

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



**VENUE: OSHAKATI AUDITORIUM  
DATE: 24-28 MARCH 2014**



Winners at the Oshakati District Summit, Simaneka Nendongo, Esther Sankwasa and Fidelis Kabozu



## Executive summary

### *Quick facts*

- **34** participants in total; 15 males and 19 females
- **9** COE Council entries
- **1** male runner up
- **2** female winners

The report covers the first Namibia district level summit held in Oshakati Town Council at the Northern part of Namibia 700km away from Windhoek. The District summit brought together 30 participants from 9 councils to present their good practises under the banner "50/50 by 2015 and a strong Post 2015 Agenda!" All the nine (9) councils that were invited to the Northern summit were present from day 1 to day 5 as per programme provided by GL.

The summit and awards brought together local government authorities, municipalities, village council and partners' e.g. AMICAALL and ALAN. The summit was the first of its kind in the northern part of Namibia. The winners on this summit were Ruacana, Oshakati and Katima Mulilo Town Councils. Winners would proceed to the National summit in the capital city of Namibia (Windhoek). The summit was held at Oshakati Town Council in the Auditorium Hall from the 24th to the 28th of March 2014. Oshakati DLS covered stage 7, 8 and 10.

The participants were mainly high level officials and politicians in local authorities from Oshakati, Ruacana, Eenhana, Tsumeb, Ondangwa, Omuthiya, Rundu, Katima Mulilo and Nkurenkuru. The summit was vibrant and participants were in the spirit of learning and sharing of information related to 50/50 campaign and gender mainstreaming. During the summit participants were able to come up with the best strategies that can enable the achievement of 50/50 representative of men and women in decision making positions.

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 Oshakati.

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	10	11	21	48%	52%
Judge	1	2	3	33%	67%
Councillor	3	4	7	43%	57%
Staff	1	2	3	33%	67%
<b>Total</b>	<b>15</b>	<b>19</b>	<b>34</b>	<b>44%</b>	<b>56%</b>

## Programme

### ***Keynote addresses by the Mayor***

The opening remarks were done by Hon. Onesmus Shilunga, Mayor of Oshakati Town Council. He referred himself as a gender champion for GL.

He said he was deeply honoured and delighted to be present at the special occasion of marking the first ever regional Gender Links summit in Oshana Region, particularly in Oshakati.

Mr Shilunga regarded COE process as one amongst other important activities which are fully supported by council of Oshakati as it focuses on strengthening gender recognition within the local authority set up. For him, the event equally served as a gate way towards the implementation of the government policies on gender aiming to empower women and disadvantaged group of the societies.



Hon. Onesmus Shilunga, Mayor of Oshakati Town Council

He said it is vital that local authorities realize the importance of gender balance at the workplace especially at decision making portfolios to ensure true representation of all respective genders in the process of policy formulation at an operational level. It has the benefit of reducing gender stereotypes. The mayor said that councils needed to share information of best practices to learn from each other. In his words he urged all participants to dedicate their efforts by presenting concrete evidence found within their respective local authority jurisdiction. He mentioned that it is important to note that local authority has done its best to benchmark best practices.

He expressed his sincere gratitude to the Gender Links Namibia for making the summit a reality and for its eagerness to respond to the needs of the people. He highlighted that the Town Council of Oshakati is strongly convinced that 50/50 representation at leadership levels is attainable in near future if all stakeholders are implementing gender related policies in their establishments.

It is for this reason that his Council is ready to work jointly with all stakeholders, particularly Gender Links to implement the SADC protocol on gender.

### ***Partners' Statement by ALAN Namibia addressed by Hon Georgina Mwiya-Simataa***

Keynote address was done by Councillor Georgina Mwiya – Simataa Representing ALAN –Namibia, Hon Mwiya welcomed all the participants at the summit with warmth. Councillor Georgia Mwiya-Simataa of Katima Mulilo is a gender focal person of ALAN (Association for Local Authority. She said ALAN 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. They are rendering services on behalf of ALAN to its members of the local councils.



Councillor Georgina Mwiya – Simataa Representing ALAN –Namibia

Councillor Mwiya said Gender links is one of the partners of ALAN, which is working with Local Government in SADC regions to develop and implement action plans aligned to the 28 target of the SADC gender protocol and Namibia is not an exception.

She appealed to the Namibian government to appreciate the work that ALAN is doing together with partners like Gender Links in mainstreaming gender in local government through the Centres of Excellence.

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

### ***Strategic communication***

The main objectives of this stage are 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 communication is very crucial due to the fact that it brings people together and it allows communication at very fast rate.

### ***Icebreaker: broken telephones***

Communication is an exchange of messages and information from the sender to the receiver. Communication is very crucial and some time it might be misunderstood, misinterpreted and this cause the receiver to get wrong message. This exercise was done to show how the message get distorted if there was no active listening to catch up the message and shows the importance of effective communication. In the communication there is a conveyer and a receiver.

The participants were requested to do an exercise on broken telephone. 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 be 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.

This 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 was explained that written communication is a long lasting communication which cannot be forgotten or easily distorted. Verbal communication can be easily forgotten and is easily lost.

There are various modes of communication. It can be done on internet social network e.g. on Facebook, twitter, cyber dialogues and many more.

### ***IT or Advocacy***

Day two of the programme consisted of IT for advocacy and strategic communications workshops which are stages 7 and 8 of the COE process and a meeting on the post 2015 agenda. The main objective of this stage is to encourage the council to use internet to spread advocacy campaigns messages.

The facilitator enthused that all the participants were technocrats with email addresses. He said this would be key especially during 16 days of activism as 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 Fanuel Hadizi explained the basics of IT to participants. He further explained that it is good to embrace technology in this 21 century to enhance communication. He said it would help if people stay connected with partners, start online campaigns and discussions and improve 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 awareness. Councils had the opportunity to give feedback on how their council website pages are profiled and were also impressed to realise that their work was being profiled across the world through Gender Links.

### ***Campaigns, 50/50, post 2015***

Sarry facilitated the 50/50 session and said the Post 2015 agenda need to strengthen gender provisions between men and women. 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 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 of gender equality. Participants were given a log frame to map out ways to strengthen the gender agenda post 2015.

The facilitator presented on post 2015 agenda and on the development framework. She stated that, the thing that people should look at is poverty, achieve universal primary education, gender equality, health, HIV/AIDS. She also alluded to global partnerships for development and eradication of GBV. Sarry covered all the challenges that faced Namibia e.g. inequality, education health and etc.

### ***Synopsis of 50/50***

- In August 2013 President Joyce Banda of Malawi became the first woman ever to chair the Heads of State Summit.
- Namibia have surpassed the 30% mark
- Global average for women in parliament is 21.3%; a 7.4% increase over the last decade.
- The SADC Protocol on Gender and Development sets a target of women in all areas of decision-making by 2015
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### Objectives of 50/50

- To discuss the various quota systems in Namibia
- Voluntary quotas
- PR systems

### Summit outcomes

It was an intense competition between the COE to sell their best practises to judges. All nine council that were present showcased their case studies. Out of nine councils only three Winners that had come out with outstanding good practises were recognised. These were Ruacana, Katima Mulilo and Oshakati.



Winner most improved COE : Ruacaana Town Council

The competition was tough and judges had to settle for the winners as follows:

Category	Winner	Runner up
Urban Councils	Katima Mulilo Town Council	Oshakati Town council
Most Improved Council	Ruacaana Town Council	

Winners from Oshakati district level summits were invited to participate at the national summit, in Windhoek from the 14-18 of May 2014.

Those that did not make it in the COE category were encouraged to apply for different categories like Climate change, Fifty/Fifty campaign, Women’s Rights and Leadership. They were informed that winners at national level will proceed to Johannesburg to contest at the regional summit representing Namibia



Winner Urban COE category: Katima Mulilo Town Council

### Key achievements

- Partnerships between councils were strengthened
- New partnerships were established between the LAs
- Knowledge sharing amongst participants resulting in sustainability
- Political will by councils was solicited.
- 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

## Lessons learned

While the district summit was an overall success, the value 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 as civic groups
- Sharing of best practices has 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
- Competition was vigorous between all local authorities
- From partnership input and planning processes the gender agenda remains at the heart of council activities.



Runner-up COE Urban: Oshakati Town Council

## Next steps

- After the conclusion of Oshakati summit, winners will proceed to Windhoek where they will present their good practices for a ticket to the regional summit in Johannesburg.
- Winners to proceed to National summit
- Those who did not make it this time are encouraged to go back to the drawing board and prepare for next year's summit.
- Councils were encouraged to enter 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

## Annexes

### *Annex A: Participants list*

**Date: 24 - 28 March 2014**

<b>NAME</b>	<b>Sex M/F</b>	<b>ORGANISATION / MUNICIPALITY</b>	<b>DESIGNATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E MAIL</b>	<b>Signature</b>
Georgina Mwiya	F	ALAN	Exco member	0811281542 0813855137	066253166	<a href="mailto:mwiya@yahoo.com">mwiya@yahoo.com</a> <a href="mailto:mwiyasimataag@kmtc.org.na">mwiyasimataag@kmtc.org.na</a>	
Sankwasa Ester	F	kmtc	Councillor	0811490833 0812895536	066253212	<a href="mailto:estersankwasa@kmtc.org.na">estersankwasa@kmtc.org.na</a>	
Pasval Elijah	F	kmtc	Assistant Marketing	0813709080	066253220	<a href="mailto:pmelijah@gmail.com">pmelijah@gmail.com</a>	
Chunga Mapenzi	M	kmtc	CDO	0813582246	066253220	<a href="mailto:mapenzichinga@kmtc.org.na">mapenzichinga@kmtc.org.na</a>	
Katrina Uusiku	F	Omutiya TC	Councillor				
David Israel	M	Omutiya TC	LED Officer	065244700	065244730	<a href="mailto:daisrael@omuthiyatc.org.na">daisrael@omuthiyatc.org.na</a>	
Elise Shikongo	F	Eenhana TC	HR Manager	0812738171	065263068	<a href="mailto:shikongoe@eenhanatc.org.na">shikongoe@eenhanatc.org.na</a>	
Martha Asser	K F	Eenhana TC	Head. Comm. serv & public health	0811486590	065263068	<a href="mailto:asserm@eenhanatc.org.na">asserm@eenhanatc.org.na</a>	
Leonard Jon	M	Eenhana TC	Councillor	0812525995	065263033	<a href="mailto:leonardokongo@yahoo.com">leonardokongo@yahoo.com</a>	
PS Nendongo	M	Ruacana TC	LED	065272500	065272131	<a href="mailto:simanekao@gmail.com">simanekao@gmail.com</a>	



<b>NAME</b>	<b>Sex M/F</b>	<b>ORGANISATION / MUNICIPALITY</b>	<b>DESIGNATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E MAIL</b>	<b>Signature</b>
Victoria V Kapenda	F	Ruacana TC	CEO	065272500	065272131	<a href="mailto:vkapenda@ruacanatc.org">vkapenda@ruacanatc.org</a>	
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M.R Eises	F	Tsumeb Mun	Councillor	067222706	067221464	<a href="mailto:Rosaeises50@gmail.com">Rosaeises50@gmail.com</a>	
J.L Geingob	M	Tsumeb Mun	EDO	067221056	088634327	<a href="mailto:jgeingob@stumebmun.org.na">jgeingob@stumebmun.org.na</a>	
MS Titus	F	Tsumeb Mun	SAO	067221056	067221464	<a href="mailto:mtitus@stumebmun.org.na">mtitus@stumebmun.org.na</a>	
M.Haingula	M	Tsumeb Mun	Clr	067221056	067222490	<a href="mailto:hangulamatheus@gmail.com">hangulamatheus@gmail.com</a>	
Muntenda G.K	F	Nkurenkuru TC	secretary	066258089 0812719285	066258000	<a href="mailto:gmutenda@yahoo.com">gmutenda@yahoo.com</a> <a href="mailto:nkutown@iway.na">nkutown@iway.na</a>	
CR Kakura	M	Nkurenkuru TC	LED officer	066258089	066258000	<a href="mailto:Charles.kakuru21@gmail.com">Charles.kakuru21@gmail.com</a>	
Damian Nakambare	M	Nkurenkuru TC	CLLR	0812353241 0813651483	066258000		
Anna-Lisa Korea Jeremia	F	Oshakati TC	PA to the CEO	0812329950	065229500	<a href="mailto:akorea@oshtc.na">akorea@oshtc.na</a>	
Julia Shikongo	F	Oshana RYF	Coordinator	0812973548		<a href="mailto:Shikongo_julia@yahoo.com">Shikongo_julia@yahoo.com</a>	

<b>NAME</b>	<b>Sex M/F</b>	<b>ORGANISATION / MUNICIPALITY</b>	<b>DESIGNATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E MAIL</b>	<b>Signature</b>
K.K.Kapolo	M	Oshakati TC	Senior health inspector	081373575	065229500	<a href="mailto:kkapolo@oshtc.na">kkapolo@oshtc.na</a>	
Fiderius Kabozu	M	Oshakati TC	LED officer	0816606285 065229500	065220435	<a href="mailto:fidelisk@oshtc.na">fidelisk@oshtc.na</a>	
David S Kambonde	M	Ondangwa TC	Family strengthening ass	065240386 0813731012	065240453	<a href="mailto:David.kambonde@sos-namibia.org">David.kambonde@sos-namibia.org</a>	
Kasita Martin	M	Ondangwa TC	Community Liaison Officer	065240101 0813731012	065240453	<a href="mailto:admin@ondangwatown.com">admin@ondangwatown.com</a>	
Sem Nangolo	M	Ondangwa TC	CLLR	0812744924	065-240453		
Helena Mundjele	F	Ondangwa TC	Deputy Mayor	0811273066	065240453		
Emilia Shindove	F	Ondangwa TC	CHRD	0817778218 065240101	065240453	<a href="mailto:hr@ondangwatown.com">hr@ondangwatown.com</a>	
Lavinia Ndaikile	F	Rundu TC	HIV/AIDS Wellness officer	066266449	066256147	<a href="mailto:Ndaikile@rundutown.org">Ndaikile@rundutown.org</a>	

#### **Gender breakdown**

<b>Total number of males</b>	<b>14</b>	<b>45%</b>
<b>Total number of Female</b>	<b>17</b>	<b>55%</b>
	<b>31</b>	<b>100%</b>

## ***Annex B: Programme***

### **PROGRAMME**

<b>TIME</b>	<b>ITEM</b>	<b>WHO</b>	<b>DOCUMENTATION</b>
<b>Day one: Documenting evidence and communicating results</b>			
<b>8.30</b>	Welcome	Senior officials	
	Objectives and overview of the programme	GL	Power point
<b>9.00</b>	Communication warm up exercise – Broken telephones	GL	
	What is communication?	GL	
<b>10.30</b>	TEA		
	<b><i>Principles of credible evidence</i></b>	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		
<b>11.30</b>	Report back		
<b>12.00</b>	Assessing your institutional profile against the Bond Principles of Credible Evidence	Councils to reflect on their draft case studies	Manual
<b>13.00</b>	LUNCH		
	<b><i>COE profiles and score cards</i></b>		
<b>14.00</b>	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
<b>Day two: Making IT work for gender justice</b>			
<b>8.30</b>	Basics of the Internet		Manual
<b>9.00</b>	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		
<b>13.00</b>	LUNCH		
<b>14.00</b>	Panel: Mock presentations	GL	
<b>15.30</b>	TEA		
<b>16.00</b>	Principles of good public speaking	GL	
<b>Day three: Communicating results, designing campaigns</b>			
<b>8.30</b>	Presentation – 50/50 campaign	GL	Power point; 50/50

TIME	ITEM	WHO	DOCUMENTATION
			brochure
<b>9.30</b>	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		
<b>10.30</b>	TEA		Manual
<b>11.00</b>	Report back		
<b>14.00</b>	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		
<b>15.00</b>	Mock TV interview: The SADC we want post 2015! !		
<b>District summit – Day four</b>			
<b>OPENING</b>			
<b>8.30</b>	Welcome	Host	
	Cultural activity		
	Presentation: the district fifty/fifty campaign		
	Key note address		
<b>10.00</b>	TEA		
<b>PRESENTATIONS</b>			
<b>10.30</b>	Oshakati Town Council	Fidelis Kabozu	COE
<b>11.30</b>	Tsumeb Town Council	J.L Geingob	COE
<b>12.00</b>	Ruacaana Town Council	Victoria Kapenda V	COE
<b>12.30</b>	Katima Mlilo TownCouncil	Sankwasa Ester	COE
<b>13.00</b>	Eenhana Town Council	Elise Shikongo	COE
<b>District summit – Day five</b>			
<b>8.30</b>	Welcome		
	Presentation: The District Post 2015 Agenda		
<b>9.30</b>	Ondangwa Town Council	David Kambonde S	COE
<b>10.00</b>	Rundu Town Council	Lavinia Ndaikile	COE
<b>10.30</b>	Oshana Town Council	Julia Shikongo	COE
<b>11.00</b>	Nkurenkuru Town Council	Muntenda G.K	COE
<b>13.00</b>	LUNCH		

<b>TIME</b>	<b>ITEM</b>	<b>WHO</b>	<b>DOCUMENTATION</b>
<b>14.00</b>	Briefing on other entries that Councils can Make	GL	Local government Gender Summit Pack
	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)		
<b>AWARDS</b>			
<b>16.00</b>	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		
<b>18.00</b>	Refreshments		

***Annex C: 50/50 Campaigns messages***

<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 D – Analysis of Summit Evaluation Form***

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

	<b>OUT OF TEN</b>
1. PROGRAMME DESIGN	75%
2. PROGRAMME CONTENT	76%
3. DOCUMENTATION	75%
4. FACILITATION	80%
5. GROUP WORK	73%
6. OUTPUTS	68%
7. OUTCOMES AND FOLLOW UP PLANS	67%
8. LEARNING OPPORTUNITY	80%
9. NETWORKING OPPORTUNITY	74%
10. ADMINISTRATIVE ARRANGEMENTS	68%

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

- COE profile and score cards, were very enjoyable and showing credible evidence.
- Principles of credible evidence the group work were very useful and taught me how information can be distorted.
- Credible Evidence
- Quiz part, it's was very interesting when it comes to scoring and comments given.
- GBV policy for 50/ 50 implementation to 2015.
- Communication because most of the council do receive wrong information always
- Presentation but lack of skills has hamper the process has been a challenge.
- All presentation from the town council especially Oshakati and Tsumeb.
- GBV, because this issue need immediate attention in all local and international governance. Gender representation participation, gender equality implementation to be strengthened.
- 50/50 explanation of the purpose of 50/50 and why is important to the nation.
- Communication, it is important to ensure effective communication in order to achieve the desired results.
- Principles of credible, the group work gave us an opportunity to network and discuss issues affecting us as local authorities.
- All sessions were useful to me.
- All session, seems went well even though I missed the first day.
- Appropriate data collection methodologies and triangulation because it gives me more of the great importance of information sharing and communication top – down and down top.

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

- Documentation evidence and communication results.
- None.
- The internet part. As it was confusing somehow and getting stuck.
- Implementation Gender Links of 50/50 for men and women in work force.
- Quiz test, because learning many things how is SDAC protocol on gender and development.

- Data collection this is very much important to all towns.
- Application need to be trained more also.
- Not really sure if there is any.
- Every presentation was useful
- Empowerment of gender on block empowerment on gender links, most women currently empowered them men and to my point of view it need empowered equality.
- Governance planning. The gender Links did explain more details as well as.
- I find least useful the appropriate data collection mythologies because it gives more difficult on how to evaluate the methodologies that are appropriate for data collection.

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

- I will be a further champion for gender based violence organising the community member to respond to GBV.
- Gained information to be put into practice.
- I will go and advocated it them back to my council.
- I will convince and encourage my council to fully engage in such programme from now on as it is very useful.
- Implementation of all policies in place to GBV campaign.
- Score card, I'm not sure whether measuring
- In contact with Gender Links office.
- Sharing what I have gained with my colleagues and my community members.
- Arrange meeting with the agenda of gender related matters.
- Mainstream gender in my day to day activities.
- By sharing and educating the community of Omuthiya.
- Implementation and delivery process.
- Currently I know I will do better than before.
- I support the engagement of Gender Links it has empowered women and men to bring about change.
- We will activate the woman project.
- Gender policy affirmative action policy be implemented on gender strategically action. Inform the stakeholders and implement the activities.
- Information sessions will be held at workplace (councilors and staff) and mechanisms will be put in place on the way forward with regards to implementation.
- Promote gender links programme within our council and bring the women into the mainstream of employment and political sphere.
- At least I got the knowledge on the information about gender Links then now should apply to my local authority.
- I apply what you have gained from the engagement on the voice and inclusion, change transparency appropriate data collection and triangulation to put them in practice info my institution.

### **Any other comments**

- Gender programme activities should be implemented so that gender based violence and all related issues gender should be realized



- Workshops of such nature should be taken to the communities at large so that they also be aware with GBV.
- It was very grateful & fruitful.
- This kind of summit are very useful it should be continuous it must include all the people in Namibia especially the disadvantaged ones.
- Government national leaders and all stakeholders to take serious on GBV campaign.
- The clear information need to be send to local authority on time. Most participants come to the workshop without know what in expected from them.
- It really an eye opener, it's evident that we will achieve what we want.
- To make these policies working heads of states ministry, NGO's councilors must inclusive in and during SADC gender protocol summit workshop.
- This type of workshop to be carried every year and evaluate the charges.
- This programme should be roll out to all local authorities in the country as it is very useful and informative, and only if we as local leaders are empowered and capacitated only then we can held achieve our intended goals as a country.
- Strengthening gender mainstreaming at local authority as most of us were left out and gender issues was not seriously taken in as a matter of importance.
- We need more training of the filling of the application forms and how to prepare our presentations.
- Humble requesting the Gender Links to make presentation a tour local authority so that the management could be understand the gender mainstreaming