

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

NAMIBIA



**VENUE: OTJIWARONGO PARETIS HALL
DATE: 31 MARCH - 4 APRIL 2014**



District Summit Winner Isabell Kavenji of Arandis Town Council, & Ancy Mujoka of Grootfontein as runner up



Executive summary

Quick facts

- Participants – **33** : males **17** and **16** females
- **8** COE entries
- **1** women runner up
- **2** women winners
- **8** councils represented

The report covers the third district level summit held in Otjiwarongo town 318km away from Windhoek. The District summit brought together 25 participants from 8 councils to present their good practises under the banner "*50/50 by 2015 & A strong Post 2015 Agenda!*"

The summit and awards brought together local government authorities, municipalities, Village Councils competed for 2 winners and 1 runner- up prizes on offer and winners will proceed to the National summit going to be held in the Capital City of Namibia. The summit was held at the Paresis Hall and from the 31th to the 04th of March 2014.

The District Summit Gender protocol has brought together Centres of Excellence to showcase their case studies and to share their best practises. It was represented by eight councils from different regions. The summit also covered stage 7, 8 and 10. The participants were mainly high level technocrats and politicians in local authorities of Otjiwarongo, Grootfontein, Otavi, Khorixas, Okahandja, Arandis, Karibib and Outjo. Every council brought at least one councillor to the summit. The participants were given M&E forms to fill in their general information and to answer attitude survey, Alliance scorecard and knowledge/quiz. This was important in testing their understanding on gender awareness and of the SADC gender protocol.

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 Otjiwarongo.

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
Entrant	2	6	8	25	75
Officials	11	7	16	69	31
Judge	2	0	2	100	0
Councillors	3	7	10	30	70
Donor	0	0	0	0	0
Staff	1	2	3	33	67
Total	17	16	33	52	48

Programme

Welcome and remarks

The opening remarks were done by deputy Mayor of Otjiwarongo Honourable Archie Namaseb on behalf of the Mayor. In his speech he stated that he felt humbly honoured to address the participants and delegates of this important Gender Links workshop held in the beautiful town of Otjiwarongo.

He said the "significance of this event lies in the fact that our societies are dairly exposed to various issues that portray the need for gender transformation. Our country Namibia is a signatory to the SADC Gender Protocols and therefore, we are all mandated to ensure that we contribute to the protocols through mainstreaming gender in our policies and programmes of our organisation. For local authorities, the protocols should form part of our organisational goals as they all aim at improving the living standards of our communities. On the other hand, gender equality remains a challenge in our country and our towns.



Honourable Mayor Archie Namaseb

I commend Gender Links for their effort in driving gender equality and mainstreaming. With ought Gender Links it would indeed be very difficult for us as Local Authorities to practise gender mainstreaming. It would indeed be very difficult for us as local authorities to prioritize gender mainstreaming given the meagre resources at our disposal. However we have learn that it is not always about money when talking about gender equality but also about sharing experiences at platforms like this one. I would therefore urge all the participants to use the opportunity of this workshop to promote networking and information sharing.

It is my esteemed hope that the knowledge that will be imparted at this workshop will be used towards realizing the fulfilment of the SADC Gender Protocols and Gender Equality in our areas"

Plenary session

The overview of the programme and objectives was done by Madam Sarry, the Country Manager of Gender Links. In her presentation, she stated that the district and national summit will be held under gender protocol at work with the streamline of 50/50. Madam Sarry handed over the barometer to the Mayor to see how far Namibia has gone in Gender Protocol.

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

Communication

The broken telephone: Sarry explained what communication is to the delegates. She said exchanging of messages and information brought people together. This exercise was done to show how the message get distorted if there was no active listening to correctly record the message. This shows the importance of communication, in the communication there is a conveyer and a receiver. The participants were requested to do an exercise on broken telephone. The facilitator asked the participant to mention different types of communication.



Participants enjoying the broken telephone ice-breaker

Strategic communication

The main objectives of this stage were 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.

IT for advocacy

The main objective of this stage is to encourage the council to use internet to spread advocacy campaigns messages. During 16 days of activism, internet can also 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 Hadzizi explained the basic



Fanuel facilitating IT for advocacy workshop

of IT to participants. He further explained that it is good to embrace technology in this 21 century to enhance our communication and avoid being left out. He said it would help if people start online campaigns and discussions on gender mainstreaming. The facilitator demonstrated how to upload quiz, attitudes and scorecards and participants were thrilled to get a score instantly about their gender awareness or lack of it. Councils had the opportunity to give feedback on how their council website pages are profiled on Gender Links website.

Campaigns: 50/50 and 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. However, this figure varies greatly from countries that have almost achieved gender parity in certain areas of decision-making to



Honourable Isabelle Kavenjii during the plenary session

those still well below. 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 ten elections between now and the end of 2015, the time is right to mount a massive campaign for achieving the SGP target in at least one area. The facilitator had 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 goal. Participants were given a log frame to map out ways to strengthen the gender agenda post 2015.

Awards

Out of eight councils, only five councils showcased their case studies. Presentations were done by Arandis, Karibib, Grootfontein, Otjiwarongo and Otavi.

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

Category	Winner
Winner Urban Council	Arandis Town Council
Runner up Urban Council	Grootfontein Town Council
Most Improved Council	Joan Basson of Otavi Town council

Winners and Categories

Categories 1 Runner up in COE Urban

Mrs Lucia Mukoja from Grootfontein Municipality won the runner up award.



Lucy Mujoka of Grootfontein Municipality

Category 2: Winners in COE Urban Category

This Certificate was awarded to the deputy Mayor of Hon Isabella Kavenjii of Arandis Municipality.



Isabelle Kavenjii of Arandis

Category 3: Winners in most improved COE

This Certificate was awarded to Cllr Joan Basson from Otavi Town Council



Honourable Joan Basson of Otavi town council receiving a certificate

Annexes

Annex A: Participants list

Venue: Otjiwarongo Municipality, Auditorium Hall
Date: 31 March-04 April 2014

	Surname	Name	Designation	Organisation / council	Sex	E-mail address	Cell phone
1.	Ambata	Loise	Programme supporter	AMICAALL	F	bridgetambata@gmail.com	061-300754
2.	Jason	Abel	Otavi Town Council	COE	M	abeljasson@gmail.com	067-234022
3.	Haimene	Oshiondati	CLLR	Grootfontein	F	oshondatihaimene@yahoo.com	067-243100
4.	Mukoja	Lucia	HIV Coordinator	Grootfontein	F	luciashikongo@grootfonteinmun.com.na	067-243100
5.	Stuseb	Antange	G.P.F	Grootfontein	M	Artsuseb@grootfonteinmun.com.na	0812590900
6.	Gawes	Priscilla	Cllr	Grootfontein	F		
7.	Sebatha	Angela	Cllr	Khorixas	F		0817596682
8.	Haushona	Patrick	CLO/focal person	Arandis	M	Customer.atc@iway.na	0812335020
9.	Cllr Kavendjii		Cllr	Arandis	F	ikavendjii@hotmail.com	0812504838
10.	Wodibo	Haulofu	LED Officer	Arandis	M	Led.atc@iway.na	0812107438
11.	Murangi	Manfred	PA	Arandis	M	Pa2mayor.atc@iway.na	0813466944
	Constantin	Lina	Cllr	Karibib	F	lrrlupani@gmail.com	064-55016
	„Garoëb	Jafet	Focal Person	Karibib	M	jafetgaro@gmail.com	064-55016
	Nangombe	Ruben	Cllr	Outjo	M	rbnangombe@gmail.com	0814670020
	Mweti	Agatha	Focal Person	Otjiwarongo	F	Agatha@otjimun.org.na	0812953773
	Frans	Nico		Outjo	M		0812552247

	Surname	Name	Designation	Organisation / council	Sex	E-mail address	Cell phone
	Namaseb	Archie	Cllr	Otjiwarongo	M		0813877901
	Utale	Kaunda	LED officer	Otavi	M	nn@iway.na	0817366080
	Basson	Joan	Cllr	Otavi	F	joankeys@iway.na	0812897718
	M.	Peter	Cllr	Outjo	F		0813469576
	Garoes	Esta	Cllr	Okahandja	F	estagaroes@okahandja.org.na	0814922937
	Geiseb	D.D	Housing Officer	Khorixas	M	ngaesesb@yahoo.com	0812140552
	Hinda	John	Community Dev	Otjiwarongo	M	johnhinda@yahoo.com	067302231
	Adelheide		PRO	Otjiwarongo	F	shilongo@otjimun.org.na	0817133993
25	Ingrid		Creditors	Otjiwarongo	F	ingridkh@otjimun.org.na	

Attendance by gender

Males	Females	Total
12	13	25
48%	52%	100%

Annex B: 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	
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

TIME	ITEM	WHO	DOCUMENTATION
	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	Host	
	Cultural activity		
	Presentation: the district fifty/fifty campaign		
	Key note address		
10.00	TEA		
PRESENTATIONS			
10.30	Presentation		
11.30	Presentation		
12.00	Presentation		
12.30	Presentation		
13.00	Presentation		
District summit – Day five			
8.30	Welcome		
	Presentation: The District Post 2015 Agenda		
9.30	Presentation		
10.00	Presentation		
10.30	Presentation		
11.00	Presentation		
13.00	LUNCH		
14.00	Briefing on other entries that Councils can Make	GL	Local government Gender Summit Pack
	Ge-nder Champion		
	Fifty Fifty and the post 2015 agenda		
	Gender, Climate Change and the Post 2015 Agenda		

TIME	ITEM	WHO	DOCUMENTATION
	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: Campaign messages, post 2015

Target	Message	Slogan
1. Break GBV by 2015	Championing Gender Equality.	"let justice prevail"
2. HIV/AIDS and SRH	Promoting PMTCT to all expecting mother.	"Zero New infections to new borns"
3. Education	Education is not a privileged but a right	"Free education to all"
4.Housing and Electricity	Affordable housing for low income	"Equal Opportunity to all"
5.Health	Bringing health facilities closer to the people	"A healthy nation is a productive nation"

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	80%
2. PROGRAMME CONTENT	84%
3. DOCUMENTATION	92%
4. FACILITATION	92%
5. GROUP WORK	68%
6. OUTPUTS	83%
7. OUTCOMES AND FOLLOW UP PLANS	79%
8. LEARNING OPPORTUNITY	94%
9. NETWORKING OPPORTUNITY	77%
10. ADMINISTRATIVE ARRANGEMENTS	77%

Which session did you find most useful? Why?

- 50/50 session was very interesting and useful
- Learning opportunity, We shared many session and learn from other people
- All session were useful and I have learnt a lot
- 50/50 campaign
- I have learnt new things from all session
- Presentation I have improved my presentation skill
- Group work was another way of learning
- Learning opportunity information was provided
- I liked the format of the scorecard
- Presentation and Group work were more good
- All Session
- Principle of credible evidence
- Learnt lot about the component of evidence
- Compilation of documentation
- Programme design
- I have learnt about Gender mainstreaming

Which session did you find least useful? Why?

- Networking opportunity there was no network with other local authority
 - Administrative arrangements. Logistics were poorly arranged
- All sessions because all will have different impacts
The least useful was COE& score card because it was easy to understand.

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

- To make meeting in my community and able to share with all people in the community
- I will use it in council for affirmative action
- I will call for more gathering and meeting
- Involve all relevant parties
- I will sensitize my community to be Gender aware
- Raising awareness in my local communities regarding of gender based violence and mutual respect
- I will have an awareness programmes for my community
- Will share information gained with my council through reporting

Any other comments

- The platform was good but arrangements must be improved especially accommodation payments so that participants not to struggle with paying accommodation
- I find this summit as very useful as it has address all aspect of human beings
- To do more training workshop on gender
- This kind of summit are very important because it helps a lot
- Keep up the good work
- All women should report GBV related issues to their local policy
- All girls should be educated about GBV and 50/50
- Gender Links must continue.