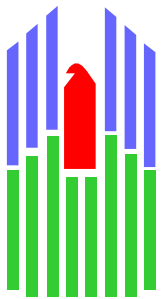
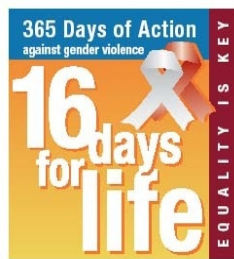


REPORT: CENTRES OF EXCELLENCE STAGE THREE WORKSHOP

Country: Namibia
District: Usakos
Date: 18-20 October 2011
Venue: Usakos Youth centre



Usakos participants draw up Action Plan



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 stage three workshops held from 18-20 October 2011 at the Youth Centre at the town.

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

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 (10 men and 16 women); see **Annex B** for the full workshop participants list.

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

The Draft Usakos 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 groundbreaking research in 2006/2007, *At the Coalface, Local Government* covering Lesotho, Mauritius and

key finding of this study was practical steps have been mainstream gender in this government or to build the councillors to lead this study has since been nine countries. In terms of the research reports have up, GL hosts launch and workshops in the respective



Gender and South Africa, Namibia. A that few taken to tier of capacity of process. The extended to process, once been written strategy 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 was attended by Councillors, stake holders, Police force, army, traditional, youth, a religious leader and community members. They all brought different ideas and experiences to the table. The aim was also to come and enrich knowledge base skills share with other delegates. The attendance was great with people from all walks of background. Issues covered in the programme included personal empowerment, gender and planning concepts, including gender mainstreaming, sex disaggregated data and the gender management system. There were detailed sessions on some of the core of local government functions, including gender responsive budgeting, gender equality in service provision, land rights and urban planning, local economic development and violence against women.

Welcome and opening:

A Councillor from the town Council officially opened the workshop with a plea to participant to help Council in implementing the envisage Plan of Action to be drawn up at the end of the workshop. She told the GL team that her town is pleased to welcome them in Usakos town.



Modules:

These modules addressed issues at the Council level policy and implementation of Actions plans worked out by workshop participants. Gender Mainstreaming was prioritised at this point. Stage three consisted of six modules. But stage 3 is the most challenging and outstanding one. At these stage issues of gender, economy, leadership, planning concepts and actual mapping of an Action Plan takes place at this levels. These plans are based on service delivery concept of Municipalities, not only that, but questions why to where to get what services.

Key gender concepts

This is the stage where participants first deal with different gender concepts. The Module is meant for participants to have a better understanding of all COE Modules and all stages. Here the participants learnt about Sex, gender and stereotypes issues. Gender roles card swapping took place, with participants each given a card to place on the wall with various sex roles by men and women in society.

Discussions continue with facilitator explaining the differences between sex, gender, gender relations and gender equality as follows.

Sex

- Describes the biological difference between men and women. Men produce sperm; women become pregnant, bear and breastfeed children.

Gender

- Describes the socially constructed differences between men and women, which can change over time and which vary within a given society from one society to the next.

Gender relations

- Describes the social relationships between women and men. These are socially constituted and do not derive from biology.

Gender equality

- Are both about empowering women to claim their equal status with men in society?

Further to explanation on Stereotypes, an exercise was given in groups to show how stereotypes are reinforced in society and communities in various ways. Participants in plenary explained what stereotypes mean to them. This how participants summed up issues related to



men and women when using stereotypes. During this session the participants also looked at stereotypes how they are re-enforced in other countries, especially in Africa and the following were groups write ups on the messages conveyed about men and women:

- Women are used as tools to attract customers for promotional business.
 - Women are regarded as good socializes with customers.
 - They are exploited in most cases for commercial gains with naked bodies.
 - Women are 'bitches'.
 - Men are like wolfs in the skin of sheep.
- In song women are depicted as sinners etc.
 - Soap opera, drama and popular cultures: Most women actors are depicted as weakest link or sex workers, or put them in roles that compromised their rights.
 - Women are not allowed to wear trousers to church.
 - Must be under man and obey the man.
 - Must dressed black when become a widow.
 - Must change surname when married (life time).
 - In Cultural and customary set ups, women don't have any say in decision making of households.

Gender and governance.

Governance has existed all this years. But the missing link was, to make sure governance forms an integral part of gender dimensions. This model now looks at various ways in which gender will play a greater role in all governance structures in local authorities, the introduction of COE

in Councils or Municipalities. The objective of this Module was for the participants to understand, the links between gender and governance. The fact that these links extend beyond women's representation in politics to their effective participation in decision-making. The Module used Access, participation and transformations as a yardstick to measure to what extent women have made an inroad in leadership skills. The three concepts were explained to the participants.

ACCESS:

- The factors that bar women from entry into institutions.

PARTICIPATION:

- The structural barriers to the effective participation by, and advancement of women within institutions.

TRANSFORMATION:

Internal: The administrative policies that is required to ensure equal representation of women at all levels as well as gender sensitive work environments

External: The operational procedures necessary to ensure that gender equality is advanced through service delivery.

Discussions included barriers to effective participation and how these can be overcome. According to the group discussions, the following are some of the barriers: Access, Participation, and Transformation. Many at times, who are left behind in planning, programming even drawing up of guidelines and policies. Their voice is not heard loudly. Men plan on their behalf, that's why most of these do not materialised. When it comes to fiancés, who are not considered. Not only that, they have not been consulted broadly when the country draw up its Trade and Economic Policy. Even the latest SADC Protocol on Trade, they were not consulted as well. For men and women to benefit equally from all resources, all polices dealing with local economic development need strategies and plan in place to make sure the playing field is levelled. In politics they say, political parties should embrace the 50/50 women representation and participation. Programmes should be drawing up to emancipate women by making sure their status is elevated.

Transformative leadership:

Key to this Module was that in society there are different types of leaderships. They are elected, groomed, appointed or come by overthrowing other leaders in power. The Module also challenged various stereotypes in leadership especially when it concerns women in these leadership roles. This Module is based on three pillars on which leaders can be judged. They are Access, Participation and Transformation. The Module explored qualities a good leader must have. They discussed the concept of transformative leadership and also brainstormed how citizens can hold their leaders accountable and how leaders can contribute to good governance and leadership qualities. Groups were divided to look at themes such as Access, Participation and Transformation. This was an exercise, based on question and answer methodology

What do communities expect from their leaders	How can communities contribute to good leadership? What roles can they play?	How can communities contribute to good leadership? What are the problems associated with leaders.
He/she should have an ability to act.	To give advice.	Held few informative meeting for community
Should be a visionary.	Come up with ideas.	Do not proper work e.g. Technical division (Repairing of water pipes).
Should be transparent. (Honest/hardworking/trustworthy).	To join committees/cooperate.	Recruitment of employment vacancies are done unfairly.(nepotism)
Exemplary and responsible.	To be committed in contributions (services.	Meetings with improper agenda.
Democratic.	To encourage them.	Autocratic leadership (irresponsible acts) (selfishness.
	To be the advisors.	Drinking during working hours (employees).

Participants were taken through qualities that are associate with "masculine" Traits and which of the associate with "feminine traits". The traits were on management and leadership.

Leadership Quality	F/M	Management Quality	F/M
Transparent	M/F	Democratic	M/F
Visionary	M/F	Accommodative	M/F
Trust worthy	M/F	Skilful	M/F
Strong willed	M/F	Accountable	M/F
Honest	M/F	Educated.	M/F
Hard working	M/F		
Qualified (skilled, educated).	M/F		
Brave courageous.	M/F		
Impassibly.	M/F		
Empathetic/sympathetic.	M/F		

Participants had to learn of different types of “powers they possessed or they leaders have. Participants also in plenary discussed powers in various ways for control. This was done for participants to understand why power does exist, why some will use power for control, whether positive or negative or suppressive in some ways.

Power: Ability to do or act.

Power over: A relationship of domination/subordination ultimately based on socially sanctioned threats of violence and intimidation; invites active and passive resistance and requires constant vigilance to maintain.

Power with: A sense of the whole being greater than the sum of the individuals, especially when a group tackles problems together.

Power within: The spiritual strength and uniqueness that resides within each of us and makes us truly human.

During discussions it was realized that some people use power for their interest, to gain control over others. They say power is sometimes over used, by manipulating, intimidating, fear, etc.

Gender policy and planning concepts

Participants again were given exercises to do in groups on practical and strategic gender needs, gender blind, gender neutral and gender aware policies, gender mainstreaming, sex disaggregated data and gender budgeting. At this stage definitions of practical and strategic needs were given for better understanding of the subject when planning for the needs of various target groups. Practical gender needs: Are the needs that women identify in their socially accepted roles in society. Practical needs do not challenge the gender division of labor or women's subordinate position in society, although rising out of them. Practical gender

needs are a response to immediate identified within a perceived necessity, are practical in specific context. They are concerned with nature and are often in conditions such as inadequacies in living health care and water provision, Strategic gender employment. women identify needs because of their subordinate position to men in their society. Strategic gender needs vary according to specific contexts. In plenary various



needs were discussed in which targeted groups were identified. Participants identified pensioners, Street Children, abused women and men both for practical and strategic needs. This exercise was also vital, as it helped participants when it came to the Module on Planning a Gender budget. Targets identified were both used for practical and strategic needs.

Gender mainstreaming was another process of assessing the implications or impact for women and men on any planned action (including legislation, policies and programs) in all areas and at all levels.

Definitions were also given as regard to Gender Blind and Gender aware policies as follows; Gender-blind policies recognize no differences between the sexes.

They mistakenly assume that men and male norms represent the norm for all human beings.

Gender the Economy and Budget.

This module aims to explore key concepts such as gender budgeting and gender disaggregated data and mainstreaming amongst many. It also deals with various types of institutional mechanisms for promoting gender equality, their advantages and disadvantages; and how they form part of a Gender Management System (GMS). Participants looked at some of the policies in Council that are not friendly towards affirming women economically as well as financially.

Participants were given a gender blind budget to rework and come up with a gender sensitive budget. At the end of this exercise many now understood why it is important to budget for the needs of women and children's needs. They also realized that in all budget allocations to different ministries, these needs are always not included even into the national budget of the country. They realized now that there is only one general budget allocation to the Ministry of Gender Equality and Child Welfare allocated annually. And this they do not agree after reworking the budget given as an exercise.

The SADC Protocol on Gender and Development was explained to participants and the importance of popularising this document to village level activities. Some did not know, if the president of their country has signed or ratified it in Parliament but heard about it when some leaders used it during their speeches. This was an opportunity as some said, to come face to face of the document. The Video on Road map to Equality assisted in this regard. Group discussion continued.

What work is already happening to achieve the targets in the protocol?

- Gender equality has been enshrined not compromise any laws or practices.
- They are/have reviewed, amend repeal all discriminatory laws.
- All the women minority statuses have been abolish.
- Affirmative action- women endeavour in 50% decision making laws discriminating are repealed.

Have a look at the pamphlet which of these would you prioritise?

HIV/Aids

- Develop gender sensitive strategic to curb new infections.
- Allocate resources and give psychological support to the care-givers.
- Ensure universal treatment for all (men, women and children).
- Develop and implement policies and programmes to ensure recognition of the work done by the care-givers.
- Promote involvement of men in care-giving programmes.

Health

- Reduce maternal mortality ratio by 75%.
- Adopt and implement legislative frameworks, policies, programmes & services.
- Ensure to provide hygienic and sanitation facilities, including women in prison.
- Develop and implement policies and programmes to address mental, sexual and reproductive health needs.

How can you begin to popularise the SADC Protocol?

- By ensuring accountability by all SADC members states.
- Providing forum for the sharing of best practices.
- Peer support.
- And review to revile to all set targets.
- To make commitments in all regional global and continental to achieve gender equality.
- Governance and participation.
- Take measures to promote equal representation of woman on all levels.
- Review or repeal all discriminatory laws.
- Abolish the minority status of women.

Education & Training

- Enact laws that promotes equal access to an =d retention in primary, secondary, tertiary, vocational & non formal education in accordance with the protocol
- Reach education and training millennium development goals.
- Gender sensitive policies and programmes on education.
- Address gender stereotypes in education and gender based violence and Others

How can the targets in the protocol be included in the work of your council?

Governance

- With the already specified committees via the L.A's act. Provision must be made to accommodate gender balance.

Media

- Public notices must be used for disseminations of information at all times.
- Productive resources and employment and economic empowerment.
- Council must with all its holders seriously address this matter. Since that all of us are affected by the trend of it and women must be motivated to play up front participation.

Gender based violence.

- With the establishment 'of the public safety' and disaster management' protocol.
- There is a great need to involve community based organisations to participate.

Health

- It is the prerogative of any council to set a health department in place that should caters strongly on all social aspects, especially gender related.

HIV/Aids

- It is a must, not only by council but everyone affected and infected to embark on this pandemic.

Implementations

- Council must have policies in place that needs to be implemented A.S.A.P.

Outcomes

- The Council has now a Gender Action Plan in place for a possible Gender Policy roll out at a later stage.
- That Councillors and stakeholders, including Non Governmental organisations and the junior Council is aware of Actions plans.
- That the Council and stake holders will work together in the implementation of the Action plan. That the Council has provided R30, 000. For the implementation of the Action Plan.
- That some of these funds be use of the GBV activities including the 16days GBV Campaign at the town.
- That Council agreed for training on Gender Budgeting.
- That the Council and stakeholder to participate in the 2011 second Local Government Summit in March next year.
- 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.

CHALLENGES

- Conferences room too small.
- Mini meetings.
- Respect not shown.
- Not being on time.
- Forced participation.
- Days too few for the workshop.
- Action plan drafting was a challenge.
- We should get training on using lime English.

WAY FORWARD

- Standing committee to be established (chair person, focal person).
- This planning to be presented to the council for scrutinise and budgeting.
- The budget to be tabled to the community.
- Back to council for adoption and approval from minister.
- Information letters to the stake holders.
- Monitoring and evaluation through the community.
- Report back to the council as well as to the community.
- Take note; subject to the changes adding's welcome.

Closing remarks

A Councillor in attendance thanked GL team for the skills provided and the Action Plan. She wish the team safe journey as well.

Outputs

Usakos Municipality/Council has now an Action Plan .

Group 1

- She motivate orders women to participate,
- She has made it a point to ensure that women get a foot in the door.
- Encourages the women to own houses.
- To oppose toward illegal shebeens.
- Sensitise the women to know their rights on gender balance.

Group 2

- Yes, because at first housing opportunities only went to men.
- But now as councillor Sherrally herself as women empowers women in the community
- She motivates women to participate in decision making for them to know their powers.
- Because, she relates easily to other women in society.
- Encourage women to own houses.

Group 3

- Yes make a difference in housing so that women can also own a house.
- She internally and politically influences the council to take serious account as to why women must participate in the process.
- She has the guards to gather the women groups by motivating and encouraging other women as to why they should participate practically.
- Illegal sheens will be shut down and legal ones to observe opening and closing hours.

Annex A:

PROGRAMME
Stage 3: Council level policy and implementation workshop
Usakos Town Council
Venue: Usakos youth centre
Dates: 18-20October 2011

DAY/TIME	ACTIVITY	WHO
DAY ONE:		
8:00 – 8:15	Registration	GL
8:15 – 8:30	Introductions	GL
8:30 – 8:45	Opening	Cllr
8:45 – 9:15	Objectives <ul style="list-style-type: none"> • To provide background and agree on objectives for the workshop • To develop guidelines of participation • Eyes and ears 	GL
Key gender concepts		
9:15 – 10:15	Sex, gender and stereotypes	GL
10:15 – 10:45	<i>TEA</i>	
10:45 – 11:45	Group work on Challenging stereotypes; Internalising oppression	Group
Gender and governance		
11:45 – 13:00	Access, participation, transformation, transformative leadership: At the Coalface: Gender and Development	GL
13:00 – 14:00	<i>LUNCH</i>	
14:00 – 15:00	Report back – Debate	Group
15:00 – 15:30	Transformative leadership	GL
15:30 – 16:00	<i>TEA</i>	
16:00 – 17:00	Transformative leadership (continues)	GL
17:00	CLOSURE	
DAY TWO:		
8:00 – 8:30	Reflections, Eyes and ears	Group
Key gender planning concepts		
8:30 – 10:00	Practical and strategic needs	GL
	Group 1: Gender mainstreaming Group 2: Sex disaggregated data Group 3: Gender responsive budgeting Group 4: Gender equality in service provision Group 5: Gender management system	Group
10:00 – 10:30	<i>TEA</i>	
10:30 – 13:00	Gender, the economy and budgets	GL
13:00 – 14:00	<i>LUNCH</i>	
14:00 – 15:00 -	Draft gender action plan framework	GL/group
15:00 – 15:30	Group 1: Governance	
15:30 – 17:00	Group 2: Gender in existing programmes: Economy,	Group

DAY/TIME	ACTIVITY	WHO
	procurement, housing, transport, utilities	
	Group 3: Gender in existing programmes: Health, HIV and AIDS, environmental health, social development	Group
	Group 4: Employment practices and environment	Group
	Group 5: Gender management system	Group
17:00	CLOSURE	
DAY THREE		
8:00 – 8:30	Reflections, Eyes and ears	Group
Localising plans to end gender based violence		
8:30 – 9:30	Key GBV provisions in the SADC Protocol on Gender and Development	GL
9:30 – 10:30	GBV as a key service delivery issue	GL
10:30 – 11:00	<i>TEA</i>	GL
11:00 – 13:00	Developing a plan to end GBV	GL
13:00 – 14:00	<i>LUNCH</i>	GL
14:00 – 15:00	Communicating local GBV action plans	GL
15:00 – 15:30	<i>TEA</i>	
15:30 – 17:00	Developing messages and slogans for the campaign	GL

Annex B: List of participants

Date: 18-20 October 2011

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
Clara Brockeres	F	Teacher kinder garden/Business women.	0813859267		
Windelina Welhenchia Kahamabundu	F	C.C.A	0817504134		
Salomon Tsaitsaib	M		08129666008	088647151	tsaitsaibs@iway.na
Dudl.Immanuel Ochurub	M	C.C.A. ELCAP	0813744733		
Uir K.A Stramiss	M	Town council Usakos	0812125934	064-530321	dstramiss@iway.na
I Naobeb	M	Nampol	0817371442		
Erica Kauvi	F	ELCAP Volunteer.	0817504133/0816363400		
Frende Tsauses	F	Usakos town council	0812514207		Frendt@yahoo.com
Carlos Xam- goaseb	M	Youth forum	0812194750	064-530971	carlosoxamgoaseb@gmail.com
Elaide Katjoko	F	Moria kerk van Afrika volunteer	0813496178		
Stella Elizabeth Anonette Garoes	F	C.A.A	0813744731		
Namases-!Gaoses Renathe	F	Usakos town council, Ministry of gender equality and child welfare.	0816392209	064-530794	

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
Cereline Tsuases- Cloete	F	MYNSSC	0816309171	064-530972	
!Garoes Emelie Laurenzia	F	ELCAP	0811474861/0816050457		emiliagaroes@gmail.com
Doreth Thanises	F	Business women	0816338618		
Irolien Gurila	F	Business women	0816197694		

Females	11	
Males	5	
TOTAL	16	100

GENDER AND GENDER BASED VIOLENCE ACTION PLAN FOR ROLL OUT IN LOCAL COUNCILS

The fields to be completed are:

- **Who** – who/ which department/s will responsible of the action?
- **What is the baseline data** - what is the starting point, answer the questions?
- **What are the target / indicator** – what is the ultimate goal of the council and how will achievement of this goal be measured, answer the questions?
- **When** – what is the timeframe in which this should be completed?
- **Budget** – what is the budget required for this action to be completed?

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
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 government is achieved by 2015.	Ensure that there are equal numbers of women and men councillors in the council through advocating for 50/50 quota	GENDER LINKS, Political parties, town council.	Gender based campaigns for the community.	Educate, advocate, inform the community on the importance of voting for women.	2012-2015	N\$50 000
	Lobby that there are equal numbers of women and men in decision-making positions in council, Mayoral committee, chairs of committees etc.	GENDER LINKS, town council, CEO, MRLGH.	Elected councillors workshop for them.	To let them understand to give women more chair and decision making positions.	2012-2015	N\$36,984
	Ensure that there is gender balance on all community committees.	Town council, CEO, GENDER LINKS.	Community as well as community meetings.	Encourage them to elect/put more women in position.	2012-2015	N\$1500
To ensure that women are equally represented in	Compile and update statistics on women in	GENDER LINKS,	Questionnaires, survey.	To get findings on the statistics of women	2012-2015	N\$3000

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
leadership positions in the Council.	leadership positions in local government including management and other committees.	CEO, Political parties.		representation.		
	Encourage women to participate by mentoring and coaching them into these roles	GENDER LINKS, CEO, Political parties.	Women, workshops	To create awareness for them how to overcome fear and avail themselves to be elected and to elect the follow women, that they have the potential.	2012-2015	N\$4000
To educate communities and raise awareness about the importance of women's equal representation in local councils	Raise awareness in communities on the importance of women being equally represented in local politics and the importance of voting for women.	GENDER LINKS, women groups, women councillors.	Through the road shows, burners, workshops for the community and community meetings.		2012-2015	N\$100-00
	Host sensitisation programmes and hold dialogues that address the causes of 'pull her down' syndrome to promote better understanding of this phenomenon	Women organisations, NGO's, MGECW, GENDER LINKS.	To held workshops for them. Through participatory involvement.	To persuade them to take up the roles in the council and communities.	2012-2015	N\$2000-00
Participation						
To increase participation by women because their concerns are often sidelined or overshadowed by political party concerns.	Ensure that women and men participate equally in council meetings.	Local councillors and political parties.	Through community meetings.	To encourage the women to take part in important decision making.	2012-2015	N\$20000
	Ensure that women have an influence on decisions taken by the council.	Community committees, CEO,	Through appointments and deputations.	To make the information accessible to the women.	2012-2015	N\$2000-00

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
		council				
	Network with other local, national and provincial women's caucuses.	GENDER LINKS, parliamentarians, caucus elected, women.	Through consultative visits, Gala events, Radio.	To encourage the women voice their needs.	2012-2015	N\$15000-00
To empower women councillors to articulate what are regarded as "women's issues."	Conduct a skills audit of women's councillors.	GENDER LINKS.	Visit us, or invited us.	To test the knowledge and education level.	2012-2015	N\$15000-00
	Induction programmes for new councillors with follow up refresher courses.	MRLG town council.	Workshop (consultative) induction course.	To equip and empower councillors with necessary skills and knowledge.	2012-2015	N\$37000-00
To empower men on gender issues and mobilise their support.	Host gender training workshops for male and female councillors and officials.	GENDER LINKS, council, NGO's.	Training workshops.	To create awareness for men on importance of women.	2012-2015	N\$10000-00
	Host monthly gender dialogues with male councillors and officials.	GENDER LINKS, Ministry of gender equality and child welfare. NGO.	Held conversation with them, mini meetings.	To brief them on the importance of women issues.	2012-2015	N\$10000-00
Public participation						
To ensure that women and men participate equally in community matters	Collect, disaggregate and analyse data on communities.	NGO's, GENDER LINKS, Ministry of gender equality and	Questionnaire, question and answers, group discussions.	To encourage them and create awareness on the issues.	2012-2015	N\$30000-00

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
		child welfare.				
	Encourage men to participate in public meetings and on issues that are traditionally considered to be only of concern to women.	Political parties, men based organisations, town council.	Held community meetings, District Aids committees.	For information awareness to disseminate information on HIV/Aids	2012-2015	N\$2012-2015
	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	Tradition leaders, Ministry of health and social services.	Stepping stones, CAA, ELCAP, my future is my choice. New start centre, to facilitate the workshops.	To get away with cultural traditional belief to accept the transformation in current situations.	2012-2015	N\$5000-00
HEALTH						
Ensure health facilities are accessible to women		Council, Ministry of health.	Service delivery must be closed to people.	<i>Women and children.</i>	Continuously.	
HIV and AIDS						
Prevention						
To establish the gendered dimensions of HIV/AIDS and raise awareness on the disease in the council.	Ensure that council keeps gender disaggregated data on HIV/AIDS	Council	To keep records of current statistics.	Both sexes.	2011 monthly.	N\$200-00
	Integrate gender considerations local in HIV/AIDS programmes.	Council, stake holders.	Develop gender sensitive strategies to prevent infections.	Both sexes.	2011 monthly.	10000-00
	Develop gender aware HIV and AIDS public	Council, stakehol	Public awareness HIV and Aids public education and awareness	Both sexes.	2011 monthly.	N\$10000-00

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	education and awareness campaign.	ders.	campaign.			
To raise awareness that there is an increased risk of contracting HIV/AIDS as a result of sexual assault.	Public awareness campaigns on the links between GBV and HIV/AIDS	Council, Police, stakeholders, genderlinks	Gender sensitive sex education on GBV and HIV/Aids.	Community.	2011 continuously.	N\$5000-0
To educate women who are not aware of the need to avail themselves of Post Exposure Prophylaxis (PEP) and emergency contraception in the event of a sexual assault.	Integrate PEP into public awareness campaigns; Lobby to have PEP available in all health facilities.	MOHSS. Local authorities.	Insure that PEP is readily available to all health facilities.	women	2011 continuously.	N\$5000-00
To educate women and men on voluntary counselling and testing which is a powerful tool for preventing the spread of HIV/AIDS.	Obtain gender disaggregated statistics on VCT. Use this to devise campaigns to encourage women and men to go for VCT.	MOHSS, stakeholders	To campaign and encourage women and men to go more VCT.	Women and men.	2011 Onwads	N\$70000
Treatment						
To address the fact that women are often the last to access free treatment where this is available.	Gender disaggregated statistics on access to treatment and care; policy measures to rectify this.	MOHSS, stakeholders.	To campaign and encourage women and men to go more VCT.	Women and men.	2011 continuously	N\$3000-0
Social development						
To make community and sporting facilities more accessible to women and girls and ensure that they benefit equally from such facilities.	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	MOSS council, stakeholders.	<i>Obtain statistic on VTC. Campaigns and encouragement women to go to VTC.</i>	Women and men and children.	2011 continuously.	N\$3000-000

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	budget allocations for sports and recreation facilities					
	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.	Council.	To promote the programs like traditionally male sports, e.g. soccer and boxing.	Women and men.	2011 continuously.	N\$10000-00
IV. EMPLOYMENT PRACTICES AND ENVIRONMENT						
To increase the representation of women employed in the council.	Adopt the SADC target of 50% women in all areas of leadership and employment by 2015. Explicitly prioritise gender equity in performance plans.	Ministry of gender equality and child welfare, DRC, Gender mainstreaming.	Awareness campaign for women employment.	To make them aware of their capabilities and abilities.	201-2015	N\$25000-00
	Address gender imbalances in departments – increase number of women employed overall as well as increase the number of women in senior and management positions and address the departments where the greatest imbalances exist.	Council, MNYNSS, Ministry of education, NGO.	Gender based campaign especially with women.	Advertisements and to encourage women to apply to any vacancies advertised.	2012-2016	N\$45000-00
	Include women's targets as a non negotiable	Political parties.	To educate and train women who was previously	Through training and send to summits or gatherings.	2012-2015	N\$14000-00

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	component of senior managers' contract.		disadvantage.			
	Obtain buy-in and support of the unions for increased gender equity in the employment profile of the council.	Women's groups, WAD, council.	To held meetings with community.	Encourage women to elect themselves gender women to represent them.	2013-2015	N\$100-00
Selection and recruitment						
To ensure that the recruitment and selection process offers equal opportunity to women.	All job advertisements should encourage women to apply.	NGO's, Stakeholders.	who are selection panels currently	50% women in all area of 2015 employment by targets number of crèche facilities.	2011-2020	N\$1500-000
	Selection panels should be gender balanced.					
	Gender sensitive selection policies should apply at all time: Interviews questions and practices should not discriminate against women in any way. Experience and qualifications should both be taken into account in evaluating suitability for posts.	MGS, Council.	Call community and review for draft recruitment policy.	GMS established, vested with authority, strategic plan and resources.	2011-2017	N\$27000-00
	Develop comprehensive employment equity plans.	Ministries, COS.	All jobs advertisements should encourage women to apply.	Specialist staff appointed.	2012-2015	N\$500-00
	Apply job preservation policy to meet women's targets.	Schools.	Monitoring new councillors and employees.	Accountability on gender through performance agreements.	2012-2019	N\$6000-000
	Incorporate gender into structure system policies and processes.	Council.	Act upon employers who are not making maintenance payments.	Gender balance on selection panels.	2012-2015	N\$1300-000
Career pathing						
To educate and train	Council should have a	Stakehol	Conduct awareness programmes	Gender sensitive structure	2013-2017	N\$6000-

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
women employees, who have previously been disadvantaged, by implementing capacity-building and mentoring programmes so that they may be empowered to perform their job functions and map their intended career paths	staff development plan and this should be adequately planned and budgeted for.	ders.	on parenting responsibilities.	systems and policies.		000
	Undertake a skills/qualification audit and assessment of all municipal employees.	UTC				
	Devise and implement a range of capacity-building options for employees and councillors	Constituency, councillors.	Through radio programs.	Local authority private sector must all adhere to a national policy.	2012-2015	N\$3000-000
	Mentoring new and employees.	Overall diversity.	Workshops.	Governmental logistics (central).	2012-2015	N\$15000-000
	Provide information to councillors, CBOs and community members.	MYNSSC.	Cleaning up.	National policy that impose gender accommodation.	2012-2015	N\$6000-000
	Increase the number of learner ships available for girls.	CEO, councillors.	Campaign.	Irrespective of sex culture, religion.	2012-2015	N\$3000-000
Work conditions and environment						
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.	Provide and standardise paternity leave and accompany this with a programme on responsible fatherhood. Possibly consider shared maternity and paternity leave	MGS, council.	Awareness campaign.	When comes to employment creation for women's. Women carry heavy burdens.	2012-2015	N\$5000-000
	Meetings times should take the needs of all employees into consideration and not	Schools.	Meetings.	They have the social responsibilities then men.	2012-2015	N\$6000-000

STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	run too late.					
	Provide child care facilities for municipal employees.	Schools	Visits to schools.	Priotise children.	2012-2013	N\$200-00
	Provide flexible work arrangements for parents.	NGO's and councillo rs.	Adopt policies and laws which for women and men in trade and entrepreneurship talking into account the contribution of women in the formal and informal sectors.	Entrepreneurship access to credit and public procument contracts as well as stimulation on trade policy equal access to property resource and employment.	2011-2014	N\$3500-00
	Conduct awareness programmes on parenting responsibilities.	Stakehol ders.				
Address issues of sexual harassment in the council.	Develop and implement a sexual harassment policy (SHP).	Govern ment staff.	Educate staff on sexual harassment and what it constitute it	Staff members	On going	
	Workplace education and awareness on the SHP	NGO's, gender mainstre aming.	Makes sure the education reaches many schools and youth	Awareness raised	On-going	

Annex E: Messages, slogans, posters

DEVELOPING MESSAGES AND SLOGANS FOR THE CAMPAIGN

Arena for action	Day	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Individual				
Abused woman or man	25 Nov	The importance of educating women and men on dangers, impact and abuse: SADC Protocol on GBV will add value to this campaign	"Be empowered to know your rights"	Radio/TV talks shows, drama poetry, leaflets, one on interviews with women and men
Abused child	16 June: International Children's rights day	SADC Protocol on the rights of girls and boys as well as other international, regional and continental laws on the rights of the Child	" We are not soccer ball do not kick us"	Create on Radio/TV children's forums to speak out against GBV, panel discussions, debates
Abusive men	8 March: International Women's Day	Men need to form part of all GBV action events and plans. Review rape, domestic and other laws/Acts dealing with abuse	"Being responsible is being a good father"	Brining men in studios to discuss their roles, as responsible father, debates between men and boys GBV, leaflets, posters
Family/ Household				
Mother, father, guardian	10 December	Positive parenting should form all basis of GNV campaign in country. Education on laws and role of parenting	"Our rights are human rights"	SADC Protocol on Gender and Development, Constitution, all gender Instruments discussing on gender and equality Radio/TV, debate, posters

Arena for action	Day	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Parenting	13 June father's Day	The role of parenting in youth	"Care for us"	Panel, debates on radio/TV, postcards
Community				
Community	22 August: Condom Day	Need to mobilise communities to create safe spaces.	"Spread the word on abuse"	Radio in local languages, drama, posters, leaflets
Schools	28 September: Namibia Child Day	Educate children on their rights to access free education from government	"Education Right nor Privilege"	Radio programmes targeting, on education as a right not privilege
Religion	25 Christmas day	Religions role need to be revisited and unity forged between all churches including faith based ones	"Be empowered to know your rights"	Make sure local church programmes promote diverse church services on issues of GBV. Debates, drama, church choirs and target Church sermons
Sports	Nam sporting Cendar	Education Namibian on Sports and as a Unifying tool. This need to be also our main campaign on engendering spot code	"The ball is in every body's pitch"	Sports Radio/TV programmes, soccer experts, soccer bodies, sport commentators/researchers, activists, Women's sport bodies, drama, leaflets, posters

Arena for action	Day	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Society				
Political leadership	15 September: Democracy Day	Keeping politicians on their toes for commitments and promises they have made during elections and SADC Protocol.	"Where were you when we needed you"	Radio/TV, leaflets, posters, debates
Criminal justice System	21 September International Peace day	Educate citizens on their rights as enshrined in the Namibian Constitution and other relevant laws	"GBV is a criminal offence"	Laws, Acts, posters, drama, poetry, music
Media	3 rd of May: World Press freedom Day	The role of media, that they are not ordinary by-witnesses of event unfolding but part of the solution	"I have the right to access you"	Media Houses, MISA Namibia, Editors Forum, media experts/commentators
Culture	16 October: World Tobacco day	That Culture need to be engage with, in terms of women and their roles in society, socialisation and advancement	"Kick out inequality"	Cultural performances, drama, poetry, drama, debates, workshop

Annex H: SADC Protocol village level report

The SADC Protocol on Gender and Development was explained to participants and the importance of popularising this document to village level activities. Some did not know, if the president of their country has signed or ratified it in Parliament but heard about it when some leaders used it during their speeches. This was an opportunity as some said, to come face to face of the document. The Video on Road map to Equality assisted in this regard. Group discussion continued.

What work is already happening to achieve the targets in the protocol?

- Gender equality has been enshrining so that it does not compromised any laws or practices.
- They are/have review, amend repeal all discriminatory laws.
- All the women minority statuses have been abolish.
- Affirmative action- women endeavour in 50% decision making laws discriminating are repealed.

Have a look at the pamphlet with all of the regrets which of these would you prioritise?

HIV/Aids

- Develop gender sensitive strategic to raven new infections.
- Allocate resources and give psychological support to the care-givers.
- Ensure universal treatment for all (men, women and children).
- Develop and implement policies and programmes to ensure recognition of the work done by the care-givers.
- Promote involvement of men in care-giving programmes.

Health

- Reduce maternal mortality ratio by 75%.
- Adopt and implement legislative frameworks, policies, programmes & services.
- Ensure to provide hygienic and sanitation facilities, including women in prison.
- Develop and implement policies and programmes to address mental, sexual and reproductive health needs.

How can you begin to popularise the SADC Protocol?

- By ensuring accountability by all SADC members states.
- Providing forum for the sharing of best practices.
- Peer support.
- And review to revile to all set targets.
- To make commitments in all regional global and continental to achieve gender equality.
- Governance and participation.
- Take measures to promote equal representation of woman on all levels.
- Review or repeal all discriminatory laws.
- Abolish the minority status of women.

Education & Training

- Enact laws that promotes equal access to an =d retention in primary, secondary, tertiary, vocational & non formal education in accordance with the protocol
- Reach education and training millennium development goals.

- Gender sensitive policies and programmes on education.
- Address gender stereotypes in education and gender based violence and Others

How can the targets in the protocol be included in the work of your council?

Governance

- With the already specified committees via the L.A's act. Provision must be made to accommodate gender balance.

Media

- Public notices must be used for disseminations of information at all times.
- Productive resources and employment and economic empowerment.
- Council must with all its holders seriously address this matter. Since that all of us are affected by the trend of it and women must be motivated to play up front participation.

Gender based violence.

- With the establishment 'of the public safety' and disaster management' protocol.
- There is a great need to involve community based organisations to participate.

Health

- It is the prerogative of any council to set a health department in place that should caters strongly on all social aspects, especially gender related.

HIV/Aids

- It is a must, not only by council but everyone affected and infected to embark on this pandemic.

Implementations

- Council must have policies in place that needs to be implemented A.S.A.P.

Annex 1: Workshop Evaluation

EVALUATION FORM

Place: Usakos

Workshop Evaluation (15 Participants filled in evaluations)

	<u>EXCELLENT</u>	<u>GOOD</u>	<u>FAIR</u>	<u>POOR</u>	<u>VERY POOR</u>
1. MODULE DESIGN	10	5			
2. MODULE CONTENT	8	7			
3. DOCUMENTATION	6	8	1		
4. GROUP WORK	7	6	2		
5. OUTPUTS VIS, EXPECTATIONS	5	8	2		
6. LEARNING OPPORTUNITY	6	5	1	1	
7 Network Opportunity	5	9	1		
7. ADMINISTRATIVE ARRANGEMENTS	5	10			
TOTAL	52	59	7	1	

Comments

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

- Gender planning, because it's important to know gender planning strategies on the ground. The session was useful to me because it was the first time to be part of this workshop.
- Leadership, because we learn more things on how a leader must do and not do.
- Gender budgeting/transformational leadership, I learn a lot on the contribution from the community and it was very important and vice versa.
- Stereotype, gender action plan for local council in Namibia.
- Gender and governance, because the whole module was good and fair to me and it was very understandable.
- All but especially, transformational leadership and campaign.
- Gender economy and the budget.
- Stereotyping plan of action.
- All of the above sessions were useful.

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

- Everything was interesting to me.

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

- Sharing with my fellow women, by having meetings with them and give them more information about GENDERLINKS.
- Will do it in a day to day running of the council affairs as I'm a local councillor.
- Through practical workshops.

- Held workshops and awareness campaigns with help from local council and GENDERLINKS.
- By involving fellow councillors.
- Through practices.
- Do a follow up and always network with the council and stakeholders.

4. Any other comments

- More workshops please because we did not know about most of the things that we learned today.
- Good luck with acquired information.
- Workshop of this nature should be done continuously.

END