

**REPORT OF THE
SADC GENDER PROTOCOL SUMMIT AND AWARDS
MARIENTAL DISTRICT LEVEL SUMMIT**



**VENUE: MARIENTAL
DATE: 10 - 14 MARCH 2014**



Sarry Xoagus Eises facilitating on 50-50 campaign



Executive summary

Quick facts

- Number of participants: Total: 42 – 12 Males 30 Females,
- Entrepreneurship Phase 2 Workshop had a total of 38 female participants
- 8 COE Council entries
- 38 business plans for entrepreneurship
- 4 female runner ups
- 3 female and 2 male winners
- 8 of councils represented

The report covers the first Namibian district level summit held in Mariental town 300km away from Windhoek. The District summit brought together 32 participants from 8 councils to present their good practises under the banner "*50/50 by 2015 and a strong Post 2015 Agenda!*"

The summit and awards brought together local government authorities, municipalities, village councils and partners e.g. AMICAALL. Councils competed for 3 winners and 2 runner ups prizes on offer and winners would proceed on to the national summit. The summit was held at The Exclusive hotel and conference facilities at the heart of Mariental from the 10th to the 14th of March 2014.

The participants were mainly high level technocrats and politicians in local authorities of Berseba, Aroab, Witvlei, Gobabis, Mariental, Tses, Rehoboth and Keetmanshoop. Each council brought at least one councillor to the summit.

A detailed participants list is attached at **Annex A** outlining the contact details of all the participants who attended the 5 day District summit at Mariental.

The detailed programme of the 5 days' activities is attached at **Annex B**.

Annex C shows 50/50 campaign messages developed by participants.

Attached at **Annex D** is a summary of the workshop evaluation by summit participants.

Participants

Analysis of participants

	Male	Female	Total	% Male	% Female
Official	7	19	26	27%	73%
Judge	1	1	2	50%	50%
Councillor	3	8	11	27%	73%
Staff	1	2	3	33	67%
Total	12	30	42	29%	71%

Programme

Welcoming remarks

Partners' Statement by AMICAALL Namibia

"AMICAALL stands for Alliance of Mayors Initiative for Community Action on AIDS at the Local Level under the umbrella of ALAN support local government to implement Wellness Programmes focusing on HIV/AIDS and Gender mainstreaming. In 2013, AMICAALL has signed a MoU with Gender Links on Gender mainstreaming in local authorities so that they become centres of excellence (COEs) in line with the SADC Gender Protocol as rectified by the Republic of Namibia. Today we are happy to note that Councillors are championing HIV/AIDS and Gender. On behalf of the partners Namibia, representing ALAN/BALAO/AMICAALL the Country Director of AMICAALL Jeremia Ntinda delivered a statement of support to Gender Links Namibia.



Mariental District Summit participants in GL shirts

In terms of this MoU, Gender Links is the technical partners with vast experience in gender mainstreaming not just in Namibia but in other SADC countries as well. They provide the materials and training whilst AMICAALL encourages its members to become gender champions in the country, provide logistical support and co-share the trainings. Namibia as a nation has been undated with alarming incidents of gender based violence, including what is commonly known as passion killing. This situation is a great concern for our government and has led to the President calling for a national day of prayer which was held on the 06 March 2014 throughout the country. This type of strategic partnership will go a long way to eliminate gender inequality, discrimination and promote women empowerment in our Namibian society. For any economy in the world to grow and create jobs both men and women must be allowed to participate without any discrimination. As partners we are happy that Gender Links has introduced the regional summits platforms which will result in greater participation of local communities as oppose to just one national summit with limited entries.

We commend the Mariental Municipality for hosting this regional summit on gender on behalf of the qualifying Southern Namibia's local authorities. Hopefully, other local authorities in the south will also be afforded the same opportunity to host this event in the future. Those that are going to excel during this summit should work hard in order to make it at the national summit in Windhoek this year. AMICAALL believes that local authorities have the capacity and capabilities to effectively respond to the fight against HIV/AIDS as well as to contribute significantly to the gender agenda as per the SADC Gender Protocol.

Keynote addresses by the Mayor

Mariental Mayor, Alex Kamburute did the keynote address at the Mariental District Summit on Gender mainstreaming in Local Government. The Mayor started off by congratulating Gender Links Namibia and Team for having organized such a successful summit. He also saluted participants and entrants for contributing and enhancing the cascading of the Centre's of Excellence for gender mainstreaming in Local authorities. The mayor said that hosting the

summit in his region came at an appropriate time because of the high incidence of GBV in Mariental. Councils should come together to act against this growing evil said the mayor. The Mayor said silence on violence and violence against women and children has been broken and now is the time for stronger action.

The effects of violence can remain with women and children for a life time and can pass on from one generation to the next one. He declared that a child who witnesses, or has been subjected to violence are more likely to become victims or abusers themselves. He thanked the government of Namibia for the step well taken to introduce National Player Day. Mr Kamburete said now it is our duty as service providers close to the people, to improve the quality and accessibility of services so that women have prompt access to services



Mayor of Mariental Alex Kamburete receives a copy of the barometer

regardless of their location, race, age or income. Councils have been urged to promote a culture of equality between men and women through legal reform, education, awareness raising and full engagement of men and boys. He further stated that all sectors are touched by GBV incidents that are happening in the society. He encouraged all delegates that by 2015, 50-50 representation target of the gender protocol should be met. The country Director of Gender Links handed over two Barometer document for 2013/2014 to the mayor. The mayor urged man to respect women.

Stage 7 and 8 (media and IT for Advocacy workshop)

Strategic communication

The main objective of this stage is for the councils to have a deeper understanding on how the media works and how the media can help to advance the work on gender and development. Councils are encouraged to build a strong relationship with the media so that media can be used to market and raise awareness about their work. The campaigns which councils carry out, without the support from the media, they cannot be successful. Campaigns need coverage in order for them to spread the intended messages so that necessary action can be taken.

Icebreaker: broken telephones

Participants were told to sit in a circle. A message was whispered into one person's ear and it was whispered to the rest of the group. The last person said what message they finally received. This was compared to the original message. During this icebreaker, the last person received a different message compared to the first one. Lack of interest, long channel and inactive listening identified as a failure to convey a right message from a sender to a recipient. Communication breakdown does happen also within the councils, where the message can be misunderstood. Participants discussed various ways they can improve their communication within their working spaces.

IT for Advocacy

The main objective of this activity is to encourage the council to use internet to spread advocacy campaigns messages. During 16 days of activism, internet can be used to share ideas and experiences with other councils inside and outside the country. Cell phones are also important in passing messages and councils are taught how to effectively use them. Gender Links facilitator explained the basics of IT to participants. He further explained that it is good to embrace technology in this 21st century to enhance communication. He said it would help if people stay connected, start online campaigns and discussions and improve their access to any information. The facilitator demonstrated how to upload quiz, attitudes and scorecards and participants were thrilled to get a score instantly on their gender aware survey. Councils had the opportunity to give feedback on how their council website pages are profiled on Gender Links website.



Fanuel Hadzizi facilitating IT for advocacy workshop

Campaigns, 50/50, post 2015

With an average of 26% women in parliament and local government, SADC is only half way where it needs to be by 2015. The region has experimented with every type of electoral system and quota, showing that where there is political will, rapid change can be effected. With elections fast approaching in Namibia, the time is right to mount a massive campaign for achieving the SGP target in at least one area. The facilitator explained to the participants the importance of advocating for 50-50 representation of women and men in decision making. She emphasised the need to do campaigns to advocate for this MDG 3 goal. Participants were given a log frame to map out ways to strengthen the gender agenda post 2015. See Annex B

Summit outcomes

Category	Winner	Runner up
Urban Councils	Keetmanshoop Town Council	Rehoboth Town council
Rural District Councils	Aroab Village Council	Berseba Village Council
Most Improved Council-	Mariental Town Council	

During the summit, each council presented their good practise presentation and judges chose the winners and runner ups. Certificate were handed over to 5 Councils

This price went to Mariental Municipality

- Partnerships between councils were strengthened
- New partnerships were established
- Knowledge sharing amongst participants resulting in sustainability
- Political will by councils
- Recognition by donors, government and other NGOs
- Peer learning amongst participants
- Capacity building from judges citations
- Increased knowledge on the SADC protocol and the run up to 2015 agenda



Domingo Matesu presenting good practise for Mariental Council

Lessons learned

While the district summit was an overall success, the quality of presentations was mediocre. Councils still do not have a budget set aside for gender or GBV issues. Below are some of the major points of note;

- That these case studies have strengthened the capacity of deliverables to Councils as well Civic group
- Sharing of best practices have been reached, by some councils talking of replications for next year 2014
- That new Councils also have the opportunity to learn in advance the processes of case study collection and sharing with others next year
- Networking within Local Authorities has been appreciated.
- Relationship strengthened between government, Civil Society and community members at the national summit
- That Village Councils are also a force to be reckoned with
- Competition was healthy between all Local Authorities
- From partnership input and planning processes

Next steps

- After the conclusion of Mariental summit, winner will proceed to Windhoek where they will present their good practices for a ticket to the regional summit.
- Winners to proceed to National summit
- Those who did not make it this time encouraged to go back to the drawing board and prepare for next year summit.
- Councils should start entering their applications for other categories like leadership, GBV, Climate change and Conflict resolution.
- Councils to start at ways they could strengthen the gender agenda Post 2015
- 2014 Summit

Annexes

Annex A: Participants list

**VENUE: MARIENTAL
DATE: 10-14 MARCH 2014**

NAME	SEX M/F	ORGANISATION / MUNICIPALITY	DESIGNATION	PHONE	FAX	E MAIL
A.Kamburute	M	M/TAL Municipality	Mayor	0811414810	063242039	lexkamburut@gmail.com
W.Malapi	F	MTAL Municipality	Councillor	0811424747		Letta-letta.com.na
R.Chareas	M	Rehoboth		0814242607	062522090	Riaana.chritiaso@rehobothmun
F.Toivo	F	Rehoboth	Ass HR officer	0816392259	062522090	francina.toivo@rehobothmunco.na
E.Garises	F	Tses/vc	Staff member	0812034317	063257168	
C.Bassou	F	Tses/vc	Councillor	0816045106	063257168	govofficer@genderlinks.org.za
Roline	F	Tses/vc	Secretary of the CEO	0816414780	063-25168	rolineamunjera@yahoo.com
I.Cllaser	F	Gobabis Municipality	Councillor	0812710435	062-562827	gignastia@yahoo.com
E.Kamboua	F	Gobabis Municipality	Councillor	081-4864282	062-563489	kannukambou@yahoo.com
K.Nghiwanapo	M	Gobabis Municipality	IT officer	081-8600014	062-577300	knghiwanapo@gmail.com

NAME	SEX M/F	ORGANISATION / MUNICIPALITY	DESIGNATION	PHONE	FAX	E MAIL
L.Van	F	Witlei VC	Chairperson	081-7261017	062-570375	
Christiana Isaaks	F	Berseba V.C	Chairperson	063-257033	063-257045	
Sara M.Kooper	F	Berseba V.C	Ass	063-257033	063-257045	koopersara@gmail.com
Cllr Snewe	F	Keetmanshop Municipality	Cllr	081-213768	063-223306	
Josef Rooi	F	Keetmanshop Municipality	LED Manager	081-1280444	063-223818	Josefrooi@iway.na
Sharon.O	F	Keetmanshop Municipality	Tourism officer	081-2351705	063-223818	aidooarum@yahoo.com
Elzette Assegai	F	Aroab VC	Ass HR pract.	0814682684	063-683481	moansyassegai@gmail.com
Maria Tietus	F	Aroab VC	Councillor	081-3776966		
Elsa Laubscho	F	Aroab VC	CEO	081-1295439	063-683481	aroabvc@iway.na
Jeremia Ntinda	M	AMICAALL-Namibia	Country Director	061-300754	061-300792	cd@amicaall-namibia.org
Jesaya.H	M	Berseba VC	Vice Chairperson	0812383161	063-257345	
Sabina.M.Esterhuizen	M	Berseba VC	Councillor	063-257033	063257045	sabinaesterhuizen@gmail.com
Elgiva.E.Hite	F	Berseba VC	Senior Admin Officer	063-257215	063-257288	elgivahite@gmail.com
Diana Matheus	F	Tses VC	Councillor	081-2835565	063-257168	
Anton .I	M	Witvlei VC	Focal person	081-3837198		
Natangwe Shihepo	M	Witvlei VC	Driver	081-2711637		
Ulrike Louw	F	Witvlei VC	Debtors Clerk	081-3326620		witvleivc@iway.na
Magdalena Murangi	F	Witvlei VC	Vice Chair	0812982814	063-	
L.V.Van Wyk	F	Witvlei VC	Top Chair			
E.Gawachab	F	Mariental Mun.	Credit control	081-3639687	063-242039	egawachab@marmun.org.na

NAME	SEX M/F	ORGANISATION / MUNICIPALITY	DESIGNATION	PHONE	FAX	E MAIL
D.Matesu	F	Mariental Mun	comm.Liaisen Officer	081-2774764	063-242149	dmatesu@marmun.org.na
G.Keramin	F	Mariental Mun	Admin .support officer	081-4001758	063-242039	gkeramin@marmun.org.na
Khachab Jomo	M	Koès Village C.	Councillor	081-8978278		
Basson Christian	F	Tses VC	Councillor	081-6045106		
Gaoseb Brian	M	Tses VC	Councillor	081-6005568		

Analysis by gender

Male	8	27.6%
Female	21	72.4%
Total	29	100

Annex B: Programme

PROGRAMME

TIME	ITEM	WHO	DOCUMENTATION
Day one: Documenting evidence and communicating results			
8.30	Welcome	Senior officials	
	Objectives and overview of the programme	GL	Power point
9.00	Communication warm up exercise – Broken telephones	GL	
	What is communication?	GL	
10.30	TEA		
	<i>Principles of credible evidence</i>	Group work	Manual
	Group one: Voice and inclusion		
	Group two: Appropriate data collection methodologies		
	Group three: Appropriate data collection and triangulation		
	Group four: Change		
	Group five: Transparency		
11.30	Report back		
12.00	Assessing your institutional profile against the Bond Principles of Credible Evidence	Councils to reflect on their draft case studies	Manual
13.00	LUNCH		
	<i>COE profiles and score cards</i>		
14.00	Finalising score cards, improving institutional profiles	Groups – by council	Draft case studies using the local government institutional profile
	Home work: Preparing/brushing up power point presentations		Power point presentation templates
Day two: Making IT work for gender justice			
8.30	Basics of the Internet		Manual
9.00	Find your Council – Google and the GL webpage		Comments/ feedback on COE web page
	Online forms		
	Attitude quiz		
	Knowledge quiz		
	SADC Gender Protocol Score Card 2014		
	How have you used the SADC Gender Protocol – what would you like in 2015		
	Uploading your summit entry		
13.00	LUNCH		
14.00	Panel: Mock presentations	GL	
15.30	TEA		
16.00	Principles of good public speaking	GL	

TIME	ITEM	WHO	DOCUMENTATION
Day three: Communicating results, designing campaigns			
8.30	Presentation – 50/50 campaign	GL	Power point; 50/50 brochure
9.30	Group work on the 50/50 campaign		
	Special measures		Template for a Fifty Fifty campaign
	Slogans and logo		
	Year- long campaign – calendar and key dates		
10.30	TEA		Manual
11.00	Report back		
14.00	Group work – Post 2015 Agenda	Groups	Matrix in the manual
	Group one – Constitutional and legal		
	Group two- Gender and governance		
	Group three- Education and training		
	Group four – Economic justice		
	Group five - GBV		
	Group six – Health		
	Group seven – HIV and AIDS		
	Group eight – Peace building and conflict resolution; media, information and communication		
15.00	Mock TV interview: The SADC we want post 2015!		
District summit – Day four			
OPENING			
8.30	Welcome	Mayor of Mariental	
	Cultural activity		
	Presentation: the district fifty/fifty campaign	Sarry Xoagus Eises	
	Key note address		
10.00	TEA		
PRESENTATIONS			
10.30	Mariental Town Council	Domingo Matesu	Case study and score card
11.30	Keetmanshoop Town Council	Joseph Rooi	Case study and score card
12.00	Tses Village Council	Roline Amungera	Case study and score card
12.30	Aroab Village Council	Maria Tities	Case study and score card
13.00	Berseba Town Council	Sabina Esthuizen	Case study and score card
District summit – Day five			
8.30	Welcome		
	Presentation: The District Post 2015 Agenda		
9.30	Gobabis Town Council	E.Kamboua	Case study and score card
10.00	Rehoboth Town Council	F.Toivo	Case study and score card
10.30	Witvlei Town Council	Livey Van Wyk	Case study and score card
13.00	LUNCH		
14.00	Briefing on other entries that Councils can Make	GL	Local government Gender Summit Pack

TIME	ITEM	WHO	DOCUMENTATION
	Gender Champion		
	Fifty Fifty and the post 2015 agenda		
	Gender, Climate Change and the Post 2015 Agenda		
	GBV and the post 2015 Agenda		
	Women's rights and the post 2015 Agenda		
	(Judges finalise scores, GL computes scores)		
AWARDS			
16.00	Welcome		
	A word on the entrepreneurship programme		
	Cultural presentation		
	Runner up – urban		
	Runner up – rural		
	Winner – urban		
	Winner – Rural		
	Best improved performance		
	Best emerging business plan		
	Runner up: Emerging Business Plan		
18.00	Refreshments		

Annex C: 50/50 campaigns messages

Target	Message	Slogan
1 Alcohol Abuse	Alcohol destroys	TAKE CARE
2. Gender Based Violence	Think twice because animals will increase and human decrease, support increase in homo sexuality. Empower girls & women to achieve Gender equality. Eradicate domestic violence Report any kind of Violence	"Protect the Nation Live in peace & harmony Stop killing, love one another"
3. HIV/AIDS	Please love yourself Zero tolerance for HIV/AIDS infections	"Stick to one way sex Play safe, use condom"
4. Housing and Services	Build ± 50 houses Infrastructure in place	"water is life"
5. 50/50 represented stand up action by 2020	stop discrimination against each other	"One love, one heart"
6. 50/50 representation in the local elections	Women should and become political empowered and involved to eliminate discrimination against women in politics.	"Women & Politics!"
7. 50% women empowerment in business	Women will be financial stable and no so many dependants on man for financial support.	"Women independence, your choice!"
8. Half GBV in a country by 2020	Better interaction between men and women	"Taking hands"
9. 50% of woman in all field of governance ART.12-13	<ul style="list-style-type: none"> If we reach target of 50% of woman in all fields of governance, it is easy to reach 50% woman in National Assembly. 	"Prosperity & Economic balance"

Target	Message	Slogan
10. ART,14 Education and Training	<ul style="list-style-type: none"> • Educate the youth /girls to complete grade its easy 12, in order to attend tertiary education, you can empower women for future. • To develop ways of engaging with school administration and educational authorities. 	<p>"Educate the girl empower women"</p> <p>"Education for all!"</p>
11. Health	<ul style="list-style-type: none"> • To reduce maternal death by 75% • To develop and implement policies and programmes. • To address mental, sexual reproductive health needs of women. 	<p>"A healthy nation by 2000 beyond."</p>
12.Peace building conflict resolution	<ul style="list-style-type: none"> • Equal representation of women in conflict resolution and peace building process as well as the integration of gender perspective in the resolution of conflict in the region. 	<p>"Walk away!"</p>

Annex D – Analysis of Summit Evaluation Form

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

	OUT OF TEN
1. PROGRAMME DESIGN	84%
2. PROGRAMME CONTENT	85%
3. DOCUMENTATION	87%
4. FACILITATION	86%
5. GROUP WORK	74%
6. OUTPUTS	73%
7. OUTCOMES AND FOLLOW UP PLANS	79%
8. LEARNING OPPORTUNITY	84%
9. NETWORKING OPPORTUNITY	80%
10. ADMINISTRATIVE ARRANGEMENTS	74%

Which session did you find most useful? Why?

- The presentation on day 1 communication was interesting as you can see how important communication is.
- 50/50 campaign, because I need that for the mobilization to have more women on board in decision making process.
- Communication session, it taught us that without effective and efficient communication a lot of breakdowns can happen, eg. Money loss, time loss etc.
- 50/50 representation, because this is one of the targets that we should achieve as a country by 2015.
- The 50/50 campaign. I never knew that it was not documented.
- IT, interesting and we can upgrade our profiles often.
- Broken telephone, we've learn about wrong information which took place in some councils.
- Preparation for presentations, it's my first time and I learned a lot.
- Congratulate both Madam Sarry and Mr. Fanuel, because it was clear and understandable to hear Principles of credible evidence.
- 509/50 representation of women and what government can do to make sure women are there come 2015.
- All useful, very educative sessions.
- Principles of credible evidence group work.
- What is communication, where to communicate, to whom to communicate was important.
- The sessions of credible efficiency that is very important. Every session is very useful.
- Evidence, that credible evidence is very important.
- Principles of credible evidence and to comply with. It brings out clearly the importance of having evidence for whatever you are doing. Also how gender is concerned.
- Facilitation, the facilitator is well versed in the subject and does facilitation with passion.
- As a new member of gender Links I found all sessions very useful.
- Communication- teach us how communication can be broke down to network but communication should be clear.
- 50/50 because we want that they must also be implement in our place.
- Facilitators are experts in the field that are facilitating so that's very clear for university.

Which session did you find least useful? Why?

- Basic of internets, as we could not have continue with work due to the lack of internet service failure's But only few could access
- Basics of internet.
- I find everything useful.
- Post 2015 (still to learn a lot before we can address that.
- 50/50 campaign, because everything was in the beginning verbally facilitated no documents, especially the policy brief.
- IT, I didn't bring along a laptop and could not participant productively.
- Communication results, 50/50 presentation.
- Presentation-50/50 campaign, was not a lengthily presentation.
- Data collection.
- Institutional profile, score cards, because really it was my first time.
- Nothing it was my first time and nothing was less useful for me.
- Administrative arrangements. The technology failed and inadequate logistical
- None, as I was not aware of any Gender Links activities & after this sessions I plan on becoming a gender equality ambassador within many communities.
- Internet we could not do much due to failure of internet services.
- SADC protocol, because I just learn only here about that.
- Documentation, language on university or scientist level.

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

- With knowledge I gained I can put more input to empower our women and our future leaders as well as facilitate the junior town council.
- Give feedback to the council for transparency.
- Try to put back this in our council so that it will be easy for us to reach the 2015.
- I will apply by addressing gaps and setting specific measurable targets where these do not already exist.
- From now on, I will look issues from a gender segregated point, and analyse it according to numbers.
- Implement in gender activities.
- Community meetings and action plans follow-up workshops.
- I will of course outsource what I have learned. And also share with my community.
- In depending gender and I will work hard for it.
- I have gained a lot.
- Within my community by educating them about gender Links. And its. Aims.
- Share with all at platforms. Speak to men about gender equality.
- Give feedback to councils and also communities.
- I will improve the score cards by encouraging our council to improve.
- Through sharing and teaching.
- By announcing it at the target centres indicated by the chairperson.
- I have gain a lot of, I have realize that one has to know all activities council are involved and what is budgeted for.
- Communicate and be transparent. It's all that can bring and have everybody on board.
- To empower girls and women to achieve gender equality.
- Reporting to council with recommendation. Mobilizations of human and other resources.

- I will become an advocate for gender equality within my community and work place.
- With the input I gained I will use to make council more involve in GBV.
- Want to learn in future more about what we have in this. Time.
- Will definitely plough in the community through different strategies.

Any other comments

- We need networking with the Gender Links staff because we get the new templates very late.
- Advocate for educational data base for all women as from district, regional and national level to form a strong women movement respective of their political, affiliation, to address the poor women representation in decision making positions and the way forward.
- It was an eye opener, it had broadened my knowledge about gender.
- Always good to attend Gender Links workshops.
- It's a must be done, the 50/50 Gender protocol must become a law in every SADC country.
- We should campaign to get more women on board, especially at the nation levels.
- Let our voice bring it 50/50 in 2015.
- Its informative sharing and networking.
- Well done Gender Links.
- Gender Links and implementation of the gender budget.
- Keep up your good word aunt Sarry. You are a strong fighter. I like that kind of women.