

REPORT FORM: ACTION PLAN ADOPTION N

Country: Namibia

Council: Usakps Town

Name of facilitator: Sarry Xoagus Eises

Date of adoption: 28 June 2013

Programme (Annex a programme)

Participants (Annex a list)

**Photos – How many put up in the photo library
File names so that these can be easily found**

Description of the event

GenderLinks Namibia Team was welcomed by the Mayor of the Town Gustav !Hoab and the Management Committee member hon Daniel Stramus. Although the Mayor was only elected recently, he had vast knowledge about the GenderLinks and the Centers of Excellence for Gender mainstreaming concept in Local Authorities in country. He had at hand his Action Plan drawn up in 2012 by Councillors, stake holders and community member. This Action Plan have various activities starting from Council to provide a platform where these stake holder can come together and plan for the implementation and domestication of identified targets. Bot that engagement has started now with the signing of a Statement of Commitment with Council.

The Mayor !Hoab alluded to the fact that GenderLinks Namibia is one of the main partners in all other Organizations that provide professional Services to the Council with target thematic areas that need implement. This is a "Peoples centered approach approved with a clear strategy for making sure this Action Plan is implemented in time and before 2015 deadline of the SADC Protocol on Gender and Development". The Mayor added this is the only "measurable tool" in the region and beyond on how to measure if a Council or government has indeed achieve the 28 target and other documents linked to gender. +The Mayor told the meeting Usakos town Council was verified in 2013, although nor doing bad, there are areas to take care of. He paraised GL for this initiatives and urged them to undertake this exercise regularly to keep councils on their toes for delivering the best services to their clients.

He told the meeting he has not attended any GenderLinks workshops at the town, but has read many articles and also the website that is so well structured. My council "does not have a website but one day I will request GL to assist us in this regard when Council has enough

resources to do so. On his part Management Committee member hon Stramus told the meeting that he has attended all stages of the COE process at the town and is well equipped with the "concept". In the same token he urged his fellow participants to work closely with GenderLinks Namibia. This is the organisation he stressed, that has "empowered Councils, stake holders and the community of this town in gender concepts, local government, LED, Climate Change and host of many other Modules during stages 4 & 5. A great source of "inspiration it was" he concluded. The Mayor with his team has asked GL to assist in the implementation process to which GL Namibia country Manager responded positively and are promised to work closely with Council and the community at large especially women.

Output

The town Council has now adopted an Action Plan strengthened by a Statement of Commitment signed between GL Namibia and the Mayor of the town hon !Hoan. He now needs to plan on how the domestication with communities and stake holders for proper implementation will be facilitated.

Outcomes

The former participants for stages 4 & 5 were pleased to be part of the adoption and signing of their own document by the Mayor of the town. Said one participant, "this is one of those rare occasions the input of ordinary town's residents are taken in account and get invited to a signing ceremony and also be acknowledged as equal partners in development". Other participants feel to be invited to form part of the overall implementation of the adopted Action Plan. A woman participant echoed that she is "worried how the town council plans to implement the Action Plan" if the Council has not properly evoked residents in the economic upliftment of the town" but they will anxiously wait and see what will happen to this document.

Next steps

The Mayor said, the Council has not budgeted some of the activities signed but will source for other resources to implement some of the critical areas which are ongoing. Resources sought and people trained to work on the implementation process is a huge Challenge says the Mayor. He has appealed to GL Namibia to look for a strategy to help with the implementation sooner.

A committee will soon be established to oversee the Action Plan facilitation and implementation.

gLG AND M 4: LOCAL GOVERNMENT INSTITUTIONAL CASE STUDY



Title: Provision of excellent municipal services for the inhabitants of Grootfontein

"The women folk should stand up and take charge of our rightful place in society" Cllr. Penny Mwazi

Fact box

| | |
|-----------------------------|------------------------------------|
| COUNTRY | Namibia |
| COUNCIL/ MEDIA HOUSE | Municipal Council |
| Baseline score | 72% |
| Latest score | 69% |
| Population/audience | 17 811 |
| Key characteristics | Communal/Commercial Farming |
| Contact person | Antage Ruben Tuseb |
| Designation | Gender Focal Person |
| Contact details | 064812590900 |

As the Grootfontein Municipal Council, we have been dominated by male councillors ever since independence. There has been only one female councillor amongst six male councillors. However, this situation changed in 2003 with the addition of another female councillor. The concept of gender balance started to take root in 2010, even though five male Councillors were still elected to that office.

The concept of Centres of Excellence is still very new in our minds, since we have learnt about the programme only towards the end of last year. The results will only be visible next year. However, our Councillors have realised and work very hard to eliminate all obstacles towards gender equality. It is still very early to speculate on the tangible results of this intervention, but it has already been important for us to have the chance to see how we are doing, and where we should prioritise in our work.

We can see the dedication in the council through the statements made by the Chairperson of the Management Committee, Mr Spangenberg. *"We have to work towards gender equality in all areas of our work"*. To demonstrate this, in the latest appointment made of seven general workers, the council insisted that at least two females were included, even against the great resistance of the head of the particular department involved.

A very important development is the consultation between us as council and the community; particularly the GBV Women's Committee. This consultation culminated in assistance from the us with paying Traffic Fees, to enable the women to stage a demonstration against the killing of young women in Grootfontein. Furthermore, hawkers were urged to create a unified forum, which will consult with the Council on the matters of concern.



One unique characteristic of the Municipal Council of Grootfontein is the abundance of water resources, which makes Grootfontein a low tariff area in Namibia in terms of water. In addition, the commercial farms that surrounded our town give us an upper hand in crop production. The women of our town have been the main beneficiaries, since they buy vegetables from farmers at a reasonable price and resell them to consumers. A significant number of these farms supports the SME sector as well as large businesses.

A significant challenge is the possession of prime business areas in the hands of private owners. This situation has slowed our town down in terms of industrial development. The other challenge is the influx of people looking for greener pastures. This situation has led to an increase in social problems, because people indulge in alcohol abuse. Since, we as the local authority have to provide clean water and sanitation to the community, we are forced by the circumstances to create informal housing to thousands of people nearly every year.

Connected to the social and economic challenges above, the rapid increase in gender based violence is the greatest challenge of all. We have established and encouraged the creation of GBV Forums to address this situation. We have embarked upon demonstration campaigns to churches and all relevant organisations to educate positive behaviour change on gender, particularly among men.

In all aspects our performance can be improved systematically with the implementation of a Gender Action Plan. We have reviewed our policies and regulations in order to accommodate gender. We also need to keep track of climate change by consulting with men and women on measures to be taken. We are now working to develop a policy on climate change, which will guide us on intervention strategies. All these need to be monitored and evaluated in order to measure our progress.

: LOCAL GOVERNMENT INSTITUTIONAL CASE STUDY



Title: Small town with big progress on gender equality

Fact box

| | |
|---------------------|--|
| COUNTRY | Namibia |
| COUNCIL | Berseba Village Council |
| Baseline score | |
| Latest score | 70 |
| Population/audience | 1500 |
| Key characteristics | First Diamond Found, Brukkaros Mountain , Electoral capital |
| Contact person | Magdalena Kooper |
| Designation | Assistant Accountant |
| Contact details | 063-257033 |

QUESTIONS TO GUIDE THE NARRATIVE REPORT

- Sum up the situation of the Council/media house – how far has it come, how far has it progressed, what evidence is there of change. If possible begin with an anecdote that demonstrates this change.

Berseba (Nama: Autsawises) is a village in the Karas Region of southern Namibia and the district capital of the Berseba electoral constituency. It is situated 100 km (62 mi) north-west of Keetmasnhoop near the Brukkaros [Mountain, a](#) famous tourist destination. The village council serves about +-1500 residents and has five (5) councilors that are elected into office. The council prides itself on a female majority in council. The village being the capital of the Berseba electoral constituency also houses the constituency offices.

The village of Berseba is rather small village; however, it is leading in terms of gender equality because currently the council has a high level of female leadership. The Chairperson the Management Committee is a female, and there are also women in non traditional roles. For example, the council has a female plumber (this is just one of the ways in which the council is integrating gender in employment).

- Give some background - What was the situation before the intervention?

Before the Gender Links CoE roll-out, the council had a lack of policies that addressed gender issues, and also there was a lack of awareness regarding the need for different types of policies. The community was also not aware of their contribution in terms of demanding resource allocation such as gender budgeting and facilities provision. The female residents were not aware of the tender process and their right to tender or provide services for the council.

The council has managed to set-up a committee against Gender Based Violence with the assistance of Gender Links. The aims and objectives of the committee are to educate and raise awareness among community members about the dangers and implications of GBV.

The committee also advocates for shared responsibilities amongst female and male members in the family. The committee has had a campaign, "STOP VIOLENCE," where they wrote a petition with the town's residents demanding the protection of vulnerable groups in their village from the police. The petition was handed over to the police. The march to hand over the petition was well attended by all residents.

- How has life tangibly and demonstrably changed as a result of the intervention?

Change doesn't occur over night. However, after the demonstration to the police and several community meetings there has been a visible change in the GBV cases in the village. Outlets selling alcohol have been doing their part in the fight against GBV in the community by refusing to sell alcohol to minors and also by closing their establishment earlier.

Slowly but surely, men are starting to understand their role as peace maker in the home, and are also contributing to the raising of kids and other domestic roles.

On a council management level, the councillors are now empowered regarding the contents of the SADC Gender and Development Protocol, and can use it as a tool to implement and advocate for accelerated implementation or integration of gender mainstreaming activities.

The council uses platforms like community meetings and ward meetings to reach the communities when there is information to be shared or when community input is sourced. The council also uses the radio to communicate with the community and works in partnership with other stakeholders such as the Ministry of Health, police and the Berseba Constituency Office to reach and work with the community.

- What have been the main challenges? How have these been overcome?

The council is faced with financial constraints, which affects its ability to budget for gender issues, such as campaigns and ICT training or further advancements in advocacy using modern technology.

Economic development is also a challenge for the village because of its low economic potential in terms of population and other economic factors. The village hasn't shown a strong ability to sustain projects, which is a hindrance to development.

LOCAL GOVERNMENT INSTITUTIONAL CASE STUDY

A photo of the Council



Fact box

| | |
|-----------------------------|---|
| COUNTRY | Namibia |
| COUNCIL/ MEDIA HOUSE | Tses |
| Baseline score | |
| Latest score | |
| Population/audience | ± 2'500.00 |
| Key characteristics | Striving for change |
| Contact person | RA Amunjera |
| Designation | Secretary to the Chief Executive Officer |
| Contact details | 0816414780 |

QUESTIONS TO GUIDE THE NARRATIVE REPORT

- Sum up the situation of the Council –how far has it progressed, what evidence is there of change. If possible begin with an anecdote that demonstrates this change.

Tses is a village in the Karas Region in southern Namibia, with a population of approximately 1000; about 1000 more people live in the surrounding semi-desert farming hinterland. It is situated one kilometer off the main B1 highway from Windhoek to Cape Town and Johannesburg, opposite the turn to Berseba and Brukaros Mountain. From 1980 until independence in 1990, Tses was part of Namaland, a reserve set aside for the Nama people. The main economic activity in this area is subsistence livestock farming. Tses houses a general dealer and a petrol station. The passenger trains from Windhoek to Keetmanshoop stop at Tses.

- Give some background - What was the situation before the intervention?
Tses faces a challenge of high unemployment rates, and also experiences the high rates of rape and domestic violence that we currently face in our society.
- How has life tangibly and demonstrably changed as a result of the intervention?

People are now aware about the concept of gender, and the issue of Gender Based Violence particularly. Women are working throughout the community community to fight against domestic violence. Crimes are now being reported, and the community is working together with the police to ensure cases are responded to effectively. Leaders have come together, hand in hand to make a difference in the village.

- How do we know this change has occurred? Please provide evidence – examples, sex disaggregated data, quotes from beneficiaries.

After joining the Centres of Excellence programme last year, the council formed a Gender Committee and have since had a campaign against Gender Based Violence. The campaign was held under the theme "Walk Away." The main objective of the campaign was to build awareness and encourage everyone in the community, women, men and children to leave a situation before it gets worse, and to know that whenever they need assistance, there are places to go for help.

Following the GBV campaign, women have been encouraged to partake in decision making and leadership positions in the community. All women and men have access to land and houses in Tses, and the council is ensuring that all women and men will be able to change their living conditions if they chose. This means that as the council builds houses, we are keeping sex disaggregated data, and houses are registered under both women and men's names. The council has continued to provide affordable housing to its residents, and female residents have been fortunate recipients.

- What platforms of engagement have been created for the community including the most excluded and marginalised?

The council holds community meetings to seek their input and opinion on issues that concern them. Councilors are divided into different groups, and each one has a portfolio. This helps the Council to give information to the community in an easy way, and also get to know what the community's needs and wants are.

- What are the characteristics of this community that distinguishes it from the others?

In Tses, we have established a youth group that is dedicated, committed, hard working, and wants to make a difference in the lives of young people in the community as well as others. These young people are leading by example. This is a positive sign for the community, because they are the leaders of tomorrow.

- What have been the main challenges? How have these been overcome?

Tses faces make interlinked challenges, largely stemming from unemployment. Since jobs are difficult to come by, alcohol and drug abuse levels are high, which leads to various social ills, particularly teenage pregnancy and GBV. Since Tses is a rural area with a relatively small population, the community has faced slow development.

Young people in the community are being provided with necessary skills training, such as workshops on entrepreneurship. Many now do income generating activities. A youth group has also been created, and is very active holding events and activities so that young people in the community stay busy building a positive future, and avoid alcohol and other problems.

- How can performance be strengthened even further?

Tses needs to make more and better use of the talent existing in the community. If we could strengthen our creative problem solving skills, the council would be better placed to improve things in society. By conducting more awareness campaigns, conferences, workshops, and other activities, the community will come

together and build a better place for all. We want to provide opportunities to SMEs, as well as create a safe environment for women and men. By striving for quality service delivery, we hope to move in that direction. The council is committed to achieving its full potential, by enhancing gender equality within, and in the community. For the situation in the community to improve, Tses needs stronger economic activity.

LENGTH: There is no word limit, however your piece should normally be 750 words to 1500 words – 1.5 to 3 pages single space.

GOVERNMENT INSTITUTIONAL CASE STUDY

“THE GO GETTER COUNCIL”



The Village Council of Aroab believes that you must push to achieve your goals.

Gender Links opened a door for us as Councillors to make a positive contribution to decreasing Gender Based Violence in Aroab.

| | |
|----------------|-----------------------|
| COUNTRY | |
| COUNCIL | Aroab Village Council |
| Baseline Score | |

| | |
|---------------------|-------------------------|
| Population/Audience | |
| Key Characteristics | |
| Contact Person | Mrs. E. Laubscher |
| Designation | Chief Executive Officer |
| Contact Details | 0811295439 |

With the consolidation workshop in July 2012 for phases 4 and 5 in the Centre of Excellence programme, the Aroab Village Council invited Mr Dirk de Waal to the workshop. It an eye opener that he, at the age of 80 years, is still interested in the wellbeing of Aroab inhabitants.

Before the council entered into the programme against Gender Based Violence through Gender Links, the supporting groups for HIV/AIDS, Welfare Committee and the police were there and working in the community, but there was no platform for people to communicate with them about their needs. The Council didn't know of the existence of such programme. The first time it came to our attention was at the summit in Johannesburg in 2011 when the CEO attend the summit as a representative of Namibia.

When women and children in the town faced situations of domestic violence, most cases with withdrawn the following day. There was no action plan on Gender Based Violence, and the council's policies on housing, fire protection, and water and sanitation were not gender sensitive. As a result, the work of the council did not respond completely to the needs of women.

After the intervention with Gender Links, the council managed to do the first consolidation workshop for Stages 1-3 in 2011 and Stages 4-5 in July 2012; this was led by Madam Sarry Goagus and her team. After the intervention, the following committees were revived: The Village Council Development Committee, Disaster Management Committee, and The Public Police Relationship Committee. That was done with the aim of developing Aroab and making it a safer place and a platform to identify the short comings.

During events such as the sestiv seasons, Easter weekends, sport tournaments and council events, the council now requests the police to be more active and alert to violence, trespassing of laws, alcohol misuse and child abuse.

Through Social Housing as a sub programme of BTG, the council managed to get funds from the Ministry of Local Government's division of Housing. Ten houses were build in 2010, 26 houses in 2011 and the council is currently busy with its third project of 39 houses. The programme was piloted by the council to relocate people from informal settlements to decent housing with all basic services and a safer environment. The council also encourages members of the community to plant trees at their houses for environmental health.

In 2011, the council received a fire truck from the Ministry of Regional Local Government to protect our village against house fires and to save lives. In the past, the village lost lives due to absence of such protective equipment.

A further change to Aroab took place with the assistance of the Ministry of Regional Local Government. This was the upgrading of the sewerage system in Aroab. All inhabitants are now connected to a water-bourn system that decreases the possibility of health hazards like malaria and diarrhoea. All these changes fell into place in an attempt to protect our people and create a safe environment.

Through the 16 days activism campaign, the council creates space each year for the community to take part in, become active and observe the needs and problems they have. It is not possible to attend to each individual problem, but they know now that they do have the right to protect themselves against violence, and they have to stand up for their rights. They also know that they will have the support of the community in accessing justice.

The council has good characteristics of leadership, and the potential for development; the main challenge for small villages like Aroab are the availability of funds. Many projects are not subsidized by the local authority, so we need to build and strengthen participation of community members. **LG AND M 4: LOCAL GOVERNMENT INSTITUTIONAL CASE STUDY**



“The 4000-strong village of Maltahöhe lies in the dry and desolate Hardap region of southern Namibia. Gateway to the Namib desert, the village is a stopping point for many tourists”.

Fact box

| | |
|---------------------|---|
| COUNTRY | Namibia |
| COUNCIL | Maltahöhe Village Council |
| Baseline score | - |
| Latest score | 69 |
| Population/audience | 6000 |
| Key characteristics | Tourism Gateway, Former Karkul Farming Hub |
| Contact person | Mr. Simon/ Mr. Shipanga |
| Designation | Councillor/CEO |
| Contact details | 0816117836 |

QUESTIONS TO GUIDE THE NARRATIVE REPORT

About Maltahöhe

Maltahöhe is a village in southern central Namibia close to the Swartrand escarpment, about 110 km west of Mariental in the Hardap Region. It has about 6,000 inhabitants and owns 17,000 hectares of land. Maltahöhe has two suburbs, the Andreville location and the Blikkiesdorp informal settlement, which has neither sewerage nor electricity supply. The council is governed by five councillors, 4 male and 1 female. The CEO of the council is a man. The council has 15 administrative staff; 11 of these employees are men, while 4 are women. While representation is low, the female councillor makes sure women’s issues and interests are heard.

- **Give some background - What was the situation before the intervention?**

Following the intervention of Gender Links, the Maltahöhe council actively observed the 16 days action by launching a campaign themed ‘Stop the Rape’ which was aimed at addressing violence against women and children through sexual assault. The council

contributed financially, and this was a demonstration of commitment and ownership toward the GBV eradication within the village.

Unemployment and substance abuse are other challenges that the residents of Maltahöhe are faced with, and the council is doing what it can to address these issues in a holistic manner. The council has some local economic development guidelines, and has provided the residents with a market place to trade from. This market place is occupied by both male and female entrepreneurs.

The council also works on the provision of services such as water and electricity. This has been a major challenge; over the past years, utility companies had to cut supply to the council on several occasions. The village has had a cash flow problem, whereby even council employees were not paid at some stage last year.

In terms of climate change, the council has adopted the Ministry of Environment's policy on climate change, and have mechanisms to deal with the affects of climate change in the community. Because of the dry climate in the area, squatter locations and use of fire wood for cooking and candles for lights, the council has a fire truck to be able to extinguish fires. The operator of this truck is a woman, which is an example of women in non traditional roles in the community.

- **How has life tangibly and demonstrably changed as a result of the intervention?**

The council has only been in the COE process for 3 months, but many changes are already afoot. The CEO has indicated plans to harmonise the council policies and workplan with development protocols like the SADC Protocol on Gender and Development. This, combined with the prioritisation of ongoing, concrete projects to help community members, will move the village in the right direction.

- **What are the characteristics of this COE that distinguish it from the others?**

"The 4000-strong village of Maltahöhe lies in the dry and desolate Hardap region of southern Namibia. Gateway to the Namib desert, the village is a stopping point for many tourists".¹ Despite this economic opportunity, the village faces high unemployment rates, substance abuse, HIV/AIDS, and GBV. There has also been a history of political conflict in the community that has been so extensive that Maltahöhe was previously considered a town, but was subsequently downgraded to the status of a village, due to the problems in local management. Now the council uses community meetings as a platform to source input and share information with residents regarding developmental issues and concerns. **LG AND M 4: LOCAL GOVERNMENT INSTITUTIONAL CASE STUDY**

¹ (<http://www.genderlinks.org.za/article/ama-buruxa-cultural-group-tour-2007-11-02>).



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