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.		Women access these facilities	More women now access these facilities	NGOs, min gender, council	ongoing	
HIV AND AIDS AND CARE WORK								
Prevention								
To establish the gendered	Awareness campaign	Collect and analyse baseline	To train volunteers.	Ensure that council keeps gender		Local authorities	Awareness	25 peo

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
dimensions of HIV/AIDS and to raise awareness on the pandemic in the Council.	conducted .Design adverts. Poster, songs, dramas. Provide Male and female condoms free of charge. Survey on how many men and women are infected in the village. Promote national testing day annually. Train youth in the village on reproductive sexual health.	data against which progress in achieving targets will be monitored.	15 female infected and 5 male. Prevention of further spread of HIV/Aids. More support groups in community . Youth have access to change behaviour through targeted interventions.	disaggregated data on HIV/AIDS		es	campaign annually.	ple at N\$ 160 p per son N\$ 120 00
To run gender-aware prevention campaigns	<i>Posters, drama, open talks.</i>	Develop gender sensitive strategies to prevent new infections.	To establish more support groups.	Workshops GB	Draw action plan, local authorities.HIV/Aids.	Local authorities.	Per trimester	N\$ 600 0
To ensure that	All sex's and	Programmes	Equal	Public awareness	Mutual	NGO,	Two	N\$

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
messages of generational sex and multiple partners are addressed	age groups (Male and female.	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.	leadership between male and female.	campaigns on the links between GBV and HIV/AIDS	understanding gender.	Village council, KRC, MOHS.	times monthly.	2000
To raise awareness that there is an increased risk of contracting HIV/AIDS as a result of sexual assault.	Community meetings. Awareness campaigns. Invite infected person on a voluntarily basis to educate the community on how to prevent HIV/Aids/GBV. How to	Information on services available to survivors of gender based violence AND Laws on gender based violence provide for the comprehensive testing, treatment and care of survivors of sexual	Families accepted the HIV/Aids infected person's in their homes. We also see the behaviour change in the community	Public awareness campaigns on the links between GBV and HIV/AIDS	Mutual understanding male and female. To know their role in the society as a women.	WCABU, MGE CW, MOHSS, RACOC, CBO, Support group	Annually.	N4 150 00

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	live positive and healthy.	offences, which shall include preventing the onset of sexually transmitted infections.	towards HIV/Aids infected people. Reduce of stigma and discrimination against PLWA is decreased by 50%.GRN also came up with IGA projects for: LWA for income generation . Train youth in village on reproductive sexual health.					
To educate women who are not aware of the need to avail themselves of	Awareness campaign on distribution of free condoms (male and female to	Ready access to post exposure prophylaxis at all health facilities to reduce the risk	More pregnant women come to clinic for ANC visits.	Integrate PEP into public awareness campaigns; Lobby to have PEP available in all health facilities.	Most of the women know what is PEP. Its	MOHSS, MGECW, WCAPU, CACOC, RACOC	Once a week at H/C. Once in a month for all	N\$ 500 0

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
Post Exposure Prophylaxis (PEP) and emergency contraception in the event of a sexual assault.	public places, like shebeens, shops, clubs, all GRN ministries, youth centres, public library. .Education to pregnant women during ANC visits at clinics.	of contracting HIV.	raped are aware to visit the nearest H/C for PEP .Mother is educated about PEP when they take the babies for immunization.		available at the health centres.		women.	
To educate women and men on voluntary counselling and testing which is a powerful tool for preventing the spread of HIV/AIDS.	House to house education about VCT. Availability of condoms. Mobilise people of visiting the VCT site. Spreading pamphlets or poster and IEC materials having VCT	Collect and analyse baseline data against which progress in achieving targets will be monitored.	People come to the site anytime. They are more aware of the VCT site. Partners come together for testing .Men and women	Obtain gender disaggregated statistics on VCT. Use this to devise campaigns to encourage women and men to go for VCT.	More people feel free to go for VCT. They have a positive vision.	MOHSS, Village council, MGECW, RACOC, CACOC, Ministry of youth, Ministry of education.	One month	N\$ 100 00

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	information on the people.		stick to each other now not more cheating on each other/					
Treatment								
To address unequal access to treatment; especially inhibitions by men to accessing treatment	Trainings, Education	Collect and analyse baseline data against which progress in achieving targets will be monitored.	People living with HIV/Aids using the treatment according to their CD4 count.	Gender disaggregated statistics on access to treatment and care; policy measures to rectify this.	We will have a data base. How many women and men have access to treatment.	MOHSS	5 days a week	N\$ 700 0
Care								
Ensure that the council addresses the gendered dimensions of care work	<i>Training and education through motivational meetings speeches and talks. Implement of</i>	Policies and programmes to ensure appropriate recognition of the work carried out by care givers, the	Women are more involve in care work than men.	Campaigning to encourage men to become more involve through advertising in churches and open adverts.	End result, well motivated men, equal involvement in	Councillors.	5 days a week.	N\$ 250 00

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>programs to encourage men involve.</i>	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.			care work with remuneration.			
Social development								
To make community and sporting facilities more accessible to women and girls and ensure that they benefit equally from such facilities.	<i>Community meetings, Mobilising, Posters, Statistics on HIV/Aids people.</i>	Collect and analyse baseline data against which progress in achieving targets will be monitored.	They have the rights use of facilities. They are active in all activities in the community .	The council keeps sex and age disaggregated data on the use of existing facilities, e.g. retirement centres, community centres, libraries and Women, girls, men and boys benefit equally from budget allocations for	Gender based violence decreased. Alcohol abuse among young people decreased. Balanced	Local authorities. KRC, CCN, Ministry of education.	Once a month	N\$ 300 00

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
				sports and recreation facilities	between male and female using library facility.			
	Mobilising.	Article 27 HIV/Aids. Article 29-31 media and information	People living with HIV/Aids are active in all activities.	Design programmes to ensure that women and men benefit equally from local authority facilities, for example promoting women in traditionally male sports, e.g. Soccer and boxing.	Enhancing people health. creating opportunity for more care workers.	Local authorities, MYSC.	3 times annually.	N\$ 500 00
GENDER SPECIFIC PROGRAMMES								
FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE								
Prevention								
To contribute to the SADC Gender Protocol target of halving gender violence by 2015.	<i>Campaigning, workshop, survey, mobilising.</i>	Collect and analyse baseline data against which progress in achieving targets will be monitored.	High domestic violence. Women education level advanced.	Community policing. Women network.	Decreasing of gender based violence.	Community local authority, police, ministry of	265 days.	N\$ 300 00

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
						health.		
SADC protocol on domestic violence	<i>Workshops survey community meetings.</i>	Integrated approaches, including cross sector structures with the aim of reducing current levels of gender based violence, by half by 2015.	Domestic violence victims receive adequate attention/care	Conducting awareness programs on domestic violence. Decrease in physiological and mental and physical abuse.	Decrease in physiological mental and physical abuse.	Nampol, WAPU, MOH, social workers, community leaders.	365 days.	365 00
<i>Public awareness campaigns</i>								
To educate communities to challenge and eradicate gender based violence.	Workshops community meetings house to house visit.	Introduce and support gender sensitisation and public awareness programmes aimed at changing behaviour and eradicating GBV in all sectors of society.	Number of cases reported through media.	Devise a comprehensive programme on Gender Based Violence.	Community involvement in gender base violence and abuse.	Ministry of info and Nampol.	365 days.	N\$ 600 00
<i>Best practices</i>								
To showcase best practices to end GBV				Collect and present best practices being done by councils to end GBV				

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET 2015 -	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
				Obtain buy-in and support of the unions for increased gender equity in the employment profile of the council.				

WORKSHOP EVALUATION FORM

Event: Community hall **Date: 18-20 June 2012**

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

	SCORE OUT OF TEN
1. PROGRAMME DESIGN	9
2. PROGRAMME CONTENT	8
3. DOCUMENTATION	8
4. FACILITATION	8
5. GROUP WORK	8
6. OUTPUTS	8
7. OUTCOMES AND FOLLOW UP PLANS	8
8. LEARNING OPPORTUNITY	8
9. NETWORKING OPPORTUNITY	8
10. ADMINISTRATIVE ARRANGEMENTS	8

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

- Local economic development. I learned a lot.
- First because I found the conflict topic very useful because I gain experience in how to solve conflict.
- Conflict resolution, now I know how to solve any conflict that can challenge the council, if it is a council problem.
- Conflict resolution, I learn how that can happen and how you can solve it and also the root courses of it.
- Conflict, got a lot of information.
- All session, because all session were important.
- Economic development, we learned a lot and it was an interesting topic for me.
- Conflict resolution, because I was not aware of who are the once coursing conflicts and different ways how it can be solved.
- Conflict, because it was a very learn full session based on the fact that we facing this matter daily and don't know now to solve it on time.
- Debates, because is where one expresses yourself and from one another.
- I learned a lot that I didn't know before.
- Group work because I learned how to communicate with each other and once opinion is respected. Find that the output is very much useful at the end of the day.
- All the session were useful, because they were very educative.

2. Which session did you find least useful? Why

- The topic on care takers, because there's too many controversies about it.
- Group work, learning from each and also giving each other advice.
- All session were useful to me, because it was my first time to hear about most of these topics.
- Climate change, because we do not face this issue that much in our environment.
- Group work, because it seemed like duplication and more could have been done with that time.
- Debating, more time is consumed as it takes long to agree on something.

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

- I would share with my fellow youth members, friends and families.
- Establish youth forum group. And make them aware of the issues.
- Give training on all stages.
- By talking to my fellow learners about it.
- Will implement it in my community.
- Will apply as a promoter.
- Share with councillors and colleagues.
- How to empower women.
- Carry out the message in my community.
- I am busy holding power presentation of the school and this programme is and added advantage which I will use.
- Learning the youth and the community.
- Share it with other people in the community and educate others also.
- I will try to put in practise what I have learned in this workshop.

4. Any other comment

- The workshop was very productive.
- In future come again and invite more people. No bad comments
- All was done good.
- Please come again.
- Many workshops are needed to learn about all gender issues.
- It was a very good workshop.
- No comments, everything was on time and perfect planned.
- We want certificates please.
- All topics were interested.
- It was great wait for the next workshop.
- The workshop was very good and i learned a lot about conflict, climate change and all the sessions.
- For me individually these kind of workshops are needed in areas like this, because these topics are very new to us as community and the Genderlinks programme was a very important mind opener for me.