

**REPORT OF THE  
SADC GENDER PROTOCOL SUMMIT AND AWARDS  
NAMIBIA NATIONAL SUMMIT**



**VENUE: POLYTECHNIC OF NAMIBIA AUDITORIUM  
DATE: 14 - 16 APRIL 2014**



Laurensia Bukes receives her winner`s certificate under the women rights category



## Executive summary

### Quick facts

- 93 participants: 56 females and 37 males
- 52 entries: 28 females and 24 males in 8 categories
- 7 females and 2 males winners
- 5 civil society organization were represented
- 12 COE's and council were represented and 1 none COE council
- 4 junior councillors from Arandis and Keetmanshoop attended
- 5 Media Students from PON

This report covers the fifth session of the historic Namibia SADC Protocol@ Work Summit that brought together over 100 participants at the Polytechnic of Namibia Media Technology Department from 14 - 16 April 2014. The summit was held under the banner "50/50 by 2015 and a strong Post 2015 Agenda!". It brought together journalists, local government authorities, municipalities, NGOs and representatives of ministries of gender and local government.

A detailed participants list is attached at **Annex A** outlining the contact details of all the participants who attended the two day summit.

The detailed programme of the two days' activities is attached at **Annex B**.

A SWOT analysis of the summit's weaknesses, strengths, threats and opportunities is attached at **Annex C**. 50/50 campaign messages are attached at **Annex D**.

A detailed media log of all the media coverage the summit received is attached at **Annex E**. The summit also resulted in two media releases and extensive media coverage the press releases are attached at **Annex F**.

A list of future councils are highlighted **Annex G**.

The summative evaluation of the summit is attached at **Annex H** highlight the overall list of participants.

## Participants

### Analysis of participants

	Male	Female	Total	% Male	% Female
Entrant	24	28	52	46%	54%
Official	3	3	6	50%	50%
Judge	6	3	9	67%	33%
Partner	3	3	6	50%	50%
Donor		1	1	0%	100%
Staff	2	4	6	33%	67%
MP	0	2	2	0%	100%
Ministers	0	1	1	0%	100%
Rapporteurs	0	6	6	0%	100%
Media Students	3	2	5	60%	40%
<b>Total</b>	<b>41</b>	<b>53</b>	<b>94</b>	<b>44</b>	<b>56</b>

A total of over 93 participants participated during the three days of the national summit. Nine of these were judges with one donor official, the Head of the Spanish Cooperation for Development also being in attendance. It is also important to note that 12 Councils from the 14 political regions of the country also participated, while 11 each presented a case study on the Centres of Excellence for Gender Mainstreaming and how to cascading knowledge to other others.



50-50 Discussion group, Joan Basson & Gerhadt Muambala

The participant's analysis indicates that from the total of 52 entrants 56% were female participants compared to 62% last year as opposed to the male entrants who stood at 44% a slight increase in male participation compared with the 35% of last year. The females still held dominance in participation like last year.

#### *Analysis of awards winners*

The winners came from all political 14 regions of Namibia. They participated from COE councils, civil society organizations, junior councils, and senior staff of municipalities, towns and villages.

CATEGORY	Winner		TOTAL	
	M	F	M	F
Government Ministry	1		1	
Entrepreneurship		2		2
Leadership				
Women's rights and post 2015		1		1
Climate change		1		1
Media				
Gender Based Violence		1		1
50/50	1		1	
<b>Media</b>				
Radio				
TV				
Print				
Photojournalism				
<b>Institutional</b>				
Most Improved Local Government COE		1		1
Urban – best performer		1		1
Rural – best performer		1		1
Best improved performance		1		1
Media COE				
<b>TOTAL</b>	<b>2</b>	<b>9</b>	<b>2</b>	<b>9</b>

## Background

The year 2014 has been slated for the main high priority agendas of the country. It is aimed at measuring the gains the country has made since the adoption of the SADC Protocol on Gender and Development in August 2008 in South Africa, Johannesburg. It is a year that the country will measure through its Barometer progress, gains, challenges and gaps existing in the delivery of the 28 targets of the SADC Protocol come 2015.

Since 2011 the Namibia office has been implementing, gender mainstreaming through Gender Links Centres of Excellence (COE) process. Namibia is one of the ten SADC countries Gender Links is currently working with in the SADC region to bring together research, policy, action plans, on the job support and capacity building in a unique model that gives local expression to the 28 targets of the SADC Protocol on Gender and Development – the sub regional roadmap for MDG 3 (gender equality). As in the case of the MDG's, these targets are to be achieved by 2015. The summits were geared at showcasing the impact that gender mainstreaming has on the councils in the COE processes. Unlike the regional (DLS) summits, the national summit was open to all entrants, led by Councils who have qualified themselves as COEs.

They were all competing in these categories. COEs were able to enter in the following categories: Institutional, Leadership, GBV, 50/50, Women's rights and Post 2015, Gender and Climate change. The summit themes were well selected to meet the SADC Protocol deadline, 2015. Strategies like the 50/50 and Post 2015 agenda was high placed on the agenda of the national Summit. A special day was devoted to the third day for the Summit to discuss country's Strategy on this important subject and plan for the 2015 agenda of the Protocol. It was realised that there are critical important areas that need a political 'push' to realise Namibia's dream to achieve targets like, halving current levels of Gender Based Violence, Access to land for women, HIV&AIDs, social and economic empowerment for women, gender and Climate Change making sure Councils show case how women make their voices. Earlier Namibia had hosted three regional (DLS) summits. These summits also played a major role in accelerating the gains women made in country. During these workshops councils were urged to comply with all thematic critical areas and apply for relevant categories.

## Programme

The fifth national summit was graced by many dignitaries. Opening remarks were made by Ms. Emily May Brown, board member of SADC Gender Links who welcomed all delegates to the summit. Ms Brown gave a briefed summary and background on the summit. The theme of the summit was "50/50 by 2015 and demanding a strong post 2015 agenda". She informed the summit on the participation of women in Gender Equality and Politics and highlighted that the Founding President Dr. Sam Nujoma and the President of the Republic of Namibia Dr. Hifikepunye Pohamba has implemented the National Gender Policy to ensure Gender Equality and 50/50 representation is a reality in Namibia and beyond. Ms. May Brown informed the Summit that women are currently in the top 10



Director of Nangof/Alliance Mr. Ivan Lombard

leadership and decision making positions. Statements were also read by partners from the ALAN/NALAO/AMICAALL and Nangof/Alliance.

The first address came from the Director of Nangof/Alliance Mr. Ivan Lombard. Nangof is hosting the Namibia cluster of the Alliance sector. He informed the gathering that NANGOF is an umbrella for all the NGO's in Namibia. He acknowledged the work Gender Links was doing to ensure 50/50 representation is become a reality in Namibia. He urged other NGO's to discuss measures on how to implement gender equality and 50/50 representation in all structures. He further informed the summit that discussions are ongoing on how to involve more men in Gender Based Violence and Gender Equality activities. Mr. Areseb, The CEO of NALAO briefed the Summit on the good governance and how Local Authorities are also playing a good role on ensuring that Gender Equality and 50/50 representation is a reality, as an example; local authorities are giving tenders to businesses owned by women, to ensure women are empowered. He acknowledged that Gender Equality has improved in both Local Authorities and Government structures.

Presentation on the 50/50 was done by the Alliance partner and former MP Ms. Norah Schimming-Chase who informed the Summit that there are many books and policies written on gender equality waiting for implementations. She talked about the Quantity and Quality of the women representation in Parliament. 'Women were not allowed on quantity as they were not having quality". She went back to history on how women



Former MP Ms. Norah Schimming-Chase

also took part in exile and liberation struggles, how they suffered even more than men but yet remained invisible. There were no books written about the role woman played in the liberation struggles.

She acknowledged that after 15 years of fighting for Gender Equality and 50/50 representation, the changes of realization are showing. She urged women not to accept the 35% representation in any structures and not to allow themselves to be in the bottom positions, because women have also played an important role in liberating of this country.

***Remarks by Sponsor***

Head of Spanish Cooperation in Namibia; H.E. Carmen Sendino admitted that it was a great honor for her to attend the 5<sup>th</sup> Namibia Gender Justice and local Government Summit. She said the Summit is one of the activities within the framework of the project "Cascading the Centers of Excellence for Gender Mainstreaming in Local Government" implemented by Gender Links. She said the project to the total amount



Head of Spanish Cooperation H.E. Carmen Sendino

of approximately 3.5 million is supported by the NEPAD and Spanish Fund for African Women Empowerment. She informed the summit that one of the priorities for her government has been gender equality and women's empowerment. She said equality between women and men is a fundamental right and a necessary condition for the achievement of growth, employment and social cohesion in a country'. Despite signs of progress in the international policy towards addressing gender inequality, this needs to be converted into concrete changes at local level.

Gender equality must be present in all areas and through this project, implemented by Gender Links. She admits that the summit has an important role for the call to step up the pace on fulfilling the 28 targets on the SADC Protocol before the 2015 deadline. In conclusion she said that there must be a holistic vision of GBV as a societal problem and not merely a women's issue. Awareness-raising programmes aiming at both victims and society as a whole to highlight the issue and leading to an educational and cultural change which promotes values of gender equality and respect of human rights should be implemented and kept on the agenda. "Work on prevention is a key to this matter" she concluded

### ***Keynote address and response to the 50/50***

The keynote address was done by the Ministry of Gender Equality and Child Welfare; Deputy Minister Hon. Angelika Muharukua. She praised Gender links Namibia for having organized once again the 5<sup>th</sup> national summit in country. The minister addressed government leaders, former PMs, local authorities, civil societies, Gender Links members and board, private partners, media, civil society, to take stock on how far the country is in terms of equal representation of women and men in decision-making especially at political level in SADC



Deputy Minister of Gender Equality and Child Welfare Hon. Angelika Muharukua

region and particularly in Namibia.

The minister stressed that, Namibia set targets to reach 50/50 representation by 2015 and therefore should put all machineries and mechanisms to reach it by the set-time to ensure that this goal of equal representation is reached by 2015. The Minister informed the summit that some SADC countries including Namibia will go to the polling stations this year to elect new leaders therefore let us fast tract our actions and mobilize women, providing training for women to stand for the elections and to be in decision making positions. The slogan "50/50 by 2015, demanding a strong post 2015 agenda" is ideal for Namibia. The country's National Gender machinery has been strengthened, renewed and domesticated ready for smooth implementation.

Six years have passed since the historic adoption of the SADC Protocol on Gender and Development and less than two years from now, governments will have to account for actions taken to meet the 28 targets. The government of the Republic of Namibia is well on course in terms of the 50/50 representation. At party level, the ruling party Swapo has amended her constitution to include 50/50 representation. The Ministry has embarked on a campaign to demand equality. It has established a Multi-Sectorial Approach Mechanism (MSA) to ensure that the Protocol deadline of

2015 is met. The deadline for achieving the targets of the SADC Protocol on Gender and Development, calls for more goal driven action to meet the 28 targets. Minister Muarurua acknowledged that, despite the move towards equal representation. Namibia is faced with challenges of GBV, high poverty amongst women, exclusion of women in significant positions, the burden of disease and many others. The MGECW has established multi-sectorial approach, which involved all role players in GBV and other critical areas to join hand. She urged women to work very hard to mobilize the masses to be gender sensitive and to ensure that women are represented by active women who can make meaningful contribution on behalf of others.

The Gender Minister concluded that she is thankful to Gender Links Namibia and partners for keeping government always alert on these deliveries of Protocol, their target, deadlines and of the gaps and challenges facing the SADC region and particularly Namibia. She promised that MGECW will support this initiative of holding discussions on a strong post 2015 agenda and that their doors at the Ministry will remain open for any consultation in that regard.

### ***Plenary sessions***

The second day of the summit was mainly about the Ministry of Gender Equality and Child Welfare presentation. Since this was a national presentation and only government submission available for Namibia, they were given the opportunity to give the ministry an open platform with all Judges in the judgement dock. The Judges gave all their contributions to the ministry's case study. The ministry's case study centred mainly on the GBV action plan, strategies in place to mainstream gender and costing of activities through a multi-sectorial approach mechanism-MSA. Gender Links Namibia serves on this Committee.

Mr. Victor Shipoh the Director on gender in the ministry gave a briefed summary on the adopted National Gender Policy (2010-2020), National Gender Plan of Action, National GBV Plan of Action, and Coordination mechanism for the implementation of the NGP. He informed the Summit that the first National Gender Policy was developed in 1997 and was revised in 2010. The revised process involved extensive consultations with stakeholders which includes offices, Ministries, Agencies and Civil Society Organizations as well as Faith Based Organizations. The revised policy has 12 critical areas of focus.

The revised policy was launched by HE Dr. Hifikepunye Pohamba on the 8 March 2012. The goal of the NGP is to achieve Gender Equality and empowerment of women in the socio economic, cultural and political development of Namibia. Objectives of the policy are to improve women and girls reproductive rights, health and HIV/AIDS statuses.

The key priorities of NGP for 2014 are launching the National Coordination Mechanism structure on the implementation of the NGP. It will implement the National GBV Plan of Action, advocate the 50/50 women representation in Politics and decision making and will conduct the second National GBV conference.

### ***Day three***

Report on the 50/50 to the SADC Gender Protocol Summit 2014 by 2015, demanding a strong post 2015 agenda!

The meeting started with a welcoming message from Gender Links Namibia country Manager who thanked all delegates on the debate on 50/50 Strategy. Participants consisted of Mayor with their deputies, councillors, staff of the Municipalities, UN officials, Regional Council. The debate was tasked to come up with a working document to be used by government, political parties and civil society groups to popularise and campaign for the inclusion of women in high positions of power come 2014/15 National and regional election.

The recent national summit has provided many platforms were created to this discussed the burning issues. It all started at the regional (DLS) summit s in Mariental, Oshakati and Otjiwarongo capital. Case studies were presented suggesting that much still need to be done if the country has to move forward in affirming women in powerful positions. At this summit gather evidence of the SADC Gender Protocol@Work. With the strapline "*50/50 by 2015 and a strong post 2015 agenda*", was aimed at making sure the whole country take ownership of the project.

### ***The Post 2015 Agenda***

The participants were asked to come up with Post 2015 agenda for Namibia.

The watchwords of those campaigning for a strong gender agenda post 2015 is "voice, choice and control" participants are of the opinion that;

- Government should provide resources for the implementation of this document
- A cost attached to these campaigns in country.
- That it is important to consider junior leaders in the various positions since they are future leaders
- Political parties should come to party to facilitate this process
- They have worked out and Strategic frame and plan to accelerate the process of making sure the youth leadership is there come 2015.

The plenary was aimed 'at the role of youth in the 50/50 campaign and beyond'. The junior councilors are of the opinion that the 50/50 empowerment drive should not be aimed at the elders but rather the youth. The junior councilors in the Keetmanshoop region has started debates, workshop and at school plenaries to speak about their role and implementation for the 50/50 campaign.

### ***Gender and politics in Namibia - beyond the numbers***

Ms. Emily May Brown, SADC Board Member of Gender Links gave a brief presentation on Gender and Politics in Namibia. She informed the Summit that Policy and Regulatory Environment shows great, progressive policies that are backed by the constitution. Theoretically sound policies are in place, lacking practical implementation.



Board member Ms. Emily May Brown

Current landscape on national level shows that the number of women in national assembly are 24% while men are 76%, 27% women and 73% men in national council, 12% women and 88% of men in regional council and 42% women and 58% of men in local authorities. Current landscape on parties level shows that most progressive parties without seats in



Parliament are NDPN with 50% women representation as a zebra-list and Communist party with 65% representation with a female president.

NDMC is a least progressive party with only 16% representation of women on party list. DPN has 38% representation while MAG has 32% but no women in top 10 positions. All things being equal if Swapo has a Zebra-style party list, the proportion of women in Parliament today would be 38.5%. National Population Census of 2011 shows the 51% of women and 49% of men representation and legitimacy. In a democratic society, the exclusion of women from government is unjust. By inclusive more women, the available talent pool is expanded and that is an advantage for both Parties and the government. She recommend electoral reform, quotas, zebra systems, 50/50 Bill, diversity beyond gender, involvement of civil society and women's organization and women's caucuses unite female parliamentarians across party lines. Ms. Brown said female and male politicians, aspiring candidates, voters and youth leagues political leaders must be educated towards the realization of 50/50.

### **Group discussions on 50/50 and the way forward followed**

The three day National Summit ended on a positive note. But the main issue is that participants were sceptical about political party's intentions' on the 50/50 voluntary quotas.

*They said that;*

- Political parties have not expressed themselves openly on the 50/50 voluntary quotas. They stressed that there is great resistance from some of the parties in this regard.
- Some party's say it too early to plan for the 50/50 equality parity and want to implement this only next year. The delegates said that they are that worried about local governance but there is a 'great challenge to the 50/50 at national level. Local Authorities have a 30% representation quotas divided on proportional representation mode.
- Namibia at local level is doing quite well and new few numbers to reach the merging.
- Participants were more concerned about the National elections and not that much on the local elections.
- There were also opinions expressed that men are not well informed about the campaign and what it means for them. Awareness raising topped the list of recommendation for the 50/50 campaign.
- Government, Political parties and civil society were urged to team up and come up with a country Strategy that will eland us to a quota system. Parties to the 50/50 should lobby hard for the legislation of this document.
- The delegates feel another platform need to be created with political parties and government leaders to re-think the concept /strategy because 95% of participants were from local authorities. GOE/local Authorities under the COE banner say they can managed can 30% quotas.

### **50/50 media engagement in country**

Media houses have covered 50/50 campaigns as they unfolded.

As the 2015 deadline fast approaches for southern Africa to attain the target of 50/50 representation of men and women in key decision making positions. 50/50 has become a daily discussion in Namibia, especially within parliamentarians. Recently

president Pohamba declared during the meeting in Windhoek that there was no going back on implementation of the quota system in Namibia because his Party has incorporated the 50/50 in the party Constitution. Some Parliamentarians from opposition parties had mixed feeling regarding the proposed law to compel political and government bodies to have 50/50 gender representation on their Party structures. They have echoed that it is a plot to allow women to dominate men.

### Summit output

52 entrants participated in the 5<sup>th</sup> national summit on Gender Justice and Local Government. Out of this number 2 male and 7 females were awarded first prize, including a special category.

The best COE award went to Arandis town council and Aroab village council. Isabella Kavendji and the best urban COE Rural Village council was won by Maria Titus.

## CATEGORIES AND AWARDS

### Government: Ministry of Gender Equality and Child Welfare

**Winner:** Victor Shipoh, Director of Gender in the Ministry of GECW

**Town:** City of Windhoek

**Case Study:** The first National Gender Policy was developed in 1997 with 10 critical areas of concern due to other emerging social issues.

The Policy was revised in 2010. The review process involved extensive consultations with stakeholders which included offices, ministries, agencies, and civil society organisations as well as faith based organisations the revised policy has 12 critical areas of focus.



Victor Shipoh, Director of Gender in the Ministry of GECW

### Local Government COEs

#### Local Government Urban COE

**Winner:** Isabela-Kavendi Hoarases Deputy Mayor of Arandis Town Council

**Council:** Arandis Town council



Isabela-Kavendi Hoarases Deputy Mayor of Arandis Town Council

**Case Study:** The continued escalation of the towns economy was a real threat to the developmental goals for Namibia as set out in Vision 2030 as well as investors whom lost faith to invest in Arandis, this led to the birth of the Local Economic Development Strategy/Intervention, that had extensive consultation with stakeholders and the community to look at ways and means of transforming and diversifying the economy which was male dominated by the time. More women started to form groups and associations to try and become financially independent from their partners. It was imperative to support and empower the women so that they are able to withstand the onslaught of the economic discrepancy that was negatively affecting family's dependency on the male counterparts.

### **Local Government Urban COE runner up**

**Runner up:** Victoria Kapenda

**Twin:** Ruacana Town Council

**Case Study:** Ruacana Town Council joined other local authorities and became a Centres of Excellence on 26 June 2013 through a council resolution. This came about after council was identified to be one of the Centres of Excellence, hence realising that our council should also be part of the rest of the country by implementing the SADC Gender Protocol and help achieve the goals identified. In our case, it has been difficult to grasp the difference between 'integration' and 'mainstreaming' in the



Ruacana Town Council delegation

context of strategies and programmes on women's rights and gender equality as well as their own institutional change. This is not a semantic issue, as the difference has serious implications when it comes to understanding gender analysis in connection with strategies in favour of gender equality and equity

### **Local Government COE winner most improved**

**Most improved:** Ester Sangwasa

**Council:** Katima Mulilo Town council

**Case study:** Katima Mulilo Town Council as a centre of excellence embraced gender equality in its policies and programmes is about creating a fair society, where everyone can participate equally and where everyone has the opportunity to fulfil their potential. Gender equality to us means giving equal



Katima Mulilo Town council representative

freedom of choice, empowerment and participation to women and men in all sphere of public and private life.

## Local Government COE: rural

**Winner:** Aroab Village Council

**Case Study:** Aroab Village Council is situated 172 kilometres south-east of Keetmanshoop in the Karas Region. The council (3 male and 2 female) and staff members (14 male and 9 female) serves a population of at least 5 300 residents. It is one of Gender Link's seven Centres of Excellence for Gender Mainstreaming in Namibia, and has completed all stages of the CoE process. In 2012, the Aroab Village council participated in the first National Gender Summit and won the Award of CoE for Local Government.

In 2013 the council participated in the Regional and National Summit. Council achieve two winning prices on Regional level for CoE and Housing project.



Aroab Village Council representatives

## Local Government COE: Rural

**Runner up:** Berseba Council

**Case Study:** A new office block was build that we are planning to inaugurate on the 6<sup>th</sup> June 2014. We were using bucket toilet systems for night soil but there are only few left as we are busy to implement the flush toilets. Our minibus recently started operating by transporting public to and from Berseba on a daily basis; this has boosted the cash flow of the council. A gender based committee has been established and we are taking part in worldwide Gender based campaigns.

TIPEEG program awarded us 6 million Namibian dollars, which we are using to service land and put up infrastructures.



Berseba Council representatives

## Gender and Climate Change

**Winner:** Ellie Nowases

**Case study:** Ellie's Flower and Vegetable Garden was established due to an unemployment situation. The purpose of the Project is to do vegetable production through a simplified hydroponic method, which adaptable to the Arandis situation (since we live in the heart of the Namib Desert). The



Winner in the Gender and Climate Change category – Ellie Nowases

hydroponic method enables vegetable production with little water losses through leaching and evaporation. The initiative is aiming at promoting intensive agriculture in Arandis in order to create employment, reduce poverty, and improve health and nutrition. We identified a new concept in reducing costs on fertilizer by collecting goat manure from the farms, using it in the garden, spraying water three times a week, out of the goat manure develops small acacia trees, which we transplant and then planting it out in plastic bags and nurture it until its ready for sales. The trees can be used by the community to have trees in your yards (especially in the desert), the peels produced on the trees are collected and bags are sold to farmers for the goats during drought periods

**Runner up:** Jackson Muma

**Case study:** The women that has been victimize as a result of GBV has achieved economic justice, Education and training They are independent and self-sufficient.

30 women start with the assistance of Otavi Town Council project of arts and craft and own Business.



Runner up Jackson Muma

## 50/50 Campaign

**Winner:** Nythen Dien

**Case Study:** I am honoured and privileged to be mentoring and grooming two passionate, courageous and phenomenal youth leaders.

1. Elaine Boois from Keetmanshoop; a graduate of the Young Leadership Development Programme and a participant in the National Young Women's Association, representing the //Kharas Region as well as a youth leader at her church.

2. Zelda Natacha Hakskeen, Deputy Junior Mayor of Keetmanshoop Junior Municipal Council, Transformational Leadership graduate from the African Leadership Institute, 2013 award winner in the category of Leadership at the Gender Links national and regional summit



Winner Nythen Dien

**Runner up:** Maria da Conceicao Lourence

**Case Study:** Democracy cannot truly deliver for all of its citizens, if half of the population remains under-represented in the political arena

Thus the organisation has create programs which create an environment where women can advocate on matters of policy, run for political office, be elected, govern effectively and participate meaningfully in every facet of civic and political life



Maria da Conceicao Lourence

## Gender Based Violence

**Winner:** Zelda Haaksteen, Keetmanshoop Junior Mayor

**Case study:** Keetmanshoop Junior Council, GBV campaigns at the town 16days campaigns: Most of our community members and young people, generally, have no clue what climate change is and the impact it has on our livelihood and sustainable development. With this

process, our objectives are: Create awareness amongst communities as to what Climate Change is and how to deal with the Climate Change issue in our everyday lives.



Zelda Haaksteen, Keetmanshoop Junior Mayor

**Runner up:** Antonia Iipingge

**Town:** Arandis Town Council Junior Mayor

**Case study:** Preventing and responding to gender base violence is cornerstone of the GAME CHANGER'S commitment to advancing gender equality as such violence hinders the ability of individuals to fully participate in and contribute to their families and communities-

economically-politically and socially



Antonia Iipingge, Arandis Town Council Junior Mayor

## Entrepreneurship

**Winner:** Felicia Motinga

**Case study:** Bread baking

**Case Study:** The Brukaros bakery is a new start up business and the name is derived to prominent physical feature in //kharas region. B.B is selling different type of pastry products as homemade breads, fat cakes, sandwiches and biscuits. Aim is to catch the interest of regular local loyal customer based. Target customers local grocery shops, school kids, en the community at large. Objective of the project is to ensure food sustainability and to generate income.



Felicia Motinga, winner is the entrepreneurship category

**Running up:** Alencia Garab

**Case Study:** Brief summary of the kind of business, the need it fulfils, target. The name of the business is Garab manufacturing textiles. It is a manufacturing company producing high quality traditional dresses, wedding clothes, beddings, curtains, school uniforms and seat covers. The business fulfils the needs of the poor who cannot afford to buy at other shops like Markhams, Foschini and Edgar's. The business targets school kids, teachers, pensioners and the community.



Runner up Alencia Garab

## Women's Rights

**Winner:** Lourencia Beukes

**Case Study:** More counselling and testing sites has being open Mobile vans for HCT has being avail for outreach purposes More people have being trained as HIV counsellors and testes.Home base care providers have being train and send to the field to do the work on the ground level



Lourencia Beukes, winner in the Women's Right category

**Running up:** Kaunda Utale

**Case study:** The women that has been victim of GBV has achieved economic justice, Education and training. They are independent and self-sufficient. 30 women start with the assistance of Otavi Town Council project of arts and craft and own Business.



Runner up Kaunda Utale

### ***Judges citations***

In each category judges made fair but critical comments. They were of the opinion that all case studies were rich in content and will contribute to the curb of GBV, afford local authorities to plan better for efficient and professional service delivery. The nine Judges congratulated Gender Links Namibia for holding an excellent and successful summit in country. They said it was also learning curve for them to witnessed and judge issues that confronted the country. Main comments of the summit were about local authorities as key drivers of service delivery.

- Credible evidence is a bug challenge for some of the COE councils.
- In some cases people presenting did not have enough knowledge about the subject matter as some will be assisted
- Good peer review has also taken place from some councils like the Ruacana Town council

- Councils are at different stages, some stages 1-5 or 7&8 some have reached reaching stages 10. Experience has added value to those who have frequented the summit
- Government to be engaged more in summits as their have a bigger role to play in terms of resources allocation
- Only some Councils have GBV Plan country wide posing a great challenge to the curb of GBV in country
- Some Councils have not embraced the LED policy of government
- Judges would like to see the role of the government through the ministry of Local Government Housing of Rural Development as the 'Custodians' of all Local Authorities in Namibia.

#### ***Comments from judges***

- 'This is not just ordinary judging, it about the knowledge share even with judges, Roux Sampati, Director planning regional council.
- 'We are learning so much as judges, this is my 3<sup>RD</sup> TIME AS A Judge in GBV.Cloudne Venaani, UNDP'
- 'Local councils have immense knowledge in their service delivery, but these are not well cost for implementation'
- 'Private sector is sidelined in all activities in the country, thus limiting their support to these well initiative' Kgobetsi Telekom Namibia Otjowarongo'
- 'Every year I have realized that Judged gain more knowledge on judgments, you become part of the 'best practices, I have always be a judge, veteran Judge, Hon Georgina Mwinga Simataa'
- All Judges admitted, the greatest challenge is that many of the case studies do not have critical evidence although good practice'

#### **Summit outcomes**

- 6 councils have joined the summit
- Numbers of entrants have grown from 49 - 53 this year
- Councils and delegates now have Strategy on 50-/50 campaigns but much more still needs to be done.
- Networking among councils strengthened. This is the only platform per year where councils meet to show case best practices
- Non COE councils for the first time attend the national summit.
- More media has covered the events then last year
- Regional (DLS) summit hailed by councils as one of the best ways for making sure councils get enough time and opportunity to share note

#### ***Challenges of the summit***

- Media CEO absent from this year's national summit
- Only 2 Alliance members entered this year's summit, this can be attributed to the fact that Namibia did not manage to held is pre-summit workshop for Alliance members
- Civil society groups are playing a major role in the country's economic growth, thus their absence from these important platforms are posing a great challenge to the process.
- The application form was too long and difficult to fill in.



### ***New partnerships***

Non COE councils participated in this summit and developed partnerships with other present councils. They came as far as 800km away.

### **Lessons learned**

- That cascading of the COE processes need to be strengthened with new councils that have come on board last year
- That some of the councils have not taken complete ownership of their activities as per Action Plan worked out
- Those councils at these summits have share best practices in their presentation of case studies such as how to combat GBV, LED, gender and Climate Change, 50/50 strategies. Although it was learned at these summit that councils have no strategy but with GL Namibia it is now time to engage with the concept
- The concept of Councils embracing the notion of 'Junior councils
- That Junior Councils would like to see more councils to establish Junior Councils
- That meeting and competition of Youth at these summits is welcome signal. This according to delegates was another learnt way of bringing youth into the 50/50 debate
- That in plenary many delegates use the opportunity to ask more questions and engaged with the subject
- Entrants and councillors who participated in some of the case study presentations feel the plat forms like this will help the 6th summit to do better
- Planning session of 50/50 has allowed many delegates for the first time think of a strategy for the up-coming elections in country
- Some feel government should do more in achieving 50/50
- It is important to know that the Value for Money principles has been realized with many councils sponsoring their own delegation to the national summit. EG. The councils did pay for their own transports to the regional(DLS) summit

### **Next Steps**

- Those councils not done early this year will be facilitated
- TOTs to be organised for stage 7 and 8
- If need be new councils (10) to be identified
- Entrepreneurship training to be facilitated with new 'I' Stories for survivals
- Signing of MOUs with Ministry of Gender Equality and Child Welfare
- COE cascading of councils to be strengthened and monitoring of this exercise implemented
- Alliance partnership meetings, this need to be strengthened in country
- Media training, Media COE not forming part this year's national summit is a great concern
- Women in Politics and civic education training, need to happen in the wake of the upcoming National and Local Authority elations

## Annexes

### *Annex A: Participants List*

**SADC GENDER PROTOCOL  
SUMMIT AND AWARDS  
VENUE: Polytechnic of Namibia  
DATE: 16 - 18 April**

	<b>Surname</b>	<b>Name</b>	<b>Designation</b>	<b>Organisation/ council</b>	<b>Category</b>	<b>Sex</b>	<b>E-mail address</b>	<b>Cell phone</b>
1.	Ivin	Lambardt	Executive Director	NANGOF Trust	NANGOF Partner	M	<a href="mailto:Lambardt.ivin@nangoftrust.org.na">Lambardt.ivin@nangoftrust.org.na</a>	061212503
2.	Nora	Schiming-Chase	Chairperson of WAB	WAB NAWA	50/50 contributor	F	<a href="mailto:Nora.schimmingchase@gmail.com">Nora.schimmingchase@gmail.com</a>	0811273240
3.	Carmen	Sendiwo	Head Spanish cooperation	Spanish cooperation embassy of spain	Donor	F		061213724
4.	Muhalukua	A.		MP	Keynote address	F		
5.	Kabozu	Fidelis	Local Economic Development Officer	Oshakati Town Council	COE	M	<a href="mailto:fidelisk@otc.na">fidelisk@otc.na</a>	0816606285 065229500
6.	Shindove	Emilia	CHRO	Ondangwa Town Council	Climate Change	F	<a href="mailto:hr@ondangwatown.com">hr@ondangwatown.com</a>	0817778218
7.	Kapenda	Victoria	CEO	Ruacana T.C	COE	F	<a href="mailto:vkapenda@ruacanatc.org">vkapenda@ruacanatc.org</a>	065 272131
8.	Coetzee	Joseline		ALAN	ALAN Partner	F	<a href="mailto:jcoetzee@alan.org.na">jcoetzee@alan.org.na</a>	0812983136 061240914

	<b>Surname</b>	<b>Name</b>	<b>Designation</b>	<b>Organisation/ council</b>	<b>Category</b>	<b>Sex</b>	<b>E-mail address</b>	<b>Cell phone</b>
9.	Mundjindi	Sylvia	Business owner	Self	Business women	F	sylviakafili@gmail.com	0812839889
10.	Mwiya	Geogina	Cllr	ALAN	Judge	F	mwiya@yahoo.com	0811281542
11	Motinga	Felicia	Community	Berseba Survivor	Entrepreneurs hip	F	motingafela@gmail.com	0814462631
12	Buchani	p	Business Owner	Self	Business women	F		
13	Haikali	M	SG	NFU	Judge	M	mah@iway.na	0855220647
14	Karuaihe- Upi	N	Chair	NFU	Judge	M	Uncleqep55@gmail.com	08123792332
15	Upi	Uabi	Head cooperate Officer	NBC	Judge	F	umbiupi@gmail.gmail	0811294818
16	Venaani	Cloudina	Prog Analyst	UNDP	Judge	F	Cloudina.venaani@undp.org	
17	Sampati	Roux	Deputy Director	Otjozondjupa Regional Council	Judge	M	rsampati@otjozondjupa.gov.na	
18	Kgobetsi	Eddy	Chairman		Judge	M	eddy2gmail.com	0811240840
19	Kuteeue	Petros	LED Manager	Otjiwarongo	COE	M	petros@otjimun.org.na	0811474606
20	Ithana	James	Project officer	Lifeline/childline	Judge	M	james@lifeline.org.na	0817253
21	Malapi	Wilhelmina.	Councillor	Mariental Municipality	Women rights & Economic Development	F		0812700495
22	Matesu	Domingo	Official	Mariental Municipality	COE/Climate change	M	dmatesu@gmail.com	0812774764
23	Beukes	Lourensia	Volunteers	Marietta Municipality	Women rights & Economic	F	lourensiabeaukes@yahoo.com	081`2933472

	<b>Surname</b>	<b>Name</b>	<b>Designation</b>	<b>Organisation/ council</b>	<b>Category</b>	<b>Sex</b>	<b>E-mail address</b>	<b>Cell phone</b>
					Development			
24	Gomasess	Schonwieder	Volunteers	Mariental Municipality	Ending GBV and Post 2015	F	gowasess@yahoo.com	0812393538
25	Gaweses	Priscilla	Cllr	Grootfontein Municipality		F	gawesebp@gmail.com	0813174661
26	Katjituu	Maria	Volunteer	Grootfontein Municipality	Entrepreneurship	F		0813467013
27	Munjama	Henry	Community Development Officer	Grootfontein Municipality	Women rights & Economic Development	M		0811270071
28	Mukoja	Lucia	HIV/AIDS Coordinator	Grootfontein Municipality	COE	F	luciashikongo@grootfonteinmun.com.na	067242930
29	Kakuru	Charles	LED Officer	Nkurenkuru Town Council	Women rights & Economic Development	M	Charles.kakuru21@gmail.com	0855893304
30	Muntenda	Getrud	Gender focal person	Nkurenkuru Town Council		F	gmuntenda@yahoo.com	066258000
31	Bernadine	H.	CLLR	Nkurenkuru Town Council		F	nkutown@iway.na	0812069414
32	Mumbala	G.	Junior Deputy Mayor	Arandis T.C		M	gehadtmumbala@gmail.com	081872046
33	Dien	Nythen	Junior Mayor	Keetmashop Municipality	Fity-Fity(50/50)/ Women rights & Economic Development	M	nythendien@gmail.com	0814699607

	<b>Surname</b>	<b>Name</b>	<b>Designation</b>	<b>Organisation/ council</b>	<b>Category</b>	<b>Sex</b>	<b>E-mail address</b>	<b>Cell phone</b>
34	Oarum	Sharon	Focal Person &Tourism officer	Keetmashop Municipality		F	Aidaoarum@yahoo.com	0812351705
35	Chunga	Mapenzie	Co.Dev Officer	KMTC	Climate Change	M	mapenziechung@kmtc.org na	0813582246
36	Elijah	Pasval	Aaa marketing& and peer heducation	KMTC	Women rights & Economic Development	F	pmelija@gmail.com	066261500
37	Sankwasa	Esther	CLLR	KMTC	COE	F	sankwasaesther@kmtc.org .na	0812895556
38	Ntonda	Eustance	Economic development officer	KMTC	Women rights & Economic Development	M	ntonda@kmtc.org.na	0811492034
39	Lang	Barrow	Manager	KMTC	Ending GBV and Post 2015	M	barrowlang@gmail.com	0813386603
40	Aquila	Tjimbundu	Support officer	Windhoek	Delegates	F	aquilla@nangoftrust.org.c om	0813777698
41	Ambata	Loise	Rapporter	Windhoek	Rapporter	F	pso@amicaall.namibia.org	0814778562
42	Seibes	Scenceline	Rapporter	Windhoek	rappporteur	F	sscenceline@yahoo.com	0814339772
43	Tsuseb	Antager	Focal person	Grootfontein	Delegates	M	artsuseb@grootfonteinmu n.com.na	0812590900
44	Uusiku	Katrina	Councillor	Omuthiya Town C	Delegates	F		
45	David	Israel	LED	Omuthiya Town C	Women rights & Economic Development	M	daisrael@omuthiyatc.org	081316300

	<b>Surname</b>	<b>Name</b>	<b>Designation</b>	<b>Organisation/ council</b>	<b>Category</b>	<b>Sex</b>	<b>E-mail address</b>	<b>Cell phone</b>
46	Hakskeen	Zelda	Deputy Junior Mayor	Keetmanshoop junior municipal council	Climate Change/ Ending GBV and Post 2015	F	Zelda.hakskeen@gmail.com	0816786948
47	Nawases	Ellie	Manager of the garden	Ellies flower and vegetable garden	Climate Change	F	enawases@gmail.com	0812146971
48	Shivute	Magano N	CLLR	Oshikuku TC	Delegates	F	Munondumbomn@gmail.com	0812803897
49	Petrus	Petrus	CLLR	Oshikuku TC	Delegates	M		0816167183
51	Nendongo	P.S	LED Officer	Ruacana TC	Women rights & Economic Development	M	simanekao@gmail.com	0813999990
52	Tjambiru	N.	Accountant	Ruacana TC		M	tjambiru@ruacanatc.org	0816459971
53	Damases	E.	Business Woman	Otavi	Entrepreneurs hip	F		0816034033
54	Sampaya	Fabian	Consultant	GL		M	ccocad@gmail.com	0812398645
55	Murangi	Manfred	PA	Arandis T Council	Women rights & Economic Development	M		0813466944/ 064512400
56	Goreseb	L.G	CEO	KTC	COE	M	Leskygoreseb61@gmail.com	064550034
57	Muandingi	N.P.K	LED	Eenhana TC	Women rights & Economic Development	M	muandingi@eenhanatc.org .na	065263068
58	Muma	Jackson F	Corporate Communication Officer	Oshakati TC	Climate Change	M	jacksonM@oshtc.na	065229500

	<b>Surname</b>	<b>Name</b>	<b>Designation</b>	<b>Organisation/ council</b>	<b>Category</b>	<b>Sex</b>	<b>E-mail address</b>	<b>Cell phone</b>
59	Nendongo	PS	LED Officer	Ruacanca Town Council	Women rights & Economic Development	M	simanekao@	065277500/13
60	Isaaks	M	CLLR	K.hoop	Delegate			
61	Fourie		Summit Report	Media student	Media Reporter	F		0818108544
62	Uukongo	Theodor	Reporter	Media Student	Media Reporter	M	theodoruukongo@gmail.com	0814467402
63	Hambunda	Anne	Reporter	Media Student	Media Reporter	F	annehambunda@gmail.com	0813925849
64	Nunuhe	M	Reporter	New Era	New Era Reporter	F	mnunuhe@newera.com.na	061273300
65	Toivo	Fransina	Ass HR Officer	Rehoboth Town Council	COE	F	toivof@rehobothtowncouncil.org	0816392259/062521828
66	Riaan	I Christiaan	Assistant Accountant	RTC	Climate Change	M		0814242607/0814885005/0621840
67	Snewe	Magret	CLLR	KHP Mun	Delegates	F		0812139668
68	Isaaks	E Mathilde	CLLR	KHP Mun	Delegates	F		0814296728
69	Elago	Fiina	CLLR	Khoop Mun	Delegates	F	Fiina1968@yahoo.com.co.uk	0811422102
70	Josef	Rooi	LED Manager	K.hoop Mun	COE	M	joserooi@iway.com	0811280444
71	Amunjera	Roline	Secretary to the CEO	Tses V. C	Ending GBV and Post 2015	F	rolineamunjera@yahoo.com	0816414780
72	Tuties	Maria	CLLR	Aroab VC	COE	F		0813776966
73	Engelbecht	Amor	Business Woman	Tses Village	Entrepreneurs hip	F		0814670237
74	Fredericks	Anna	Business	Tses VC	Entrepreneurs	F		0816378739

	<b>Surname</b>	<b>Name</b>	<b>Designation</b>	<b>Organisation/ council</b>	<b>Category</b>	<b>Sex</b>	<b>E-mail address</b>	<b>Cell phone</b>
			Woman		hip			
75	Esterhuizen	Sabina M	CLLR	Berseba VC	COE	F		0813831456
76	Aite	Elgiva	Focal person	Berseba VC	Delegates	F		063257033
77	Motinga	Stefanus	Gender chairperson	Berseba VC	Ending GBV and Post 2015	M	Stefanusmotinga357@gmail.com	0813198657
78	Stela	Helena M	Gender Member	Berseba VC	Delegates	F		0812004649
79	Homses	Ebeline	Business Woman	Otavi	Delegates	F		0812376773
80	Tjirere	Chippa	Director	National Assembly	Judge	M	ctjireral@parliament.gov.na	0811228092
81	Viakondo	John	Mayor	OTC	Mayor	M	johnviakondo@yahoo.com	0812321745
82	Garab	Allensia	Delegates	Outjo TC	Entrepreneurs hip	M		0814125942
83	Basson	Joan	Gender Champion	Otavi TC	COE	F	joankeys@iway.na	0812897718
84	Pietersen	Marlien	Delicate	Outjo TC	Entrepreneurs hip	F		0816346985
85	Muma	Jackson	Corporate Comm. Officer (Delegate)	Oshakati TC	Climate Change	M	jacksonM@oshtc.na	0812384340/065229500
86	Abel	Jasson	Gender focal person	Otavi TC	Climate Change	M	abeljassons@gmail.com	0813014108
87	Lourence	Maria da Conceicao	CEO	Otavi Namibian Woman hobby	Fifty-Fifty(50/50)	M	molaconceicaoourence@gmail.com	0813284452
88	Utale	Kaunda	LED Officer	OTC	Women rights & Economic	M	uk@iway.na	067234022



	<b>Surname</b>	<b>Name</b>	<b>Designation</b>	<b>Organisation/ council</b>	<b>Category</b>	<b>Sex</b>	<b>E-mail address</b>	<b>Cell phone</b>
					Development			
89	Goettinger	S	Chief Reporter	GL/NANGOF	Consultant	F	Stefanie.goettinge@gmx.net	0813630906
90	Hamunime	N	Rapporteur	GL/NANGOF	Rapporteur	F	ndapandulahamunime@yahoo.com	0816699433
91	Offner	M	Rapporteur	GL/NANGOF	Rapporteur	F	meggsoffner@gmail.com	
92	Mills	T	Rapporteur	GL/NANGOF	Rapporteur	F	Talimills27@gmail.com	
93	Garoes	Estha	Councillor	Okahandja Municipality	Women rights & Economic Development	F	esthagaroes@okahandja.org.na	0814922950

#### **Gender breakdown**

<b>Males</b>	<b>Females</b>	<b>Total</b>
<b>37</b>	<b>56</b>	<b>93</b>
<b>40%</b>	<b>60%</b>	<b>100%</b>

**Annex B - Programme**

**50/50 by 2015, demanding a strong post 2015 agenda!  
 NAMIBIA SADC GENDER PROTOCOL SUMMIT 2014  
 50/50 by 2015 and demanding a strong post 2015 agenda!  
 SUMMIT PROGRAMME**

<b>08.00 – 08.30</b>	Delegates arrival and registration			
<b>08.30 -09.30</b>	OFFICIAL OPENING			
<b>08:30 - 10:00</b>	PLENARY: PON Auditorium			
	Demanding action by 2015 CHAIR: GL BOARD MEMBER			
<b>08.30 – 08.40</b>	Welcome	Ms Emily May Brown: GL Board Members		
<b>08.40 - 09.00</b>	Statements by partners – media, alliance, local government	Gerson Kamatuka	Ivan Lombard, NANGOF Trust Director	CEO of NALAO Mr. Areseb
<b>09.00 – 09.30</b>	Presentation on the 50/50	Alliance partner	Rosa Namises NANGOF Alliance	
<b>09.30-09.50</b>	Remarks by Sponsor	Head of Spanish Cooperation in Namibia	H.E. Carmen Sendino	
<b>09.50 – 10.10</b>	Keynote address and response to the 50/50	Ministry of Gender Equality and Child Welfare	Hon Angelika Muharukua Deputy Minister of Gender Equality and Child Welfare	
<b>10.10 – 10.30</b>	Comments			
<b>10.30 -10.40</b>	Overview of process and assignment of parallel sessions	GL Manager	Anne Hilton / Madam Sarry Xoagus-Eises	
<b>10.40 – 11.00</b>	Tea			

<b>PARALLEL SESSIONS</b>	EMERGING ENTREPRENEURS	LOCAL GOVERNMENT COE	CLIMATE CHANGE	GENDER BASED VIOLENCE	WOMEN'S RIGHTS AND POST 2015 AGENDA
	NAME OF ROOM 42	ROOM 48	ROOM 56	NAME OF ROOM 45	NAME OF ROOM 45
<b>CHAIR</b>		NAMES	NAMES	NAMES	NAMES
<b>RAPPORTEUR</b>	Maegan Offner	Ndapandula Hamunime	Louise Ambata	Scenceline Seibes	Talia Mills
<b>JUDGES</b>	1 Chipa Tjirera	1 Georgina Mwiya-Simataa	1 Sylvia Mundjindi	1 Johan Gamatham	1 Umbi Karuaihe-Upi
	2 Ngamane Upi	2 K. Gobetsie	2 James Ithana	2 Cloudina Venaani	2 Mathew Haikali
	3	3 Roux Sampati	3	3	3
<b>Presentations</b>					
<b>11.00 – 13.00</b>	1. Otavi - Ebeline Homses	1 Arandis-Isabella Kavendji	1. Jackson Muma	1Arandis-Antonia Ipinge	
	2. Outjo – Eveline Damases		2. R. Christiaans	2Tses-Roline Apolonia	
	3. Brukaros - Felicia Motinga	2 Oshakati-Fidelis Kabozu	3. Chunga Mapenzi	3Katima Mulilo-Lang Barrow	
	4. Outjo - Marlien Pietersen		4. Domingo Matesu	4Keetmanshoop-Zelda Hakskeen	
		3 Katima Mulilo-Ester Sangwasa	5. Zelda N. Haksteen	5Mariental-Schonwieder Gomases	
	6 Entrepreneur		6. Abel Jasson		
<b>14.00 – 16.00</b>	7 Entrepreneur	4Aroab-Eliza Lubstcher	7. Emily Shinduve		1

	8 Entrepreneur		8. Ellie Nowases	2
	9 Entrepreneur	5Keetmanshoop- Josef Rooi	9	3
	10 Entrepreneur		10	4
		6Eenhana	11	5
	3Grootfontein-Salome Garas		12	6

**DAY TWO: Tuesday  
DATE 15 April 2014**

<b>08:30 - 10:00</b>	PLENARY: 48	
	DEMANDING A STRONG POST 2015 AGENDA! CHAIR: Sarry/NALAO	
<b>08.30 - 08.40</b>	Welcome : Board member :Ms Emily May Brown	
<b>08.40 - 08.45</b>	Analyses of the 50/50	Stefanie Goettinger Consultant Namibia Barometer
<b>08.45 - 09.00</b>	National Plan of Action and Policy frame work	Mr Victor Shipoh Gender Director Ministry of gender Equality and Child Welfare
<b>09.00-</b>	Announcements and break away for presentation of case studies	GL Country Manager Madam Sarry Xoagus-Eises

<b>PARALLEL SESSIONS</b>	50/50	WOMEN'S RIGHTS AND POST 2015 AGENDA	CLIMATE CHANGE	EMERGING ENTREPRENEURS	LOCAL GOVERNMENT COE
	ROOM 45	ROOM 45	ROOM 56	ROOM 42	ROOM 48
<b>CHAIR</b>	NAMES	NAMES	NAMES	NAMES	NAMES
<b>RAPPORTEUR</b>	Scenceline Seibes	Talia Mills	Louise Ambata	Maegan Offner	Ndapandula Hamunime

<b>PARALLEL SESSIONS</b>	50/50	WOMEN'S RIGHTS AND POST 2015 AGENDA	CLIMATE CHANGE	EMERGING ENTREPRENEURS	LOCAL GOVERNMENT COE
<b>JUDGES</b>	1 Cloudina Venaani	1 Mathew Haikali	1 Sylvia Mundjindi	1 Chipa Tjirera	1 Georgina Mwiya-Simataa
	2 Johan Gamatham	2 Umbi Karuaihe- Upi	2 James Ithana	2 Ngamane Karuaihe-Upi	2 Roux Sampati
	3	3	3	3	3 E. Gobetsie
<b>Presentations</b>					
<b>11.00 – 13.00</b>	1Otavi-Maria da Conceicao Lourence	1Grootfontein-Henry	1Rehoboth-Riana Christiaans	5 Outjo - Allensia Garab	5 Keetmanshoop-Josef Rooi
	2Keetmanshoop-Nythen Dien	2Mariental-Lourenca Beukes	2Mariental Town Council-Domingo Matesu	6 Grootfontein - Maria Katjituuo	6Eenhana
		3Nkurenkuru-Charles Kakuru	3 Oshakati-Jackson Muma	7 Tses – Anna Fredericks	7Grootfontein-Lucia Mukoja
		4Mariental-Willemina Malapti	4 Katima Mulilo-Chunga Mapenzi	8 Tses - Amor Engelbrecht	810Berseba-Sabina Esterhuizen
		5Arandis-Manfred Murangi	5Keetmanshoop-Zelda Natacha Hakskeen	9 Berseba - Helena Stein	9Rehoboth-Francina Toivo
		6Oshakati-Koniliuas Kapolo	6	10	10Otavi-Joan Basson
<b>13.00 – 14.00</b>	Lunch				
<b>14.00 – 15.30</b>		7Keetmanshoop-Dien Nythen	7		11Mareintal – Domingo Matesu
		8	8		
		9	9		
		10	10		
<b>15.30 – 16.00</b>	Tea				

## Programme awards ceremony



**DAY THREE:  
DAY Wednesday  
DATE: 16 April 2014**

DAY/TIME	ITEM	WHO	DOCUMENTS
08.00 - 08.30	Registration	Veronika Haibili: GL Namibia	GL participants list and GMDC forms
08.30 - 09.00	Welcome, introductions, programme expectations	Sarry Xoagus-Eises: CM GL Namibia	
09.00 - 09.30	Presentation of the draft country paper on the 50/50 and discussion	Sarry Xoagus-Eises	Draft country strategy paper
	Presentation of the 50/50 campaign_ Youth and 50/50	Nthon Dien, Junior mayor: Keetmanshoop Municipality	
	50/50 Women representation of Political parties	Emily May Brown GL Board member	
- 11.30 12.00	Action planning in groups including Tea	All	Action planning template
12.00	Report back	All	Cards, markers
	Way forward	All	
13h20	Evaluation and closure	All	
14.00	LUNCH		

**AWARDS AND RECOGNITION CEREMONY  
PROGRAMME**

**Date: 16 April 2014**

**Venue: PON Hotel School**

<i>Director of programmes:</i>	Director of Proceedings	Who Elma Dienda
18.00 - 18.15	Official welcome and opening	Emily May Brown:
18.15 - 18:30	Cultural event /entertainment	DJ
<i>Recognition Ceremony:</i>		
18:30 - 19:00	Local Government COEs	Ngamane Upi_Karuarue
	KEY NOTE ADDRESS	Hon Agnes Kafula: Mayor City of Windhoek
19.00 - 20:00	Institutional Government	Mr. Ivin Lombardt

<i>Director of programmes:</i>	Director of Proceedings	Who Elma Dienda
	Emerging entrepreneur	Ngamane Upi-Karuaihe
	GBV	Johan Gamatham Judge
	50/50	Cloudina Venaani Judge
	Climate change	Sylvia Mundjindi Judge
	Women's Rights and Post 2015 Agenda	Umbi Karuiahe-Upi
	Vote of Thanks	Sarry Xoagus-Eises: GL Namibia country Manager
20.00	Dinner	

## **Annex C: SWOT Analysis**

<p><b>Strengths</b></p> <ul style="list-style-type: none"> <li>• Introduction of 50/50 campaign in Councils(strategy)</li> <li>• Some of the Councils have adopted their AP</li> <li>• Councils have embrace LED</li> <li>• Some fo the Councils' have budgeted for GBV campaign</li> <li>• Som4 have draft GBV policies (Otavi town )</li> <li>• Networking strengthened</li> <li>• Peer learning and twinning realised even with foreign towns in Europe</li> <li>• Fundraising</li> <li>• Networking</li> <li>• Partnerships</li> <li>• Some towns like Tses, Berseba, Grootfontein, Otavi and Outjo have all Entrepreneurship for survival/victims</li> </ul>	<p><b>Weakness</b></p> <ul style="list-style-type: none"> <li>• Limited budget for gender campaigns or programmes in some councils</li> <li>• Implementation of policies is slow, or they are not gazetted</li> <li>• Lack of involvement/commitment from leadership (councillors)</li> <li>• Lack of empowerment initiatives in many councils that's not embracing the LED Policy</li> <li>• No disaster preparedness, women's 'voice' is not visible</li> <li>• Lack of training</li> <li>• Lack of driving force/motivation (focal persons)</li> <li>• Lack of Local Economic development, as women still trade under non-conductive environment</li> </ul>
<p><b>Opportunities</b></p> <ul style="list-style-type: none"> <li>• Partnership</li> <li>• Stakeholders</li> <li>• Private and Public sector</li> <li>• NGO</li> <li>• Entrepreneurs</li> <li>• Broader Revenue Base in some rural Village councils a challenge</li> <li>• Service Delivery (rates and taxes)</li> <li>• Job Creation</li> <li>• Local Economic Development</li> <li>• Marketing and Promotion</li> <li>• Training</li> <li>• Networking</li> <li>• Woman Empowerment</li> </ul>	<p><b>Threats</b></p> <ul style="list-style-type: none"> <li>• Budgetary contains for GBV campaigns</li> <li>• HIV/AIDS</li> <li>• Alcohol and Drug Abuse</li> <li>• Teenage Pregnancy with School Drop Outs</li> <li>• Natural Disasters (floods, veld fires)</li> <li>• Unemployment</li> <li>• Gender based Violence</li> <li>• Un conducive environment (river beds) women can be rape or murdered there</li> </ul>



**Annex D: Campaigns messages - 50/50, post 2015**

<b>Target</b>	<b>Message</b>	<b>Slogan</b>
1. Provide equal representation of women in all areas of decision-making both public and private.	50/50 representation in governance in 2015.	"the time has come for 50/50. Time is now"
2. Women to participate effectively in electoral process and in decision making.	Women empowerment in governance	"forward woman ,forward"
3. Gender to be mainstreamed in all information, communication and media policies and laws.	Gender mainstreaming advocacy	"communication for all"

**Annex E: Media Log**

<b>Date of interview/ article</b>	<b>Name of media</b>	<b>Print, radio, TV</b>	<b>Article title/ Title of show</b>	<b>Web address (for online article)</b>	<b>Entered on back end form</b>
04-02-2014	NBC	TV	Good Morning Namibia	www.nbc.na	Yes
14 -02-2014	NBC	TV	Good Morning Namibia	www.nbc.na	Yes
14-02-2014	Afrikaans Radio station	Radio	Actually	<a href="http://www.nbc.na">www.nbc.na</a>	Yes
16-03-2014	Southern Time	Print	Imagine the world without gender- based violence	<a href="http://www.southerntimesafrica.com">www.southerntimesafrica.com</a>	Yes
04-03-2014	The Namibian Sun	Print	Namibia to push ahead with SADC gender targets		
03-03-2014	One Africa	TV	News	<a href="http://www.oneafrica.tv">www.oneafrica.tv</a>	Yes
15-04-2014	NBC	TV	Good Morning Namibia/News	<a href="http://ww.nbc.na">ww.nbc.na</a>	Yes
14-04-2014	One Africa	TV	News	<a href="http://www.oneafrica.tv">www.oneafrica.tv</a>	
18-04-2014	Economist	Print	Spain Contribute to gender equality and women's at local level	<a href="http://www.economist.com.na">www.economist.com.na</a>	yes
16-04-2014	Republikein.com.na	Print	Spanje ondersteun bemagtiging van vroue	<a href="http://www.republikein.com.na">www.republikein.com.na</a>	Yes

## ***Annex F: Media Invitation/Press Releases***

### **FOR IMMEDIATE RELEASE:**

#### **SADC Protocol@Work Summits to start with Regional summits in 2014**

*Windhoek 24 February:* The SADC Gender Protocol Summit and Awards soar to greater heights this year with 14 districts, 12 national and a regional summit calling on governments to account for their commitments to gender equality in the critical countdown to 2015. The summits will also witness the launch, from the ground up, of a movement from a strong post 2015 global and SADC gender agenda.

Gender Links (GL), the [Southern African Gender Protocol Alliance](#), local government associations, Faith Based Organisations and the Gender and Media Diversity Centre (GMDC) with the collaboration of the SADC Gender Unit, will coordinate the SADC Gender Protocol@Work summits under the strapline "50/50 by 2015 and a strong post 2015 agenda."

The summits will serve as a loud speaker for the call to step up the pace on fulfilling the 28 targets on the SADC Protocol before the 2015 deadline. With ten elections in the region between now and the end of 2015, the Alliance and partners will especially focus on the 50/50 campaign and use the elections to demand government actions and accountability.

This year, for the first time, in a bid to strengthen the reach and impact of the [SADC Protocol@Work Summit](#) at the local level, summits will be cascaded to the district level in ten SADC countries. The district summits will serve to verify the work of nearly 200 Councils that have developed and are implementing gender action plans through the [Centres of Excellence for Gender in Local Government](#) initiative.

During March and April, partners will convene 14 preparatory district summits and 12 preparatory national summits in Botswana, DRC, Lesotho, Malawi, Mauritius, Madagascar, Mozambique, Namibia, Swaziland, Tanzania, Zambia and Zimbabwe, culminating in a regional summit held in Johannesburg from 26-28 May.

The 2014 SADC Protocol@Work Summit will have a stronger institutional and sustainability focus, with new categories for government ministries and the Alliance networks. The first new category is on the 50/50 campaign, to put the spotlight on SADC countries holding elections over the next two years, and turn up the pressure for delivery. The second category is on gender and climate change, to increase pressure for strong provisions on gender and sustainable development in the post-2015 agenda. In addition, a 50/50 and post-2015 working meeting will follow each national summit, and all recommendations will be consolidated at the regional summit – see <http://www.genderlinks.org.za/page/policy-briefs>.

The summits date back to the biannual Gender and Media Summits from 2004, joined in 2010 by annual Gender Justice and Local Government Summits. In 2013 GL, the Alliance, Faith Based Organizations, local government associations and media houses combined forces to host one overall [2013 SADC Protocol@Work Summit](#). The regional summit followed twelve national summits bringing to together over 1400 participants and gathering 742 best practices of the SADC Gender Protocol @ Work.

After a gruelling judging process, GL and the Southern African Gender Protocol Alliance awarded 45 gender champions (34 women and 11 men) prizes for their efforts to put the

SADC Gender Protocol to work. Former South African deputy president Phumzile Mlambo-Ngcuka, now head of UNWOMEN presented the awards at the joyous ceremony held under the banner, "2015, yes we can, and yes we must!"

Current chair of SADC and the only woman head of state in SADC Joyce Banda sent a video message to the summit, urging all governments to step up their efforts to meet the targets of the unique sub-regional instrument that brings together all existing commitments to gender equality and enhances them through targets and timeframes.

With this slogan in mind, GL and Southern African Gender Protocol Alliance is calling for entries at local and national level, from civil society and Faith Based Organisations; government ministries; local government councils and media.

For entry instructions and to view the relevant award categories visit <http://www.genderlinks.org.za/page/gender-summit>. For more information, contact Gender Links Contact person:

COUNTRY MANAGER: Sarry Xoagus-Eises (0812209216)

Follow Gender Links on [Twitter \(@GenderLinks\)](#) and [Facebook](#).

### ***Annex G: Future councils***

**COEs:** These are ten prospective Councils from the Karas, Hardap, Ohangwena, Omusati, Amaheke and Otjodzondjuba regions for 2014/15

<b>Council</b>	<b>Type</b>
<b>Ludeeirz</b>	Town
<b>Karasburg</b>	Town
<b>Koes</b>	Village Council
<b>Okakarara</b>	Town
<b>Tjinene</b>	Town
<b>Oshikuku</b>	Town
<b>Okahao</b>	Town
<b>Nelao Nafiti</b>	Town
<b>Opuuo</b>	Town

## **Annex H: Summit evaluations**

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

### **SCORE**

	<b>OUT OF TEN</b>
1. PROGRAMME DESIGN	76%
2. PROGRAMME CONTENT	76%
3. DOCUMENTATION	77%
4. FACILITATION	80%
5. GROUP WORK	75%
6. OUTPUTS	77%
7. OUTCOMES AND FOLLOW UP PLANS	76%
8. LEARNING OPPORTUNITY	84%
9. NETWORKING OPPORTUNITY	80%
10. ADMINISTRATIVE ARRANGEMENTS	68%

### **Which session did you find most useful? Why?**

- 50/50 session was very interesting and useful
- Presentation by hon. Deputy Minister of gender equality and child welfare because she was not afraid to speak things that matter
- Gender Based violence
- Learning opportunity, We shared many session and learn from other people
- CEO I have seen what other council have been doing in their town
- GBV I have learnt a lot
- Presentation I have learnt a lot. I have learnt things that I didn't know before
- Entrepreneurship I had been empowered and encouraged
- All session were useful and I have learnt a lot
- The presentation that was done by Hon. Norah in her presentation was strong and educating
- The business plan
- 50/50 campaign
- I have learnt new things from all session.
- Centre of excellence because this is where we have to make changes to our community
- GBV it is unacceptable the harm inflicted on women by men as a result of some cultural practice
- Presentation I have improved my presentation skill
- Presentation we learnt a lot from each presenter, we got also new ideas from our judge
- Programme content there is continuous engagement where programme content are deviated from
- Group work was another way of learning
- Presentation by Mr. Shipoh on the overview of gender practices as well as the National Gender policy
- Learning opportunity information was provided

### **Which session did you find least useful? Why?**

- Networking opportunity there was no network with other local authority
- Administrative arrangements. Logistics were poorly arranged
- 50/50 too much presentation about 50/50
- Gender based violence was not well presented
- Tendering documentation

- The opening day too much information was been given at the same time
- Group work, some of participants were not contributing
- Gender based violence presentation too little information was provided
- Networking opportunity was not into practice
- Everything was very/ most useful to me. The facilitator gave clear presentation in all session

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

- Sharing information with other women and encourage them.
- For improving our society
- To make meeting in my community and able to share with all people in the community
- Raising awareness in my local communities regarding of gender based violence and mutual respect
- I will have an awareness programmes for my community
- Through practices
- Proceed to share more information with others
- To make women from my local community aware of gender balance and why as women should stand up for our rights and come part in decision making
- Will applied it by creating awareness on 50/50
- In my day to day activity ,should improve how I treat women around
- Through awareness raising to empower people
- Influence policy intervention in pursuit of the ultimate objective of achieving gender balance
- Drafting my own gender policy
- Sensitise my council on gender issue
- I will continue being a good leader and continue working hard in combating or reducing GBV in all spheres of life
- Put it in my lesson learned, to consider it in my plan, because its useful

### **Quotes from delegates**

- |  |
|--|
| <ul style="list-style-type: none"> <li>• 'Give us the power, while still young'</li> <li>• 'The youth challenged old leaders in government to leave office as their time is over' Junior Mayor</li> <li>• 'We have gate crush this summit as GL is not considering our Council, Ohikuku Councillor'</li> <li>• ' There are too many councils as COEs now and the number of winners only to proceed to the regional summit poses a great challenge to case studies some of the second runner ups'</li> <li>• Please next time GL Namibia also invite in big number parliamentarians to such important event, deputy minister Ministry of Gender'</li> </ul> |
|--|