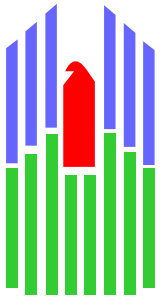
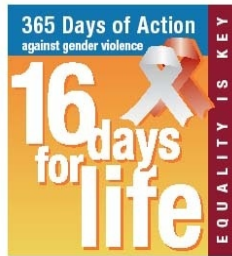


## REPORT: CENTRES OF EXCELLENCE STAGE THREE WORKSHOP

**Country:** Namibia  
**District:** Aroab:Kars region  
**Date:** 6-8 Sept 2011  
**Venue:** Aroab Community Hall



Aroab Village Council Logo



**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 6-8 Sept 2011 at the Aroab Village Council Hall.



Councillors in session

*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.
- 

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

The CEO and the Account councillors and Non-Governmental organisations representatives and community members; in total 19 participants (5 men and 14 women); see **Annex B** for the full workshop participants list.

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

The Draft Aroab Village 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 "*Ringling up the Changes, Gender in Politics in Southern Africa*" was that local government is a sadly neglected area of the gender and governance discourse. Taking heed of this finding, GL conducted groundbreaking research in 2006/2007, *At the Coalface, Gender and Local Government* covering South Africa, Lesotho, Mauritius and Namibia.

A key finding of this study was that few practical steps have been taken to mainstream gender in this tier of government or to build the capacity of councillors to lead this process. The study has since been extended to nine countries. In terms of process, once the research reports have been written up, GL hosts launch and strategy workshops in the respective countries with key stakeholders and partners, ideally the local government associations of that particular country to map out a way forward of how to roll out the strategy and host Gender and GBV action plan workshops. The launches are then followed by Gender and GBV action plan workshops that are held at a provincial, regional or district, level to ensure that all councils have gender action plans.

In 2009, GL embarked on a study in Zimbabwe on women's representation and participation in local government to assess the conditions necessary to increase the representation of women in local government in Southern Africa, and to ensure their effective participation.

In March 2010 GL convened the first Gender Justice and Local Government Summit and Awards to gather evidence of institutional and individual initiatives to empower women and end gender violence. The recommendations of this event informed the need for councils to become Centres of Excellence for Gender Mainstreaming in Local Government to ensure that Councils have the necessary and support to address issues of gender across all spheres.

### **Process and activities**

The 3 day training workshop was attended by the CEO and Accountant as staff members of the Village Council, together Councillors, various committee members, youth groups, leaders in Community and stake holders from the police, Ministry of Health, Gender Equality and Child Welfare, Regional Councils members, teachers, and community members at large. During ALAN Congress 2011 in Windhoek, some of the Councillors lobbied with Genderlinks to bring and introduce the Centre of Excellence COE, at their Village. GL responded positively to their request to host a workshop at the Village.

Aroab is a Village located in south eastern corner of Namibia in the Karas region 40km from the South African border. The Village is home to about 5707 people, majority pensioners. Unemployment rate is estimated at 60%, making it a great challenge for developmental projects at the Village. There still gender disparities in Aroab, although some progress has been made in political appointments, in Council as well in various committees established.

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**

Cllr Abel C. Vries has welcomed the workshop participants to the workshop. He thanks GL for positively responding to their request to come and introduce the Centres of Excellence for Gender mainstreaming at Aroab. He kindly asked the people of Aroab to embrace GL with all project and stages that need to be covered at the Village. Vries told the workshop that Villages and settlement do not receive some guest or even leaders, but we have GL that has travelled about 700km to come and give necessary information and education that are much needed here. 'Let us give all support to this process and GL to come still and build our capacity'.

### **Modules**

The Modules were strategically selected. They ranged from economic empowerment, governance, gender budgeting, planning, styles of leadership and most important how to draw up a Gender Action Plan. The SADC Protocol on Gender and Development was also used to bring to the attention of Councillors and community, how to benchmark against other Conventions and Laws and Act in place in country. First to start off was the new Module.

## Key gender concepts

This Module was an introduction for participants to have a better understanding of what sex and gender are. It was for the participants to understand the differences between what gender and sex was. The facilitator spoke in volumes about how girls and boys were socialised in early days, and how that socialisation is challenged by interchangeable roles existing now in society. It was important for them to know, that roles of yesterday are replaced today, where both



Gender roles swapped her by participants

sexes can perform the same roles, like doctors, lawyer, domestic work, technicians, pilots. These are role occupied yesterday by men. Participants were told that these roles can change in time and space, as gender is dynamic. The Module was meant to broaden the understanding of the participants in Sex, gender and stereotypes issues. Role play was facilitated on gender roles. Card swapping was used to explain more gender roles. Each participant was given a card with different roles, activities and occupations of women and men in society to cluster them in an appropriate space.

Some of the participants clustered them in the right occupation where other find it a challenge.

Stereotype was another thematic area, participants gambled with. But they quickly understood when explanation was given and plenary was facilitated. Individuals were asked to read the explanation of stereotype as brief that both women and men harbor in their minds when they refer certain words that are negative to women and sometimes to men. The groups also looked at other country's examples and agreed these are the same as in Namibia. These words, 'Prostitution' loose women, gossipers, women only running after money etc are similar to those used in the other part of the works.

Further discussions in plenary were held to explain the difference 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?

Stereotypes, one of those themes participants most engaged with. According to them it reminded them of societal realities that exist even today of name calling. This name calling sprang from the days when societies existed. Participants in plenary were asked to explain what

stereotypes mean to them. This how participants summed up issues related to men and women when using stereotypes. Women were always portrayed as victims of circumstances. As the explanation has it, those stereotypes, beliefs and myths communities harbor to say things that re-reinforce against women and men, but more against women. The often-used phrases such as women are loose or they are "sex workers" (prostitutes) are often used to portray women in a negative light. They are according to group discussions, perpetuated in songs, music, drama, media, and in many ways. The groups say, in this modern society, stereotyping needs to be done with. All negative phrases were used to justify that women were the evils in society. They are there (women) to provide only sex to men. That women brought all suffering to the world. The list is long.

### Gender and governance.

This Module was used to justify women's role in political, economic and social development in the structures of governance. Governance is a very important, especially when it comes to politics, economic empowerment and social development. During the discussion we also debated in plenary why the country's number of women both in the national and local governance have

were very much concerned about achieving gender parity or representation in all power of governance. needs to be done if deadline by 2015.

elections are in 2014 but will excel come the of this Module was for the understand, the links governance. The fact that

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.



Planning in action

dropped. Participants about the deadline for 50% of women decision-making. They say something Namibia as to meet the Namibia's next deadline. The objective participants to between gender and these links extend

#### 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:



## **Transformative leadership:**

This Module is key to the way leaders are groomed in leadership skills and capacitated. This is the Module where citizens take centre stage. It is the stage where electorate in some instances play a greater role to make a leader or break the. But in Namibia in most cases it has been positive. Transformative leadership is about different leaders that come on board and the styles of governance and leadership. The Module explored for good leadership qualities, criteria, skills, capacity that a leader has to rule, wisdom and loyalty, determination, those who do not waver when problems are confronting them. We extensively in plenary discussed management and leadership roles for both sexes. Groups were divided to look at themes such as Access, Participation and Transformation. This was an exercise, based on question and answer methodology. The groups were briefed about 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.



**Group work in sessions**

<b>What do communities expect from their leaders</b>	<b>How can communities contribute to good leadership? What roles can they play?</b>	<b>How can communities contribute to good leadership? What are the problems associated with leaders.</b>
Honesty	Advice when needed.	Poor communication
Trustworthy.	Attending council meetings/ community meetings.	Lack of knowledge/management skills.
Accountable	Co-operation	Favouritism
Transparent	Open discussions.	Self enriching.
Empowering others.	Respect our leaders.	Lack of self confidence.
Active/Confident		Lack of resources.
Available when needed.		Discipline and respect.
Good relationship with their electorates.		
Reliable.		
Discriminatory towards electorates.		

<b>Leadership Quality</b>	<b>F/M</b>	<b>Management Quality</b>	<b>F/M</b>
Disciplined and respectful	F/M	Trust worthy	F/M
Good listener has a sense of humour.	F/M	Perfectionist	F/M
Understandable in give and receive advice.	F/M	Fairness	F/m
Honest and good relationship builder. (Skills).	F/M	Discipline	F/M
Must have followers.(Role model-Hero)	F/M	<b>Humble</b>	F
Must be able to handle conflict in any situation.	F/M	Punctuality	F
Availability when needed.	F/M	Neatness.	F/M
		Sympathetic	F
		Understanding.	F/M

It was important at this stage to for participants to know the types of “powers they possessed. 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 were told how important planning for the Council Authorities as even for other Institutions. Only through planning can we achieve the goals we have set for ourselves. In planning we look at activities, which need to be planned and given budget allocations. In planning it was agreed, to concentrate on practical and strategic needs of citizens. Definitions were given to the latter. At this stage definitions of practical and strategic needs where 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 is 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 perceived necessity, identified within a specific context. They are practical in nature and are often concerned with inadequacies in living conditions such as water provision, health care and employment. Strategic gender needs:

Are the needs women identify 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 indentified 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 programmes) 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. It also deals with various types of institutional equality, their advantages and disadvantages; and part of a Gender Management System (GMS). Participants looked at some of the policies the country has signed and ratified. The SADC Protocol on Gender and Development was one such document participants discussed in detail. This is one of the documents that are current signed by the Head of state and ratified for popularization, that need to be domesticated country wide. In terms of the budget, strategic needs according to the need as practical and groups that worked on gender According to the national budget is general and does not conform to gender budget. There is a need to make sure that there is a concept of gender budgeting and embraced.



Group work, reworking a gender budget

deals with various types of mechanisms for promoting gender advantages and disadvantages; and part of a Gender Management System (GMS). Participants looked at some of the policies the country has signed and ratified. The SADC Protocol on Gender and Development was one such document participants discussed in detail. This is one of the documents that are current signed by the Head of state and ratified for popularization, that need to be domesticated country wide. In terms of the budget, strategic needs according to the need as practical and groups that worked on gender national budget is general and does not conform to gender budget. There is a need to make sure that there is a concept of gender budgeting and embraced.

### Outcomes

- The Aroab Village 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 have embraced the concept of the COE at the Village.
- The Council has promised to support these Plans.
- That Council to participate into h 3<sup>rd</sup> Summit of Local Governance.
- Case studies to be collected at this stage.
- 

### CHALLENGES

- English language barriers.
- Action plan and budgeting is a big challenge.
- Transformative leaders difficult to understand and need more to be worked on about this concept. Maybe bring in someone (leader) to explain the stages he/she went through to become a better leader.

- Don't understand what gender budget is.
- Don't understand what the reason is of dropped of women in politics or decision making positions.

### **WAY FORWARD**

- Mobilize our community through community meetings to sensitise them about gender links.
- To train our institutions to enquire more skills and capacity.
- Proceed with these informative workshops about genderlinks.
- Networking with other places to launch a conference.
- Implementation of gender budget of village council.
- Want to see the SADC protocol is implemented to the village council.

### **Closing remarks**

A community member closed the workshop with a plea for the speedy implementation of the resolution taken at this workshop.

### **Outputs**

The Village of Aroab has a Gender Action Plan and a GBV Committee to be elected, when Council calls a meeting. GL to be informed. This Committee will service as a link between the Council and Community.

*Annex A:*

**PROGRAMME**  
**Stage 3: Council level policy and implementation workshop**  
**Aroab Town Council**  
**Venue: Council Community Hall**  
**Dates:6-8 September 2011**

DAY/TIME	ACTIVITY	WHO
<b>DAY ONE:</b>		
8:00 – 8:15	Registration	GL
8:15 – 8:30	Introductions	GL
8:30 – 8:45	Opening	Cllr member
8:45 – 9:15	Objectives <ul style="list-style-type: none"> <li>• To provide background and agree on objectives for the workshop</li> <li>• To develop guidelines of participation</li> <li>• Eyes and ears</li> </ul>	GL
<b>Key gender concepts</b>		
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
<b>Gender and governance</b>		
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	<b>Transformative leadership</b>	GL
15:30 – 16:00	<i>TEA</i>	
16:00 – 17:00	Transformative leadership (continues)	GL
17:00	CLOSURE	
<b>DAY TWO:</b>		
8:00 – 8:30	Reflections, Eyes and ears	Group
<b>Key gender planning concepts</b>		
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, procurement, housing, transport, utilities	Group

DAY/TIME	ACTIVITY	WHO
	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	
<b>DAY THREE</b>		
8:00 – 8:30	Reflections, Eyes and ears	Group
<b>Localising plans to end gender based violence</b>		
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 registration

Date: 6-8 Sept 2011

	Sex	Organisation	Fax	Email	Phone
Racheldean de Klerk	F	Aroab health centre			0814904445
Willemina Rooi	F	C.H.S			063-280561
Maryna Prins	F	Community member			0814130692
Gerrit Witbooi	M	Aroab Village council	063-683481	aroabvc@iway.na	0812195847
Arrie Steenkamp	M	Aroab Village council	063-683481		0812143897
Abel C. Vries	M	Aroab Village council	063-683481		0812171604
Sr Maria Naunyango	F	Aroab health Centre	063-280556		063-280511
Sot Moine	F	Aroab Police officer			063-280504
Emma Boois	F	Keetmanshoop Rural constituency	063-280523		0812851615/063-280523
Regadine Coetzee	F	Community member			063-280524
Fernandus Steenkamp	M	Constituency Aids coordinating committee/Home base care volunteer	063-280523		0814230687
Annaline Appollus	F	Church member			0814130687
Lucia Rooi	F	Social Welfare committee			0813353657
W.C. Assegaai	M	Local school/Aroab Village council	063-280519	wcassegaai@gmail.com	0812960751
E.R.D. Appollus	F	Local School	063-280720		0816727086
E Laubscher	F	Aroab village council	063-683481		081295439
Achnie	M	Community member			0817278801
Virginia Desconde	F	Community member			0817362045
Mercia Eiman	F	Youth representative			081
Gaudentia Willemse	F	Ministry of gender equality and child welfare.	063-280523		0812783985/063-280528



Female	14
Male	5
Total	19

The workshop participants in plenary were asked to debate and prioritise the gender Action Plan of the Council. They prioritised Governance, Health and HIV and AIDS, Gender in existing programming and Infrastructure. They say, these are areas of key concern to them as it related to daily uplifting of the Community. They believe these are areas most of the attention need to be given in service delivery. The Council at this point confirmed that most of these services are budgeted and it falls in the budget allocation. The Chief Executive Officer has promised sit down with her Accountant to draw up a small budget based on the key thematic and sub-thematic areas selected.

## Annexed Aroab

### 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 is 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?

#### 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	Political parties.	Workshop, political for men and women campaign.	Inform and ensure that women get on equal chance in politics.	1 week	10 000-00
	Lobby that there are equal numbers of women and men in decision-making positions in council, Mayoral committee, chairs of committees etc.	Political parties.	Awareness campaign training for management skills.	Bring gender balance into decision making mayoral committee chair of committees.	3 days.	6000-00
	Ensure that there is gender balance on all community committees.	Political parties.	Campaign and speaking mobilize.	Make sure that political seats are in balance for both men and women.	1 day	500-00
To ensure that women are	Compile and update	Political	Survey.	Political parties have to	4 weeks.	15000-00

equally represented in leadership positions in the Council.	statistics on women in leadership positions in local government including management and other committees.	parties.		ensure that man and women are equal for candidates in elections.		
	Encourage women to participate by mentoring and coaching them into these roles	Political parties.	workshops	To mentor and couch women to participate in politics.	3 days	N\$6000-0
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.	Political parties.	Campaigns, workshops, meetings.	To inform and raise awareness on the importance of women being treated, equally.	3 days.	N\$6000-0
	Host sensitisation programmes and hold dialogues that address the causes of 'pull her down' syndrome to promote better understanding of this phenomenon	Political party wings, Women's Caucus Council	Workshops with Political party wings, WIP strengthening, Caucus women in Parliament	Raise awareness about equality and equity f for women. The importance of empowering women to take decision-making roles	Should be an on-going issue	N\$100.00
<b>Participation</b>						
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.	Political parties.	Local authorities must be amended in order for men and women to participate equally. Party policies and manifestos must provide equal participation. Rule and regulations must be draft in order to bind the local authorities. Training to political parties for women participation in election, regional and locally.	Equal participation of women in council meetings.	During council meetings and meetings.	None.
	Ensure that women have an influence on	Political parties.	Guided by the local authorities. Guided by rules and regulations	Women become more powerful. Women have more	Management meetings.	None.

	decisions taken by the council.		which include equal participation of women in local authorities.	self-confidence. More women are transformed in leaders.	Annually. Party meetings.	
	Network with other local, national and provincial women's caucuses.	Political parties.	Twinning agreements with other neighbour countries. Internet websites. Women conferences.	More women develop leadership skills. More women become councillors, CEO's, Ministers, PS'ses, etc.	Election time.	None.
To empower women councillors to articulate what are regarded as "women's issues."	Conduct a skills audit of women's councillors.	Local authorities, NGO's, KRC.	Workshops on women issues. Survey to find out how many women councillors are there.	Quality leadership and quality management skills.	Annually.	16000-00
	Induction programmes for new councillors with follow up refresher courses.	Local authorities, KRC,	Training on gender issues. Campaign for women leaders.	More men support women in elections.	Election time.	N\$20-000
To empower men on gender issues and mobilise their support.	Host gender training workshops for male and female councillors and officials.	Council, Ministry Local governance	Training workshop for both	More women and men educated on their role as Parliamentarians	On-going	N\$100.00
	Host monthly gender dialogues with male councillors and officials.	Parliamentary Caucus, Council	Create forum where pertinent issues on women's emancipation is discuss on regular basis	Women's education levels advanced	On-going	N\$100.00
<b>Public participation</b>						
To ensure that women and men participate equally in community matters	Collect, disaggregate and analyse data on communities.	Local authorities, KRC, Traditional leaders.	Public meetings, community meetings, workshops.	More men are empowered to address public meetings.	Annually	None.
	Encourage men to participate in public meetings and on issues that are traditionally considered to be only of concern to women.	Local authorities. KRC, Media.	Design adverse, posters, flyers, dramas, radio and TV talk. Community. Meetings.	More women become house owners. All benefits like maternity sick, compassionate annual leave, baby friendly, breastfeeding time are included in contract of	Public meetings. Works places. Political parties. Works places programmes.	None.

				employments. Non discrimination against HIV/Aids and non sexual harassment are addressed in contract of employment.	Promotions.	
	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	Council Min Gender	Make sure to have daily contacts with Media, for disseminate information that will help women's voices to be heard on issues of bill reading, how to apply for contracts, and how to take part in the economic development of Namibia and at the Village of Aroab	Make sure gender related policies are reviewed to fit in the bigger picture of the women's advancement	Meetings to make known all developmental matters to women	

### III. GENDER IN EXISTING PROGRAMMES

#### Security and emergency services

To address issues of safety within communities that affect women disproportionately especially in informal settlements.	All streets should be named so that emergency services can locate women who call for assistance	Council,	Survey of streets to be named and identify strategic places for lighting. Residents request to submit street names.	100% improvement on street lightning. 80% decreasing in assaulting of women in public places.	2011-2013	500000
	Establish community policing posts	PPRC.	Establish a neighbourhood watching group. Reduce number of domestic violence.	Less 20%	July 2012	
To educate women and to raise awareness, especially of women-headed households in informal settlements, who suffer disproportionately as a result of fires that destroy their homes and livelihoods.	Awareness programmes that target women, on the prevention of fires. Train community members on how to prevent disasters and to handle emergencies, including first aid.	Council.	Establish a DMU-Disaster management unit. Emergency training to women and youth in fire fighting, disaster management first Aids.	Organised local DMU. Empowered group of fire fighter and first Aids.	Sept 2012/Aug 2013	500000

#### The economy and job creation

To facilitate equal	The council has a local	Council	Collect data of unemployed	Create an economic	March 2014	600000
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employment opportunities because women are disproportionately affected by high levels of unemployment	economic development plan that targets women entrepreneurs as key beneficiaries		women. Training in basic business skill and finance management.	development plan.		
	Ensure that women and men benefit equally from informal trading facilities in the council.	Council	Identify strategic trading areas and make land available.	Create self employed opportunities to the community.	2014	1000000
To obtain sex disaggregated data on unemployment levels in local authorities	Conduct surveys, collect data and analyse it in conjunction with NGOs and CSO	Council	Build a data base on unemployed men, women youth in conjunction of different stakeholders.	To monitor the decreasing of unemployment figures.	Yearly.	200000
To promote equal representation of women in the tourism industry	Facilitate development and entry of women into the tourism industry e.g. Provision of land to women in the industry	Council	Number of women encouraged to enter the tourism industry.	Information given to women to aggressively making inroads in this initiatives	2011-2015	2000-00
<b>Procurement</b>						
To ensure that women benefit equally from the procurement process which they have historically been excluded from.	The council has a procurement policy that sets a target for increasing the number and value of contracts received by women.	Council	% encouragement of women to tender for small projects, Number of women train in tender procedures.	50% increasing of tenders to women 5 women.	2011-2015	1000-00
	Implement and monitor quotas for women for the awarding of council contracts	Council	Establish and implement a monitor and valuation system.	5% increasing.	2011-2015	500-00
<b>Poverty eradication</b>						

To develop a gender sensitive strategy to address the high levels of poverty that affect mainly women especially women headed households and align it with the planning unit in the Ministry of Finance	Facilitate the implementation of income-generating activities, improve resources allocated and implement monitoring and evaluation systems Train women on project management and sustainable livelihoods and how to access CDF and network with NGOs	council	Data base of women headed households. Training of women in how to manage in coming projects how to evaluate the projects and to better the resources as well as the network with NGO's. Implementing of incoming projects e.g. gardening, fishing projects.	Empower women head households to become self employed. Create incoming generating projects.	2011-2015	2000-00
	Liaise with and support CBOs and NGOs already working with poor households.	Council	Establish a supporting system with NGO's and CBO's and stakeholders.	Create a data base for NGO's, CBO's stakeholders.	2012	500-00
<b>Business support</b>						
To promote women's participation in the business sector where they are poorly represented	Link women's small businesses with opportunities in the value chains of growth sectors.	Council	Establish a data base on the growth of women small business in the growing sector.	Yearly growth 5%.	2011-2015	
	Encourage public and private business partnerships.	Council	Encourage women to go into PPP's. Train women how to form a PPP	To create twinning partnership with local stakeholders.	2011-2015	1500-00
To empower women entrepreneurs through business skills and support	Facilitate skills development, access to information and finance, and business support for poor women.	Council	Available skills development and business support to women.	Empowering of at least 2 women.	2011-2015	3000-00
<b>Informal sector</b>						
To promote equal access to markets.	Link women to growth sectors.	Council	Keep data of women in informal sectors.	2 new formal businesses to be formed.	Per year.	
<b>INFRASTRUCTURE</b>						
<b>Housing</b>						
To promote the equal rights of women to land tenure	The council keeps sex disaggregated data on title deeds.	NHE, Build together	Survey will be conducted.	We will know the sex disaggregated data.	6 weeks.	N\$115-00



	The council has taken steps to ensure that women benefit equally from land and housing opportunities.	NHE, Build together	Survey/interview.	Show how many women have benefited from land and housing.	5 weeks.	N\$110-00
To ensure that women's needs are taken into account because they are mostly affected by inadequate housing.	Identify unsatisfactory living environments and formulate recommendations for their improvement.	Build together NHE.	Interview every household.	Information on the living standards of each household	2 months.	N\$225-00
<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	The council has sex disaggregated data on who has access to basic services i.e. male and female headed households.	Council,	Interview/survey.	To find information on the male and female headed households those have access to basic services.	4 weeks.	N\$110-00
	Women are involved in the planning, management and maintenance of these services and facilities.	Council	Meeting/Letters.	Get the women involve to assist with the planning of the basic services.	Week	N\$20-000
	Ensure that women are consulted prior to the provision of services.	Council	Meetings/Letters.	To provide information to women and consult them on issues dealing with the provision of services.	Week.	N\$20-000
<b>Environmental health</b>						
To involve women, as key stewards of the environment, in environmental preservation projects or making business ventures from the environment.	Women are consulted in the management of waste.	Council	Meeting.	Women give advice to the management of waste.	Week.	N\$20-000
	Women and men benefit equally from business opportunities in this sector.	Council	survey	<i>To see how many men and women are in the sector and how many are unemployed.</i>	4 weeks	N\$50-000
To take into account the needs of women who are increasingly burdened with	Women's needs should be taken into account in the location of	council	Tender awarded to women. Training needs assessment .Interviews.	<i>To find out how women feel about the issue and the location of the cemetery.</i>	4 weeks.	60-000

the responsibility of burying family and community members.	cemeteries.					
<b>HEALTH</b>						
Ensure health facilities are accessible to women						
<b>HIV and AIDS</b>						
<i>Prevention</i>						
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	Local authorities	Awareness campaign conducted .Design adverts. Poster, songs, dramas. Provide Male and female condoms free of charge. Survey on how many men and women are infected in the village. Promote national testing day annually. Train youth in the village on reproductive sexual health.	To train volunteers. 15 female infected and 5 male. Prevention of further spread of HIV/Aids. More support groups in community. Youth have access to change behaviour through targeted interventions.	Awareness campaign annually.	25 people at N\$160 person N\$12000
	Integrate gender considerations local in HIV/AIDS programmes.	Local authorities, Ministry of gender equality and Ministry of health and social services.	Survey on how many volunteers are trained. Male and female education programmes in schools/churches were introduced.	More support groups established. Home base care increase. HIV/Aids volunteer groups from church members. Window of hope programs introduce at schools.	Every quarterly.	400000
	Develop gender aware HIV and AIDS public education and awareness campaign.	Local authorities.	Arrange workshops on HIV/Aids. House to house education/mobilisation about HIV/Aids. Play HIV/Aids drama.	More people come for testing. Stick to one partner. Women carry condoms in their handbags and breast. Men always carry condoms. Condoms available at borders	Conduct information sessions for communities/women. Male headed	25 000

				and put up billboards.	organizations separately and occasionally on STI, HIV/Aids and other infectious diseases by availing public speakers, 3 public open interventions at different localities in Aroab village.	
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	WCABU, MGE CW, MOHSS, RACOC, CBO, Support group	Community meetings. Awareness campaigns. Invite infected person on a voluntarily basis to educate the community on how to prevent HIV/Aids/GBV. How to live positive and healthy.	Families accepted the HIV/Aids infected person's in their homes. We also see the behaviour change in the community towards HIV/Aids infected people. Reduce of stigma and discrimination against PLWA is decreased by 50%.GRN also came up with IGA projects for: LWA for income generation. Train youth in village on reproductive sexual health.	Annually.	N\$12000
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, MGE CW, WCAPU, CACOC, RACOC	Awareness campaign on distribution of free condoms (male and female to public places, like shebeens, shops, clubs, all GRN ministries, youth centres, public library. .Education to pregnant women during ANC visits at clinics.	More pregnant women come to clinic for ANC visits. Women who are raped are aware to visit the nearest H/C for PEP .Mother is educated about PEP when they take the babies for immunization.	Once a week at H/C. Once in a month for all women.	None.
To educate women and men on voluntary counselling and testing	Obtain gender disaggregated statistics on VCT. Use this to	MOHSS, Village council,	House to house education about VCT. Availability of condoms. Mobilise people of visiting the	People come to the site anytime. They are more aware of the VCT site.	Once a month	100000

which is a powerful tool for preventing the spread of HIV/AIDS.	devise campaigns to encourage women and men to go for VCT.	MGECW, RACOC, CACOC, Ministry of youth, Ministry of education.	VCT site. Spreading pamphlets or poster and IEC materials having VCT information on the people.	Partners come together for testing .Men and women stick to each other now not more cheating on each other/		
<b>Treatment</b>						
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	Trainings, Education	People living with HIV/Aids using the treatment according to their CD4 count.	Five days a week.	None.
<b>Social development</b>						
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 budget allocations for sports and recreation facilities	Local authorities. KRC, CCN, Ministry of education.	<i>Community meetings, Mobilising, Posters, Statistics on HIV/Aids people.</i>	They have the rights use of facilities. They are active in all activities in the community.	Once a month.	30000
	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.	Local authorities, MYSC.	Mobilising.	People living with HIV/Aids are active in all activities.	Three times annually.	50 000

*Annex E: Messages, slogans, posters*

**DEVELOPING MESSAGES AND SLOGANS FOR THE CAMPAIGN**

<b>Arena for action</b>	<b>Day</b>	<b>What needs to be communicated to or by these groups</b>	<b>Slogan</b>	<b>What communication tool should be used</b>
<b>Individual</b>				
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
<b>Family/ Household</b>				
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

Arena for action	Day	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
				Radio/TV, debate, posters
Parenting	13 June father's Day	The role of parenting in youth	"Care for us"	Panel, debates on radio/TV, postcards
<b>Community</b>				
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	June FIFA world Cup start in SA	Education Namibian on Sports and as a Unifying tool. This need to be also our main campaign for 2010 World cup next year	"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
<b>Society</b>				
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 <sup>rd</sup> 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***  
**SADC Protocol Village Level Report:**

The facilitator explained to the meeting, the importance and why communities should own this document. After the President has signed it in August 2008 in Johannesburg and ratified after month in Parliament of Namibia. The duty of the Ministry Gender Equality and Child Welfare the Civil Society like Genderlinks is now domesticating the Protocol through Village level workshops. The Video Road Map to Equality was at hand to broaden the understanding of the Quiz. The meeting first watched the Video and then filled the Quiz. Groups work on the rest of the Quiz continued.

**Group 1**

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

**Health/HIV/Aids.**

- Medication (ARV) is very expensive. People in Namibia could not afford the medication.
- It was in shortage. Governments buy these medications (ARV) and give it for free to the patients.
- Education. Everyone is entitled to free education. All have access to free education.
- More schools were building to cater for all the learners that wanted to attend school.
- Pregnant girls can also continue with their education and complete their school.

**Group 2**

**Look at the pamphlet with all the targets, which of these would you prioritise?**

- Governance-Art.12-13.
- Education and training –Art.14.
- Gender base violence –Art 20-25

**Health – Art 26.**

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

**Health.**

- Ensure the provision of hygiene and sanitary facilities and nutritional needs of women, including women in prison.

**Gender based violence.**

- Adopt integrated approaches, including institutional cross- sector structures, with the aim of reducing current levels of gender based violence.

**Education and trainings.**

- Adopt and implement gender sensitive educational, programmes egg. Youth centres, adult education, educational workshops, computer classes, vocational centres.



*Annex 1: Workshop Evaluation*

**EVALUATION FORM**

Place: Aroab

Workshop Evaluation (12 Participants filled in evaluations)

	<u>EXCELLENT</u>	<u>GOOD</u>	<u>FAIR</u>	<u>POOR</u>	<u>VERY POOR</u>
1. MODULE DESIGN	11	1			
2. MODULE CONTENT	10	2			
3. DOCUMENTATION	9	3			
4. GROUP WORK	8	4			
5. OUTPUTS VIS, EXPECTATIONS	5	7			
6. LEARNING OPPORTUNITY	7	5			
7 Network Opportunity	3	8	1		
7. ADMINISTRATIVE ARRANGEMENTS	7	5			
<b>TOTAL</b>	<b>60</b>	<b>35</b>	<b>1</b>		

**Comments**

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



Writing ups of Action Plans

- The action plan learned a lot from it.
- The difference that women make, because I learned how to make a difference.
  - Gender and governance, because it was very clearly explained.
  - Did not attend first session.
  - Transformative leadership, it helped a lot knowing what makes us a good leader and manager, and how gender plays a big role in leadership.
    - Setting up the action plan, learned a lot, because I did not know how to draw up an action plan.
    - Gender budgeting, for the first time I heard about it.
  - Gender and governance, because me as a women now know that I'm not a house wife but also a women with her own rights.
- Key gender planning concepts, gender action plan framework, with an action plan you are organised and that you will follow and work according to plan.

- Leadership transformation, transformation leadership needs to happen in order to allow a leader to move forward in live. Communities, who elected the leaders need to advice, assist and help these leaders to shape them to become better.

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

- Gender and governance, because it was mostly about politics.
- None, all sessions were useful.
- Action plan understand better when and how to budget.

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

- I will apply it in my life and other young women.
- By sharing the information I gained from this workshop with my fellow community members.
- Attending more Genderlinks workshop, to gain more information.
- Try to give the information through community meetings for the community to know more.
- I'll try and make a difference within my community I'm staying, making people aware that we all are equal.
- In school set ups when planning for events.
- Train others about gender equality. Equal participation of women in decision making.

**4. Any other comments**

- Facilitator was life and full of action.
- It was fun, interesting and I learned a lot. It was a lot of information that we can use in our daily normal lives.
- Need more empowerment in this workshop of gender action plan.
- Workshop was very good and educative.
- Thanks to GL for such useful information.
- The workshop was very useful learn a lot and enjoy the way the facilitator gives the lessons.
- Introduce subjects about the same information of the workshop in schools.

**END**

