

## CENTRES OF EXCELLENCE STAGE THREE WORKSHOP

**Country: Namibia**

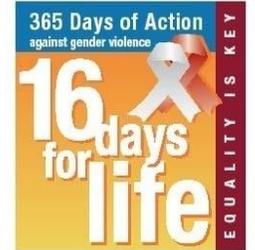
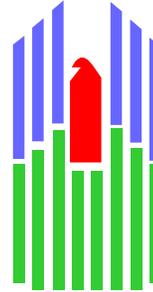
**District: Khomas regional**

**Date: 23-25 Sept 2014**

**Venue: Hotel Thuringer Hoff**



*Figure 1 Two councillors from the City of Windhoek swapping gender roles*



**PARTNERS IN LOCAL GOVERNANCE and GBV**

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## **Executive Summary**

This is a report on the proceedings of the Centres of Excellence for Gender Mainstreaming in Local Government stages 4&5 held at the City of Windhoek from 23-25 September 2014. It was attended by 15 participant, 10 women and 5 men. The council and senior managers were well presented. Three councillors from 15 Councillors of the City Municipality attended.

*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 councils in seeing the importance of making IT and the media work for them
- And 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 representatives; in total 28participants (10men and 18 women); see **Annex B** for the full workshop participants list.

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

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

The GBV messages/slogans/posters and calendar are attached at **Annex E**.

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

## 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, 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.*



Figure 2 Workshop participants in attendance

## Process and activities

The 3day training was aimed at introducing key gender concept, gender governance, gender economic, gender budgeting, and four New COEs Modules to participants. They are Conflict management/Resolution, Care work and HIV and AIDs, Local Economic Development and Gender, Climate Change and Sustainable development in local governance. These are considered to be key areas Local Authorities need to work on and provide those services needed to assist communities in this regards. Most of the participants were pro-active and participatory.

## Welcome and opening



*Figure 3CM Namibia SXE welcoming participants*

The Mayor of the City of Windhoek Hon Agnus Kafula could not attend the workshops due to other equally important duties assigned by the Council. The Country Manager of GL Namibia Ms Sarry Xoagus-Eises stood in for her. The Country manager thanked all present at the workshop and appealed to them to attend all three days of the deliberations. This workshop, she says was important for the City of Windhoek as it has more inhabitants, businesses, housing industry and has the highest number of infrastructure developments here. Gender mainstreaming has become a key factor in the country. Says Xoagus-Eises, other Local Authorities in the country should

learn best practices from the City of Windhoek as it has more resources for the implementation of the envisage Action Plan. CM told the workshops that the City of Windhoek was amongst the first 10 Councils that adopted the 10 stages of gender mainstreaming but has failed to implement so far. This time the City will have the opportunity to be part of the 36 Councils done under the NEPAD funding for the year 2014.

## Modules

These Modules were strategically design to suit the needs of the Council, community and stake holders at towns or village levels. The workshop kicked off with Gender key 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. The intra-changeable roles were also highlighted. Other Modules such and gender and Governance, Planning Action plans Conflict resolution/management, HIV and Aids and care work, Local Economic Development and Climate Change are some of these Moguls for facilitation.

### Key gender concepts

This Module was an introduction for participants to have a better understanding of all COE Modules/stages. The Module was meant to broaden the understanding of the participants in Sex, gender and stereotypes issues. Each participant was given cards with different roles, activities and occupations. These 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 vagina and penis. These roles were debated and re-swapped to intra-changeable gender roles. Majority agreed with the way these roles were changed but had reservations on playing with guns, doles and bus driver as they have not seen a female driver in this role. For the better understanding of gender and its concept the facilitator brought to attention of the participants the below phrases.



*Figure 4 Nam CM SXE explaining intra-changeable gender roles*

Gender concepts	Meaning as per the facilitator s explanation
Gender	Refers to socially or culturally constructed ideologies on what it means to be a girl/woman or boy/man. Not universal, changeable.
Sex	Universal biological differences between a girl/boy and woman/man.
Gender discrimination	Unfair treatment which is based on a person's sex.
Gender equality	Equal rights, equal access to opportunity for full realization of potentials.
Gender equity	Fairness, just treatment for all, equal recognition and appreciation.
Gender planning	Gender sensitive planning, taking various gender needs into consideration whilst planning.
Gender mainstreaming	A process of taking gender needs into account whilst planning, during the development of policies, acts etc.

## **Gender and governance.**

The objectives of this module are to understand, the links between gender and governance. The Module also investigate why there are few women in decision-making, the economic/finance and in Cultural/Traditional power sharing. In groups participants were looking at these barriers and reported back in plenary.

**Barriers to women's emancipation at various levels of participation:**

### **Political**

- Cultural backgrounds, women not to participate in any politics
- Jealousy amongst women
- Tribalism
- Favouritism and nepotism
- Submissiveness
- Language barriers in public speaking
- Shyness
- Party Manifestos too weak to protect women human rights in positions of leadership

### **Financial**

- Access to banking Institutions
- No access to loans or credits
- Lack of skills to apply for loans
- Not understanding policies regarding banking and other institution where loans can be made
- Banking paper not user friendly, not in local languages women understand
- Most banking male manager not understand women's needs when approached

### **Economical**

- They do not have decision making powers in the Economy of the country
- They do not have money to kick-start small projects in community
- House hold chores keep women out of business opportunities
- Women do not have enough information on business ventures in the country
- They do not form part of the trade policies made in the country.

### **Religious**

- Lack of participation and representation in decision-making processes
- Women cannot look for job opportunity and are kept in the 'kitchen'
- Women and girl child cannot own property. But boys are entitled to.
- Limitations to education and skills development
- "Lobola" keeps them in a type of environment
- Be submissive to their partners/husbands

The workshop realised that there are also other equally important issues that keeps women in politics and out of politics. This how they were summed up in groups discussions.

## IN POLITICS

- Self confidence
- Access to information
- Self-development
- Participation and representation
- Hard work and commitment
- Influence on certain policies

The groups also debated other issues such what keeps women out of Politics? And what keeps them out of politics like:

- Cultural norms and values
- Mistrust
- Motherhood
- Fear of violence and intimidation during campaigns
- Domestic violence, husbands/partners not agreeing to women in politics
- Economic instability (the notion that any candidates should have to reach the masses)
- Sexual harassments
- Stereotypes
- Media portraying women always in negative style

But society and political parties and Civic groups like GenderLinks need to assist women to exercise their women’s humnarights and democracy in country. And these are the way they might be assisted in various ways.

<b>What do Communities Expect from their leaders?</b>	<b>How Can Communities Contribute to good leadership, what role can they play?</b>	<b>What are the problem associated with leadership?</b>
Democratic leadership	Support the leader	Lack of leadership skills
Transparent development	Constant advice	Undemocratic rule
Share information through meetings with communities	Share challenges with leader	Lack of self esteem
Be a model	Transform roles	Tribalism
Treat people equally	Love the leader	Lack of support
Visionary wisdom	Identify problems	Not visionary
Integrity	Guard the leader	Lack wisdom

Loving and caring for community	Protect the leader	Corruption

## Conflict Resolution

The aim was for participants to better understand the role each one can play in making conflict a manageable and negotiated issue. The facilitator gave overview of the Module urging participants to discuss in focus groups different conflicts. As the City is an urban and developed society few conflicts were addressed. But others burning issues are the Municipality destroying communities shelter, as it says people squat on illegal grounds, the absence of clean water and sanitation, no proper roads, lightning and de-bushing of areas considered to be crime spots especially in 'river beds'. These are all issues the communities feel brought conflict with the Council. The workshop learnt that these are issues that the Municipality denies publicly. Other most disempowering is the disposition of 'old pensioner' homes if they fail to settle their water and electricity bills which are overdue for some time. Some of the councillors present also spoke about Motions that the ruling Party (SWAPO) blocks when it is tabled. But in most cases, these Motions are defended by the majority party says, a one of the councillors in th workshop. Workshops participants were led understood that it is 'democracy'. This is how it works all over where there are such similar governance structures. But say a participants, Conflict in the chamber, if there are negative outcomes will always derail development of the residents of the city workshop heard. It is the opinion of delegates that councillors look after all residents of the City and not individuals. 'All councillors should work for the residents regardless who 'voted them into office' says a woman participant. Some women vividly remembered how the City police have rooted them up from some trading zones, claiming women cannot sell their produce there. This is another conflict the City is not addressing says a client.



Figure 5 Cecilia Maruta C.O.W Social worker

The workshop participants do not rule out conflicts, but needs various mechanisms and tools to address these matters taking in consideration the absence of skills in peaceful negotiations, mediation, of emissaries or envoys if need be. Amicable ways to resolve conflicts are key to the sustainability and harmonious relations between council and community.

## ***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 Systems (GMS). Like at some of the other workshops in towns/villages and Municipalities, the City of Windhoek has not embraced issues like GMS. They are used to the terms of gender budgeting but not sure if this has been implemented in the Municipality. But when the facilitator gave them an exercise on a specific budget, not a gender aware one, they now understood what is meant by gender budget for campaigns etc. Participants feel a separate budget sessions will give broader understanding of gender budgeting. This they think the Municipality with GenderLinks can provide at a later stage.

## Gender policy and planning concepts

This Module was more of a participatory nature. Participants were given exercises to do in groups on practical and strategic gender needs, gender blind, gender neutral and gender aware policies, gender mainstreaming and sex disaggregated data. At this stage definitions of practical and strategic needs were given for better understanding of the concept. Women are more concerned about practical needs as these are found at the grassroots. The workshop has it that women need to form part of the planning at and in any Institution to make sure their needs are taken into consideration. The absence of women as it is the case now will further compromise the marginalisation and vulnerability in society and widen the gap that exist now. Like in many Councils the 'voice' of women are deliberately side-lined when it comes to planning processes.

### Making Care work Count:



The City of Windhoek as the main economic hub of development, Where all seems to be working well. There are more challenges in the way the issue of Care of HIV&Aids is addressed. A Non-governmental Umbrella Organisation who coordinates all HIV and AIDs matters in country is hosting many of these Organisations dealing with Care work. This is where all activities are planned. But Funds to execute Hiv& Aids related activities is becoming an developmental and a challenging issue. Although the workshop did not have a representative in the meeting, the group felt so much need to be done for care givers in the country. A Community Home Based Care-CHBC policy has been formulated and adopted by the Ministry of Health and Social Services in 2008. This was commissioned by GenderLinks in the regions. In Namibia it was facilitated with other Civil Society Organisations. These groups come up with guidelines to empower Care givers for a remuneration package for those that need special care like HIV positive people and for other related diseases. In the City

*Figure 6 Michael Gawaseb NCT Namibia*

there are many Organisations doing the same work, but disappointingly these are not well coordinated. There is a need the workshop learnt to have a center coordinating mechanisms to deal with the pandemic. HIV& AIDS is real and need concerted efforts from Government especially the line Ministry, which is the Ministry of Health and Social Services to take lead in terms of resources for the implementation of the envisaged Action Plan to be drawn up at the end of the three day workshop by participants. The City of Windhoek according to the Councillors present is working in partnership with stakeholders and Civic groups which are also playing a vital in the Ministry's Multispectral Approve Mechanisms to help curb the spread of new HIV infections in Namibia.

### **Gender and Local Economic Development:**

The 'White Paper' of the Ministry of Local Government Housing and Rural Development has drew up this Policy guidelines for councils in their implementation frameworks for LED implementations. The City of Windhoek has a Strategy that lacks proper implementation. This frame work the workshop heard is not gender aware guideline knowing that the majority traders are women. The Municipality has erect many trading zones for men and women. Most of these are found in the 'Black townships' located where women can have access to customers. But women in attendance say these stalls are far way to expensive for women to afford. Some of the trading zones are also so depepetated forcing women move to old traditional way of trading which are under trees or squad close to businesses or schools. But with City police harassments, more women are not making enough profits, that will keep them losers of their daily trades.

### **Gender Climate Change and Sustainable Development:**

This Module is aimed at strengthening frame works existing in Councils or towns and how GenderLinks can assist in this regards. The Module also raises pertinent issues regarding gender and sustainable development. It also inform Councils and stake holders and community to come up with strategies to address climatical conditions at their towns.

The facilitator gave the overview of the Module and what needs to be done the City.

These were issues under discussion:

- What is climate change?
- Linkages of climate change on food security, health, migrations, town development and the effect on education sector.
- What can town council perhaps do to be ready in case natural disasters?

These town's residents knew more about Climate Change. But the missing link was how to link this to gender and sustainable development. Food

security was another issue that participants were also keen to deal with. Most of the Climatical Change happening in and the surrounding areas are drought and veld fires. Councillors present informed the workshop that the Municipality has purchased some 'Fire extinguishers trucks' and



*Figure 7 Windhpe & surrounding areas veld fires*

only men were trained how to operate the trucks. The main question in the plenary was, how about women? Men in attendance feel this is a heavy duty that only men can operate. Women felt insulted by these comments saying they are being 'stereotyped' by men adding they can perform these duties on equal grounds with their counterparts. A need has been expressed, that women also be trained in these skills and be capacitated. A woman councillor present noted that training in mainstreaming roles should happen as soon as possible for women to form part of the planning sessions where different roles can be discussed and implemented. With nearly 70 million hectares of grazing destroyed last year across the country by veld fires, the Minister of Agriculture, Water and Forestry, John Mutorwa, has called on all Namibians to take precautionary measures against veld fires. Mutorwa cautioned that Namibia is facing a severe and devastating drought, which increases the likelihood of veld fires. He pointed out that veld fires regularly occur in the summer season and drought periods. This is a devastating experience for the residents of Windhoek and surrounding rural areas. But Councillors in the workshop say, the City is doing all its best to arrest the situation.

### **Gender Based Violence:**

Gender Based Violence in big Cities like Windhoek is the biggest challenge besides having two main police forces, the Namibia Police force and the City police. City police does mainly patrols in and around the City while the Police force maintains law and order. The two forces complement one another when it comes to crime and combating it. There are also 'crime watchdogs' to stem crime and other related matters. GBV is another issue that the City is dealing with daily. Violence against women and children have been increasing especially over the weekends and month ends. But the City Police, the Councillors report, are trained to respond timeously although they are also struggling with necessary resources. The government of Namibia and stakeholders including Civic groups are now mapping Strategies to combat GBV countrywide. A Coordinating Mechanism on GBV is being worked out to address GBV effectively.

### **Output**

The City of Windhoek has a draft combined COE Action Plan and a Gender Champion and a Gender focal person to assist with implementation.

## **Challenges**

- Out of 15 Councillors only here three attended the workshop thus compromising the outcome
- Pre-knowledge in Action Plans a challenge
- Not enough training Manuals for the workshop participants
- Swapping or accepting some of the gender roles a challenge for older participants especially men

## **Way forward**

- The Council to call with GenderLinks Namibia another session with all 15 Councillors to brief them on the workshop and Action Plan
- Next time invite also Windhoek rural participants, they need this workshop more than many
- The Action Plan to be resourced by the Municipality for implementation
- 

## **Outcomes**

- The City of Windhoek has now a COE Gender Action Plan in place for activity implementation
- That Councillors and stakeholders, including Non-Governmental organisations are aware of Actions plans.
- That the Council and stake holders work together in the implementation of the Action Plan.
- That the Council and stakeholders to participate in the 2015/16 National 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.

**Annex A:**

**PROGRAMME**  
**STAGE FOUR: INCEPTION WORKSHOP**

DAY/TIME	ACTIVITY	TIME	WHO
<b>DAY ONE:</b>			
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	
<b>Key gender concepts</b>			
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		
<b>Gender, governance and transformative leadership</b>			
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>		
<b>Conflict resolution</b>			
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	

**DRAFT PROGRAMME**  
**STAGE FIVE: ACTION PLANNING WORKSHOP (3.5 DAYS)**

DAY/TIME	ACTIVITY	TIME	WHO
<b>DAY ONE:</b>			
8:00 – 8:30	Registration	30 min	
8:30 – 8:45	Opening	15 min	
8:45 – 9:00	Introductions and objectives Expectations from participants Developing guidelines for participation Eyes and Ears	15 min	
<b>Gender policy and planning concepts</b>			
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		
<b>Gender and the economy</b>			
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	
<b>DAY TWO:</b>			
8:00 – 8:30	Reflections, Eyes and ears		
<b>Local Economic Development</b>			
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>		
<b>Sustainable Development (Climate Change)</b>			
11:00 – 13:00	Definitions / background Impact of climate change on gender	2 hours	
13:00 – 14:00	<i>LUNCH</i>		
<b>Gender Based Violence</b>			
14:00 – 15:30	Key GBV provisions in the SADC Protocol on Gender and Development	1 hr 30 min	

DAY/TIME	ACTIVITY	TIME	WHO
	GBV as a key service delivery issue		
15:30 – 15:45	<i>TEA</i>		
15:45 – 16:45	GBV continues	1 hour	
16:45	<b>CLOSURE</b>		
<b>DAY THREE:</b>			
8:00 – 8:30	Reflections, Eyes and ears		
<b>Developing a Gender Action plan</b>			
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>		
<b>Prioritizing the action plans</b>			
15:45 – 16:45	Prioritizing the action plans	1 hour	
16:45	<b>CLOSURE</b>		
<b>DAY FOUR</b>			
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	

**Participants registration Country:Namibia**

**Venue: Windhoek**

**Date: 23-25 Sept 2014**

<b>NAME</b>	<b>Sex M/F</b>	<b>ORGANISATION / MUNICIPALITY</b>	<b>DESIGNATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E MAIL</b>	<b>Signature</b>
Hon.B . Ekandjo	F	Windhoek	Councillor	0811281759	061- 222886	<a href="mailto:boasekandjo@gmail.com">boasekandjo@gmail.com</a>	
Shikongo.JJ	M	Windhoek	Councillor	08122528		Joseph <a href="mailto:Shikongo@windhoek.org.na">Shikongo@windhoek.org.na</a>	
B.Cornedius	M	windhoek	Councillor	0811471141		<a href="mailto:Brnhildec.cornluis@olfitra.com.na">Brnhildec.cornluis@olfitra.com.na</a>	
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Zuzeca Jefta	F	NACD	Volunteer	0812131075			
Cecilia Maruta	F	C.O.W	Social Worker	0812739623	061- 2903150	Cecelia maruta @yahoo.com	
Salen Engelbrecht	F	Nawalife trust	Deputy Director	061 24750			
	F	Namibia Women	Project Co-	061 265009		<a href="mailto:pujatura@gmail.com">pujatura@gmail.com</a>	

<b>NAME</b>	<b>Sex M/F</b>	<b>ORGANISATION / MUNICIPALITY</b>	<b>DESIGNATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E MAIL</b>	<b>Signature</b>
Pujatura Kaveterua		Association	ordinator				
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Frieda Nambuli	F	Chilrden life change centre	Founder	0812973145		<a href="mailto:Frieda.nambuli@gmail.com">Frieda.nambuli@gmail.com</a>	
Saara Iipinge	F	DAPP	PR	061 258220		Saara-iipinge2yahoo.co.ak	
Zuzeca Jefta	F	NACD	Volunteer	0812131075			
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Medusalem Neib	M	NCT				<a href="mailto:medusalem@hotmail.com">medusalem@hotmail.com</a>	
Maruta Cecilia	F	Cow	Social Worker	2903509		<a href="mailto:Cecilia.maruta@windhoekcc.org.na">Cecilia.maruta@windhoekcc.org.na</a>	

**WINDHOEK 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
<b>GENDER POLICY FRAMEWORK</b>								
Increase council’s level of awareness around national, regional, international commitments that the country has made especially the SADC Protocol on Gender and Development	<i>What is the current level of awareness?</i>	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	SADC Protocol Affirmative Action Policy Gender Governance and transformative leadership	Do workshops locally and regionally  Training and information sessions.	Peace Security and interstate cooperation  More women empowerment	Regional and Local Authorities	2017	1.2 Million

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
and the National Gender Policy		participation.	p					
Ensure that there is there is a gender policy in the council and it is implemented.	<i>Has a gender policy framework been drafted and approved.</i>	Laws and policies put in place to enable women to have equal opportunities with men to participate	No Gender Policy	Consultations is needed to draft a Gender Policy	An Official gender policy	HR	<i>2015</i>	
Gender issues are given a high political profile by the Council and has a political champion								
<b>GOVERNANCE</b>								
<b>Representation</b>								
To increase the representation of women councillors in the next elections to ensure that the SADC target of 50% women in local government	<i>What is the % of women councillors in the municipality?</i>	At least fifty percent of decision-making positions in public and private sectors are held by women; affirmative action measures in	Women in political position	To mobilise more women and give them access to information	Informed and empowered women	Local Council	<i>8 months</i>	<i>150000</i>



STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To increase participation by women because their concerns are often sidelined or overshadowed by political party concerns.	<i>Is there a multi party women's caucus?</i>	Policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.	Women to participate fully in political decision	To make sure that women are at National level in politics	Women in Senior positions	Women in Leadership	1yr	2.2 million
	<i>Has any networking been done with other women's caucuses?</i>							
To empower women councillors to advocate for gender equality	<i>Has there been a skills audit? What kinds of skills exist?</i>	Policies, strategies and programmes for building the capacity of women to participate effectively through leadership and gender sensitivity training and mentoring.						
	<i>What training has already been done?</i>							
To empower men on gender issues and mobilise their support.	<i>What training has already been done – how many men participated?</i>	Ensure the inclusion of men in all gender related activities, including gender training and community	Men in politics	Teach and make the understand the equal opportunities in the constitution	Informed men who respect women and views them as partners not	Min of gender and child welfare	1yr	170000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		mobilisation.			competition			
	<i>Have any dialogues with male Cllrs been held?</i>							
<b>Public participation</b>								
To ensure that women and men participate equally in local government and community matters	<i>What is the representation of women and men in ward committees?</i>	At least 50 percent of decision-making positions in public and private sectors are held by women; affirmative action measures in effect.	Women are currently at 75% representation in Windhoek council	Support women councillors and ensure they retain their positions after elections.	A gender balanced management committee	Mayor	1yr	
	<i>Are there gender disaggregated statistics on the consultative meetings?</i>	Women and men participate equally in all governance structures.	Participants register	Ensure that women and men are available in any council meeting	Gender balanced participants who can represent both sexes	CEO	Ongoing	
	<i>Have any workshops been conducted with men's groups?</i>	Ensure the inclusion of men in all gender related activities, including gender training and	Participants register	Encourage men to participate fully in gender mainstreaming	Gender sensitive community	CEO	Ongoing	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		community mobilisation.						
<b>PLANNING</b>								
To ensure that targeted planning and service delivery takes place in the council women are consulted equally in policy-making processes.	<i>Is the Council's strategic plan gender aware?</i>		None	We are going to have a workshop to mobilizing women in policy	Woman included policy making frame	Council Civil Society MGECW	2014-2015	30000
To ensure that women are consulted about their needs when drawing up Council plans.	<i>Has the gender desk been involved in the strategic planning process? Have the views of women and men been taken into account in the plan?</i>	Equal participation of women and men in policy formulation and implementation of economic policies.	None	We raise awareness of and training to consult women	Women included	Council Civil Society MGECW	2014-2015	30000
<b>MAINSTREAMING GENDER INTO EXISTING PROGRAMMES</b>								
<b>Local economic development – The economy and job creation</b>								

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To facilitate access to equal employment opportunities	<i>Is there gender disaggregated data on jobs created through Council activities?</i>	Equal opportunity: ensure that women and men have an equal chance to participate in and implement economic decisions and policies.	None	We raise awareness the available job opportunities in the market	Women and men have equal employment opportunity	Councils Civil society	2014-2015	30000
To provide gender aware support to the informal sector	<i>How gender aware is council assistance to the informal sector?</i>	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.	None	The council need to come up with gender sensitive policy	Draft policy	Regional council and Town council	Ongoing	30000

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 gender 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	We make information available on where to find financial assistance	Women and men have equally access to financial resources	Regional Council and Financial institutions	2014-2015	300000
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 gender aware?	Ensure that women and men have access to modern, appropriate and affordable technology and support services.	None	We train them on the importance and how to use modern technology	Everyone will be able to use the new technology	Regional council and ministry ICT	2014-2015	30000
<b>Procurement</b>								
To ensure that women benefit equally from the procurement	<i>What proportion of Council tenders over the last</i>	Women benefit equally from economic opportunities,	None	We draft gender sensitive procurement policy	Procurement policy in place	Regional council	2014-2015	30000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
processes which they have historically been excluded from.	<i>year went to women? Is there a policy and or point system in place to redress gaps?</i>	including those created through public procurement policies.						
<b>CLIMATE CHANGE AND SUSTAINABLE DEVELOPMENT</b>								
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	<i>Has there been a gender aware audit done of climate change and its effects and or likely effects?</i>	Laws and policies: review all policies and laws that determine whether women can access, control, and benefit from, productive resources.	None	We need to train councils on possible measures on how to combat the effect of climate change	They will be able address negative impact of climate change	Geologist	2014-2015	30000
To involve women, as key stewards of the environment, in environmental preservation	<i>Are women involved in drawing up policies and plans for "going green"</i>	Equal participation of women and men in policy formulation and implementation of economic policies.	None	We must involve women in drawing up policies on environmental preservation	Women involved	Regional council and ministry of Environmental and Tourism	2014-2015	30000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
To involve women in projects and green business ventures, e.g. waste management.	<i>Are there any green business ventures?</i>	Women benefit equally from economic opportunities, including those created through public procurement policies.	None	We organise a workshop on green business project.	Women will participate in green business ventures	Regional council and ministry of environmental and tourism	2014-2015	30000
To take into account the needs of women in emergencies and disasters	<i>How gender aware are existing disaster management plans?</i>	Policy measures to ease the burden of the multiple roles played by women.	None	we train women on emergencies and disasters	Committee established in which serve as disaster management partners	Regional council	2014-2015	30000
<b>INFRASTRUCTURE</b>								
<b>Housing</b>								
To promote the equal rights of women land tenure	<i>What proportion of stands (ERF's) are owned by women?</i>	<b>Collect and analyse baseline data</b> against which progress in achieving targets will be monitored.	No of plots or land reserved for women, older persons and people	Review the land policy to accommodate vulnerable people.  Conduct the needs assessment to determine housing needs of vulnerable	Statistical data of land allocated to people in need.	Urban Planning and Development	2014-2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
			with disabilities	people through consultation, survey and meetings.	Reports is communicated to concerned Department after			
	<i>Do any policies exist to ensure women's access to land tenure?</i>	<b>Laws and policies:</b> review all policies and laws that determine whether women can access, control, and benefit from, productive resources. Especially with regard to <ul style="list-style-type: none"> <li>• Water and property rights;</li> <li>• Land tenure;</li> </ul>	No of women participate in land acquisition	Encourage women to participate in land sales	Increased women applied to get land	Urban Planning and Development	2014-2015	
To women's equal access to housing.	<i>What kind of consultation process exists in residential design?</i>	<b>Laws and policies:</b> review all policies and laws that determine whether women can access,	No of Houses allocated represent both men and	Participation of both men and women during housing allocation	Increased ownership of housing by women, older persons and people	NHE	2014-2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		control, and benefit from, productive resources.	women		living with disability.			
<b>Water, sanitation and electricity</b>								
To ensure that women, who are disproportionately affected by inadequate service delivery, are provided with affordable access to basic services	<i>What services are currently being provided and at what cost?</i>	Laws and policies: Review all policies and laws that determine whether women can access, control, and benefit from, productive resources. Especially with regard to Water and property rights.	Access to water at household or community level	Identify women without portable water in the community.  Sensitize the responsible department about the needs of women	Installation of water taps at community or household level.  Affordable water services	City of Windhoek	2014-2015	
	<i>What kind of consultation process has there been in the past?</i>		Meetings and consultation with women	Organize meetings to identify the level of access	Participation of women in meetings lead to service delivery	City of Windhoek	2014-2015	
	<i>What is the current state of service delivery?</i>							
<b>HEALTH</b>								
Ensure health	<i>How many</i>	Legislative	Reproduc	Promote mobile	Increased	MoHSS	2014-2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
facilities are accessible to women	<i>mobile clinics are there currently? Which communities do these clinics service?</i>	frameworks, policies, programmes and services to enhance gender sensitive, appropriate and affordable quality health care.	tive health facilities in the areas	clinic to women in their respective areas	awareness of health services among women			
<b>HIV AND AIDS AND CARE WORK</b>								
<i>Prevention</i>								
To establish the gendered dimensions of HIV/AIDS and to raise awareness on the pandemic in the Council.	<i>Does the Council have gender disaggregated data on HIV and AIDS?</i>	Collect and analyse baseline data against which progress in achieving targets will be monitored.	HIV/AIDS Strategy in place HIV/AIDS awareness campaign in different areas	Implement HIV/AIDS awareness programmes in different areas all targeting residents	Increased knowledge and awareness on HIV/AIDS in the council	National	2014-2015	
To run gender-aware prevention campaigns	<i>Do prevention campaigns emphasise differences in power relations</i>	Develop gender sensitive strategies to prevent new infections.	No of programmes targeting both	Tailor the campaigns to meet the needs of the target groups	Changes in attitudes and behaviours among the targets	National	2014-2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>between women and men?</i>		men and women and children					
	<i>Do prevention campaigns emphasise the dangers of multiple concurrent partners?</i>							
	<i>Is the female condom available? If so where?</i>							
To ensure that messages of generational sex and multiple partners are addressed	<i>How has the municipality participated in awareness campaigns in the past?</i>  <i>Has the municipality actively participated and promote the 16 Days Campaign in the past?</i>	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	There is ample evidence that young women are at risk due to poverty and lack of education.	City of Windhoek is to embark on public education regarding generational sex and consequences in the context of safer sexual health and promotion of women rights.	Media campaign through print and electronic media as well as community meetings and workshops.	Councillors and Council Staff	2014-2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		affected by HIV and AIDS.						
To raise awareness that there is an increased risk of contracting HIV/AIDS as a result of sexual assault.	<i>Are there any awareness campaigns in the Council on the link between gender violence, HIV and AIDS?</i>	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 offences, which shall include preventing the onset of sexually transmitted infections.	Currently not much support to victims	CoW to avail support group to identify victims and provide support. Run campaigns regularly so victims be aware when need arises.		CoW management	2014-2015	
To educate women who are not aware of the need to avail themselves of Post Exposure Prophylaxis (PEP) and emergency	<i>Is PEP readily available at all health facilities? If not, at how many facilities is it available?</i>	Ready access to post exposure prophylaxis at all health facilities to reduce the risk of contracting HIV.	Only state hospital has	City emergency services to establish circumstances surrounding provision of this service to aid clients better as CoW slightly more	Approach MoHSS through meetings and provide info to victims.	CoW health department officials	Oct 2014 - 2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
contraception in the event of a sexual assault.				efficient.				
To educate women and men on voluntary counselling and testing which is a powerful tool for preventing the spread of HIV/AIDS.	<i>What is the % of men and women who go for VCT?</i>	Collect and analyse baseline data against which progress in achieving targets will be monitored.		Obtain VCT data from CAA, NANASO, MHSS, etc. Limit data focus to CoW residents to establish % affected persons. Project possible new infections.	Produce statistics on VCT participation and encourage participation by residents.	Council staff	2014-2015	
<b>Treatment</b>								
To address unequal access to treatment; especially inhibitions by men to accessing treatment	<i>What proportion of women compared to men access free treatment?</i>	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Collect stats from above mentioned parties	Analyse data in a way opposite to being gender blind to determine which gender group has more access	Address inadequacies by the other	CoW Management	2014-2015	
<b>Care</b>								
Ensure that the council addresses the gendered dimensions of care work	<i>What proportion of care givers in the community are women?</i>	Policies and programmes to ensure appropriate recognition of the work carried out	Identify caregivers through currently active	Study make up of caregivers in terms of gender. Encourage less represented to embark on same.	Use above mentioned media campaigns to address short comings.	CoW management	2014-2015	

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		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.	NGOs for example					
	Do care givers receive any remuneration		Some remuneration perhaps	Perhaps assist volunteers with transport.		"		
	What support do care givers receive		Establish current support system	Arrange meetings with NANASO, etc to find out.	List support given to caregivers		2014-2015	
	Do care givers receive training? What kind?		Same as above					
	Are there any efforts to involve men in care work?		Seemingly not	Encourage men to participate in caregiving as men may feel more comfortable with men.	Sensitise public.	CoW management	2014-2015	
<b>Social development</b>								
To make community and sporting facilities more accessible to women and girls and ensure that they benefit	<i>What kind of work is/ has been done with women's groups?</i>	Collect and analyse baseline data against which progress in achieving targets will be monitored.		Develop more playgrounds, which are also safe for the girl child. Ensure that CoW policy caters for playgrounds in	Build playgrounds and sportsfields	CoW Council	2015 -	N\$200 000 000.00

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
equally from such facilities.				each new suburb and generic sports fields. Children in poor suburbs walk in streets to avoid dust, thus need for walkways and cyclist roads.				
	<i>Are there any awareness programmes or training materials covering parenting responsibilities? If there are, are they gender sensitive?</i>		Unknown or not available	Develop programmes and training on parenting. CoW must also limit socially destructive infrastructure such as liquor outlets.	Education material		2014	N\$75 000
<b>GENDER SPECIFIC PROGRAMMES</b>								
<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>								
<b>Prevention</b>								
To contribute to the SADC Gender Protocol target of halving gender violence by 2015.	<i>What are the current statistics on GBV in the municipality?</i>	Collect and analyse baseline data against which progress in achieving targets will be monitored.	Statistic from Police and hospital	-Awareness Campaigns on GBV -Information Dissemination -Increase police	-Report -1000 Pamphlet	Police Mayor's office WTC	2017	N\$100 000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
			MGECW	surveillance or patrol Increase street lighting				
		Integrated approaches, including cross sector structures with the aim of reducing current levels of gender based violence, by half by 2015.	Statistic from Police and hospital	-identify organisation for partnership to combat GBV	Partnership Agreement	Town council, MGECW MoHSS, Police	2016	N\$20 000
<b>Public awareness campaigns</b>								
To educate communities to challenge and eradicate gender based violence.	<i>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?</i>	Introduce and support gender sensitisation and public awareness programmes aimed at changing behaviour and eradicating GBV in all sectors of society.	Statistic from Police and hospital	-Awareness Campaigns on GBV -Information Dissemination -Increase police surveillance or patrol -Community mobilization -Peer Education	-Report - Pamphlet	Police Mayor office	2017	N\$100 000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		Ensure the inclusion of men in all gender related activities including gender training and community mobilisation.						
<b>Response</b>								
To implement actions that are effective in responding to GBV in your council	<i>What is the state of street lighting in the municipality?</i>	Accessible, effective and responsive police, prosecutorial, health, social welfare and other service to redress cases of gender based violence.	Arrest, Trial, Counselling, and Treatment	Educate people to open cases on GBV.  Encourage community members to go for treatment or counselling.	Number of arrest and trial  # of people treated or received counselling	Police, Community Police, Community members	2015	
	<i>Are any of the police stations within the municipality equipped (private room, female officers etc) to deal with cases of GBV?</i>	Specialised facilities, including support mechanisms for survivors of gender based violence.						
		Community sensitisation programmes regarding	Service and Recourses known	Awareness Meeting	Minutes of the meeting	Town Council, MGECW	2015	N\$ 40 000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
		available services and resources for survivors of gender based violence.	by the community					
		Establish special counselling services, legal and police units to provide dedicated and sensitive services to survivors of gender-based violence.	Victims friendly unit Counselling unit Women and children police unit	To engage all relevant authority to have special/friendly units	# of case handled by these units	MGECW, Police, Town Council	2020	
<b>Support</b>								
To implement a plan and actions that supports survivors of GBV	<i>How many places of safety and care are there within the municipality?</i>	Provide specialised facilities, including support mechanisms for survivors of	Land Aailed	Provide service land to build special facilities	Facilities are build and available to survivors	Town Council and NGO's	2020	N\$200 000
	<i>How many counselling facilities are there within the municipality?</i>	gender-based violence.						

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>What publications and information exists on where to get help, and how is this being disseminated currently?</i>		Publish Leaflets, local news Letters,	Notice Board, water bill Invoices, Trade fair	# of leaflets and newsletter published	Town Council	2017	N\$70 000
<b>Coordination</b>								
To ensure that efforts to address GBV are conducted in a coordinated manner	<i>Is there a multi sector committee for addressing GBV in the local council?</i>	Integrated approaches, including cross sector structures with the aim of reducing current levels of gender based violence, by half by 2015.	Partnership organisation	Harmonious coordination activities to combat GBV	Partnership Agreement	Town council, MGECW, NGO's  MoHSS, Police	2015	N\$30 000
<b>Budget allocation</b>								
To ensure that Councils commit budget and resources to addressing GBV	<i>Is there a budget line for addressing GBV in the Council?</i>		Budgeting	Compile activities that are involved in fighting GBV	Allocation of funds	Town Council, MRLGHR D	2016	N\$ 5,000 000
<b>Monitoring and evaluation</b>								
To ensure that efforts to		Collect and analyse baseline						

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
address GBV are monitored and evaluated		data against which progress in achieving targets will be monitored.						
<b>Best practices</b>								
To showcase best practices to end GBV								
<b>EMPLOYMENT PRACTICES AND ENVIRONMENT</b>								
To increase the representation of women employed in the council.	<i>What steps have been taken to prioritise gender equity in performance plans?</i>	At least 50% of decision-making positions in the public and private sectors are held by women including the use of affirmative action measures.	None	Review the employment policy to engender it	50/50 representation at all levels	Councils ,MGECW and civil society	2014-2015	30000
	<i>What are the current gender statistics of employees in the municipality? What % men and women occupy management</i>	Review, amend and enact laws and policies that ensure women and men have equal access to wage employment in all sectors of the economy.	70% male representation 30% woman	Review the employment policy to engender it	50/50 representation at all levels	Councils ,MGECW and civil society	2014-2015	300000

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>positions – what is the breakdown per department?</i>							
<b>Selection and recruitment</b>								
To ensure that the recruitment and selection process offers equal opportunity to women.	<i>What kind of employment equity plan is in existence?</i>	<b>Affirmative action measures</b> with particular reference to women in order to eliminate all barriers that prevent them from participating meaningfully in all spheres of life and create a conducive environment for such participation.						
	<i>What are the targets for ensuring women's equal representation at all levels?</i>							
	<i>Has gender been incorporated into policies and processes?</i>	Eradication of occupational segregation and all forms of employment discrimination.						
	<i>Are women and men paid</i>	Equal pay for equal work and						

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>equally for the work they do?</i>	equal remuneration for jobs of equal value for women and men; and						
	<i>What is the policy on maternity leave?</i>	Enact and enforce legislative measures prohibiting the dismissal or denial of recruitment on the grounds of pregnancy or maternity leave.						
<b>Capacity building</b>								
To ensure that training is done to educate all employees and community groups on gender	<i>What training has already been done?</i>	Ensure equal participation of women and men in decision making by outing in place policies, strategies and programmes for the establishment and strengthening of structures to enhance gender mainstreaming.						

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
<b>Work conditions and environment</b>								
To facilitate women's equal participation in the workplace by providing support for parents because parenting responsibilities have continue to be the main responsibility of women.	<i>What childcare facilities are currently available?</i>	Provide protection benefits for women and men during maternity and paternity leave.						
	<i>Is there any such arrangement currently?</i>	Conduct time use studies by 2015 and adopt policy measures to ease the burden of the multiple roles played by women.						
	<i>Has this issue ever been addressed? How?</i>							
	<i>Are there any such programmes?</i>							
<i>What crèche facilities exist?</i>								
Address issues of sexual harassment in the council.	<i>Is there a sexual harassment policy in existence?</i>	Enact legislative provisions adopt and implement policies, strategies and programmes that define and prohibit sexual harassment in all						
	<i>What kind of safety</i>							

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
	<i>measures are in place currently?</i>	spheres, and provide deterrent sanctions for perpetrators of sexual harassment.						
<b>GENDER MANAGEMENT SYSTEM</b>								
<b>Gender structures</b>								
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.	<i>Has any work been done in the establishment of structures?</i>	Establish and strengthen structures to enhance gender mainstreaming.						
	<i>Is there a committee in Council responsible for gender?</i>							
	<i>Is the GMS known, has it been publicised?</i>							
<b>Budget, monitoring and evaluation</b>								
To make use of	<i>Does sex</i>	Ensure gender						

STRATEGIC OBJECTIVE/ OUTCOME	BASELINE	SADC PROTOCOL TARGET - 2015	INDICATORS	ACTIONS	OUTPUT	WHO	TIME FRAME	BUDGET
gender disaggregated data for monitoring and evaluation to ensure that gender equality is being strived for.	<i>disaggregated data exist? Is it applied?</i>	sensitive and responsive budgeting at the micro and macro levels, including tracking, monitoring and evaluation.						
To ensure that resources are being allocated to gender priorities.	<i>Are there direct or budget allocations for advancing gender equality?</i>	Ensure that all national and local budgets sufficiently represent the needs of women and men; assessment of all spending should reflect how resources have been allocated to all gender groups.						
	<i>Do women and men benefit equally from budget allocations?</i>							





## Evaluations Windhoek

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

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

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

- Conflict resolution.
- Gender and climate change as I did learn also some of issues I did not know.
- Climate change to learn how it can affect your plan of action and the production.
- I did enjoy all as it was and is geared to access and is informative.
- Gender and Climate change and sustainable development I have learnt a lot and what Strategies Municipality can think of. In Windhoek we experienced more veldfires in the Mountains and measurement to be taken
- All sections, useful and interesting.
- Conflict resolution, conflict at the community and local government level. There are many conflicts at this level because of no access to information and lack of early warning signs and systems
- There are no women in disaster management systems to plan for the needs women and children
- Fire extinguisher are at the Municipality but women are trained to do the work

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

- None, its topic was useful.
- GBV with protection order because this protection doesn't really protect you at all, you are still in danger. Some thing needs to be done for the These protections Order to work for women in community
- None all sessions were useful.
- Gender budgeting, it was not clear for me.

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

- Share it at council meetings/workshops.
- All the concepts to be taken in consideration when drawing up Action Plans at my work place.
- The Municipality calling a meeting with all stakeholders to brainstorm the Action Plan for implementation
- Through practical and action implementation.
- Information sharing with others.
- Invite others to participate.
- I will lobby for proper representation of women where ever I go and I will influence policies to become gender sensitive.
- I will use it as my key objective.

**4. Any other comment**

- WE need certificates of participation in Gender Mainstreaming workshop of GenderLinks Namibia