

# REPORT

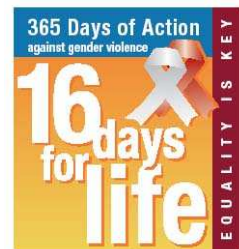
## LOCAL GOVERNMENT GENDER BASED VIOLENCE ACTION PLANS WORKSHOP

Country: Namibia  
District: Arandis: Erongo Region

Date: 7 - 8 September 2009  
Venue: Arandis Town Council Hall



Figure 1: Group of Arandis participants (*photo by: Sarry Xoagus – Eises*)



## **Table of Contents**

Executive Summary	2
Background	3
Process and activities	4
Outputs	5
Outcomes	6
Way Forward	6

## **Annexes**

• A - Programme	7
• B - List of participants	9
• C – Group work and discussion	10
• D - GBV Action Plan: Arandis district	12
• E - Messaging / slogans / posters /calendar	20
• F - SADC Protocol Village level report	23
• G – Workshop Evaluation	26

## **Executive Summary**

This is a report on the proceedings of the Local Government Gender Based Violence Action Plan workshop held from 7 - 8 September 2009 at the Arandis Town Council Hall for the Arandis District.

The purpose of the programme was to;

- Establish the status of the Gender Action Plans developed in 2008.
- Popularise the SADC Protocol on Gender and Development.
- Develop 365 Day Local Action Plans to end Gender Based Violence or strengthen existing GBV action plans.
- Develop messages for backstopping the local 365 Day Action Plans to end GBV.
- Establish communication strategies for the GBV action plans.
- Inform councils about the collection of good practices for addressing GBV at the local level and in the Gender Justice and Local Government Summit.

See the full workshop programme attached at **Annex A**.

The workshop was attended by 19 participants (9 men and 10 women); see **Annex B** for the full workshop participants list.

All of the group work and discussions are attached at **Annex C**.

The draft district gender based violence action plan that the participants produced are attached at **Annex D**.

The GBV messages/slogans/posters and calendar are attached at **Annex E**.

The SADC protocol village level report is attached at **Annex F**.

The participants evaluated the workshop as having been an enlightening workshop. A summarised version of the evaluation forms is attached at the end of this report as **Annex G**.

## Background

The **365 days of Action** is a concept, first adopted in South Africa, to extend the 16 days of Activism on Gender violence Campaign to a coordinated and comprehensive year-long response to end gender violence through the development of a National Action Plan. The plan serves as an important tool to strengthen efforts to end gender violence by holding governments, civil society and other stakeholders responsible for commitments they make.

The United Nations Secretary General's 2006 report on gender violence highlights the significance of:

- Comprehensive and coordinated National Action Plans driven by governments
- States should build and sustain strong multi-sectoral strategies, coordinated nationally and locally
- Work to end violence against women requires not only a clear demonstration of political commitment but also systematic and sustained action, backed by strong, dedicated and permanent institutional mechanisms.
- States should build on the work done by non-governmental organizations (NGOs), scale up and institutionalize it and share experiences with other countries

The SADC Gender and Development Protocol signed in August 2008 sets a target for governments to halve current levels of gender based violence by 2015 and emphasises that States should adopt an integrated approach to address gender violence.

Following the development of the Gender Action Plan 2008, aimed at mainstreaming gender at all local authority structures in Namibia's 13 political regions, audits or assessments have been carried out to see if these plans have indeed been implemented or received the necessary buy-in from relevant management teams of the various councils. The adoption and implementation of these Gender Action Plans were intended to also empower other stakeholders to own the process right from the on-set. Each Local Authority was expected to formulate short term priority Action Areas for implementation.

These Action Plans were developed by Gender Links together with the Association of Local Authorities in Namibia and were forwarded to all 47 local authorities in the country. Namibia has 51 local authorities, but only 47 took part in the workshops that developed these Gender Action Plans.

During this process of assessing local authorities, previous Plans of Action were revisited. This was done to assist stakeholders to understand and share skills and knowledge on Gender issues and to develop communication strategies for their own 365 / 16 days GBV campaigns and Action Plans based on what is contained in the SADC Gender Protocol.

A strong focus for this year was to make sure that these Authorities / Councils embarked upon GBV Campaigns as a priority, and to challenge barriers to its implementation. This time around, the local government workshops have been supported by Echoes, the Polytechnic of Namibia's Student News Services' Elections Edition Project, and a continuation of the 2004 Echoes Project. This project aims to provide mainstream Media with a unique and exclusive perspective on Namibia's national and presidential elections coming up in November 2009. The Gender Links gender justice and local government country facilitator was accompanied by a team of six; four media students, a driver, and the coordinator of Echoes. Their scope, duties and responsibilities were clearly outlined as media students had to write articles for the

Namibia Newspaper, the Namibian News Agency-NAMPA and their own publication, Echoes. All these Media Houses were partnered during the 2004 elections.

As the facilitator I can testify for NAMPA as I was one of radio digest editors in 2004. A majority of these articles were used for mainstreaming and community media in the country. The stories / articles were selling like hot cakes as its focus was from a regional and community perspective which was sought after by mainstream media which is mainly urban oriented. Thus the Echoes in conjunction with Gender links have been filling that gap.

As the leader of the team I had to constantly monitor and supervise. Every night an editorial meeting was held to brainstorm and decide on stories to be followed up by Polytechnic media students and coordinator. The scope, areas to be visited, sources, follow up, balance of stories, were briefs given by the Gender Links representative.

The intention of the GBV action plan workshops is to build on the preceding processes as well as to provide support and backstopping. Participants are encouraged to take time to reflect on progress that has been made in addressing gender violence since these initiatives as well as address the challenges that have been encountered by the different municipalities in developing local plans.

The opportunity is also used to devise strategies for collecting good practices to showcase at the first annual Southern Africa Local Government and Gender Justice Summit and Awards.

## **Process and activities**

### ***Workshop organisation***

Gender Links' in country facilitator and ALAN instructed the Town Council of Arandis to help organise the workshop and invite councillors and civil society representatives. This has worked very well as they were on the ground to know who their stakeholders are. When we arrived with media student from the Polytechnic of Namibia, the stage was set for the kick off of the workshop. The Chairperson of the Management Committee key note address was ready.

### ***Workshop participation***

Out of seven councillors, five were present. The Mayor was on another assignment while the deputy Mayor and Chairperson of the management representing the Town Council. Non - governmental Organisations were well represented, out-numbering Councillors. The workshop was balance in terms of men and women present.

The manual titled, '*Localising gender justice initiatives*' allows for maximum participation of participants through various plenary and group work sessions.

### ***Gender action plan current status update***

With each of the councils having developed gender action plans (processes referred to above), it is important to get an update on the status of these and to find out during the GBV action plan workshops if these plans have been filtered down to all district and local municipalities. This session is used to establish whether they have been adopted, whether GBV action plans already exist, and what some of the challenges are those is hindering implementation as well as the kind of support ALAN and GL can offer to address these challenges. Highlights are also shared and a way forward it mapped where necessary.

### ***SADC protocol quiz***

With the SADC Protocol on Gender and Development having been adopted in August 2008, a need was identified to design a programme that domesticated the Protocol through village and community level workshops, with the aims of raising awareness around the Gender Protocol at the grassroots level. The SADC Protocol on Gender and Development module of the GBV action training manual uses a short SADC knowledge quiz to test the participants knowledge on the protocol, these quiz results are then consolidated and the results are used as baseline data on Protocol knowledge. Participants go on to discuss and prioritise the various targets and how these can be implemented in the everyday work of councils.

### ***Checklist for change and developing a GBV action plan***

Local government can address gender based violence as a key service delivery issue in a number of ways and before participants start the process of developing the actual GBV action plan, the group goes through a checklist for change that can assist municipalities to get started on either developing a local action plan to end GBV or to see if their action plan addresses key concerns. This checklist is put together across the levels that local government use for planning, i.e. prevention, support, response and coordination and it also includes the transversal issues of monitoring and evaluation and budgets.

### ***Communicating the action plan***

Once the participants have developed their GBV action plans, it is important for them to identify very practical tools that they can use to communicate their action plans that target the members of their relevant communities. Communicating gender based violence issues to communities is difficult and therefore if participants have any questions around communication these GBV action plans, it should be addressed during this particular session and therefore it is important that local government officials and councillors put across their messages on GBV to their community members more effectively.

### ***Southern Africa Local Government and Gender Justice Summit***

Before officially concluding the workshop and after summarising everything that was presented during workshops, participants are taken through a PowerPoint presentation on the first Southern Africa local government and gender justice summit and awards that will be taking place. The application process and adjudication process is explained and pamphlets are distributed to all participants.

## **Outcomes**

Many of the participants at this workshop were not party to 2008 gender action plan workshops, but have taken up the task. The facilitator circulated the reports of the 2008 workshop and also handed them over to the village secretary for distribution. The Village Council promised to brainstorm during Council meetings and also call a meeting with stakeholders to share the content.

## **Highlights**

- The Council had budgeted for the 16 Days Gender Based programmes for 2009.
- The group established a GBV Campaign Committee.
- That SADC Protocol was introduced to the Council and stakeholders for the first time.
- The Polytechnic media students put the Town of Arandis on the Media map.

- Council promised to work with all the relevant stakeholders in the implementation of the GBV project at the town.

### **Way forward**

- A community stakeholder meeting to be convened by the Town Council for proper brief on upcoming events and programmes.
- Arandis Council has budget about R30 000.00 for the upcoming GBV campaign at the town although the community say this is not enough.
- The report to be sent to the town council for ownership and distribution thereof.
- Buy in be sought with all stakeholders regarding the previous Gender Action Plans.
- A meeting is to be called to discuss GBV 365 Days Action Plan.
- The established committee to meet regularly to brainstorm activities that need to be planned.

## **Annex A: Programme**

### **PROGRAMME**

<b>Time</b>	<b>Action</b>	<b>Who</b>
<b>DAY ONE</b>		
8:00 – 8:50	Welcome and opening	ALAN
8:50 – 9:10	Purpose of the workshop	GL Facilitator
9:10 – 9:30	Report on the gender action plans that were developed in 2007	ALAN/Mayor Town Council
9:30 – 10:00	Discussion <ul style="list-style-type: none"> <li>• How can challenges in implementing committed actions be overcome?</li> <li>• What support is required and from who?</li> </ul>	GL facilitator ALAN
10:00 – 10:30	<b>TEA</b>	
10:30 – 10:45	SADC Protocol Quiz	GL facilitator
10:45 – 11:30	DVD: Roadmap to equality To introduce the SADC Gender Protocol and its relevance to local government	All
11:30 – 13:00	Strategies to popularise the protocol	GL Facilitator
13:00 – 14:00	<b>LUNCH</b>	
14:00 – 15:00	GBV as a key service delivery issue <ul style="list-style-type: none"> <li>• Checklist for change for local government</li> </ul>	GL facilitator
15:00 - 17:00	Developing a 16 Days calendar and action plan <ul style="list-style-type: none"> <li>• Prevention</li> <li>• Response</li> <li>• Support</li> <li>• Budget, monitoring and evaluation</li> </ul>	GL Facilitator
16:00 – 16:15	<b>TEA</b>	
<b>DAY TWO</b>		
8:30 – 9:00	Report back	GL facilitator
9:00 – 10:00	Communicating the local GBV action plan	GL Facilitator
9:30 – 11:00	Group work: Developing messages and slogans Developing a calendar of dates	All
11:00 – 11:30	<b>TEA</b>	
11:30 – 12:00	Designing a poster	Group work
12:00 – 13:00	Report back	
13:00 – 14:00	<b>LUNCH</b>	
14:00 – 15:00	Gender Justice and Governance Summit: Collecting, documenting and presenting good practices on prevention of GBV by local municipalities	GL Facilitator
15:00 – 15:30	<b>TEA</b>	
15:30 – 16h30	Way forward and open discussion <ul style="list-style-type: none"> <li>• Support for implementing 365 Day action plans</li> <li>• Collecting local best practices on preventing gender violence</li> </ul>	GL facilitator

<b>Time</b>	<b>Action</b>	<b>Who</b>
	<ul style="list-style-type: none"><li>• Gender justice and local government summit</li><li>• Monitoring and evaluation</li><li>• AOB</li></ul>	

**Annex B: List of participants****Event: Arandis GBV action plan workshop****Venue: Arandis****Date: 7 - 8 September 2009**

<b>NAME</b>	<b>Sex M/F</b>	<b>ORGANISATION</b>	<b>PHONE</b>	<b>FAX</b>	<b>E MAIL</b>
G. Gurirab	M	Arandis Town Council	0812178637	064 510429	264811471912@mtcmobile.com
I. Thaniseb	M		0813149448	064 510158	
C.C. Nyambe	F	Nampol C.I.U	0812899226	064 510300	
Patrick Haushona	M	Arandis Town Council	0812335020	064 512 429	Customer.atc@iway.na
J. Namupala	F	Councillor	0812302741	064 512429	
Basinia Shilyani	F	Rossing Foundation	081 4539725	064 512000	pgawanas@rossing.com.na
M. Rooi	F	Namibian Police	0814560637	064 510300	
Saara Mbango	F	NAPPA	081 227 1761	064 510326	
Elizabeth Coertzen	F	NAPPA	0812847074		ecoertzen@mweb.com.na
R. Silas	M	Councillor	0811224255	064 512429	
Andrew !Hoab	M	Arandis Town Council	0812831417	064512429	Comun.atc@iway.na
Kapiye Errikki	M	Orion Financial Aid	0812433677	064510280	
Lucia Erastus	F	Arandis Town Council	0813473174	064 512429	
Manfred Murangi	M	Arandis Town Council	0813466944	064 512429	mmkawii@gmail.com
T. Banda	M	Arandis Eagle Christian Center	0813226687	064 510036	Web9_fortressb@namibnet.com
Immanuel Hamunyela	M	Vision Arandis News	0812024678	064 512001	1hamu@hotmail.com
Joseph /Uiseb	M	A.A.Y.L			
A Baseka	M	Namibian Police	0814131313	064512429	
E. Kavendji	F	A.T.C	0813056099	064 5202540	khori@iway.na

**Attendance statistics by gender**

<b>Females</b>	10	52%
<b>Males</b>	9	48%
<b>TOTAL</b>	<b>19</b>	<b>100%</b>

### ***Annex C: Group work and discussions***

**Discussions** - Groups discussions we mixed with plenary as many of the issues were not dealt with accordingly and participants have to further input.

- Town to improve on relationship with town residents.
- Budget to be made known before they are to be tabled by Management Committee.
- Certain town resident's projects to be supported, like HIV/AIDS, feeding programme, and other project related to the development of the town.
- Residents to be invited to council meetings (budget) to input their concerns.
- Distribute and inform public of Town's events calendar.

### **Group Work**

#### **Exercise 1: General questions around the region and GBV**

##### **Group 1: *What are some of the challenges your region is facing?***

- They do not have all gender instruments at the Council.
- No shelter for abused women and girls at the town.
- Want to see frequent and regular visit/presence of the Ministry of Gender. The Regional coordinator to visit towns, villages and settlement one per month, for speedy solution of problems raised.
- No fire brigade.
- No ambulance.
- No enough employment opportunities for the youth.
- Entertainment clubs or centres not there to keep the youth off the streets thus not committing crime.

##### **Group 2: *What are most of the common types of GBV occurring in your region?***

- Violence against women children and pensioners.
- Rape of young girls and women.
- Alcohol and drug abuse major problem for youth at the town.
- The Towns has to deal with Unemployment. Few are employed

##### **Group 3: *Is GBV an issue for your region?***

- GBV is national issue and not only experienced in this Arandis. Political party leaders Government Ministers, civil society and individuals have teamed up against those who perpetrate these crimes against women and girls and most vulnerable Police high command have warned criminals and alike to refrain crimes such as rape, murder and violence. To express their unhappiness, women took to the street at this town on number of occasions to demand for death sentences, stiffer sentence and even castration for those committing these crimes.

## **Exercise 2: SADC Protocol on gender and development**

### **Group 1: *What work is already happening to achieve the targets in the Protocol?***

- For this year's 16 Days GBV the Council has set aside N\$30 000 in the fight against GBV at the town.
- The Council has employed in the office of the Mayor Coordinator to help manage GBV and HIV/AIDS Project.
- Council has formed partnership with mining company at the Town to assist in training of citizens in understanding violence link to GBV.
- Residents and school are involved in the Council Projects, campaign aimed at eradicating crimes especially GBV.

### **Group 2: *Have a look at the pamphlets in (Afrikaans and Oshiwambo) and see which target your Council would prioritise?***

- Articles on 50% women representation, participation in Politics by 2015.
- Article on half GBV by 2015. Make sure violence is eradicated for women and girls to move freely.
- Rights of widows and widowers (inheritance). Educate traditional leaders on the right of these women, in terms of inheriting properties of their late husbands
- Economic emancipation. Women need to be given the opportunity to excel business.
- Gender Based Violence. Education of public on dangers posed by violence against women.
- The use of M & E, to audit and measure progress, challenges and plans ahead.
- HIV and AIDS. This posed not only a health disaster to the country but to women as well.

### **Group 3: *How can the target in the protocol be included in the work of your Council?***

- The Town Council has embarked upon various Projects, in which are planning to mainstream the SADC Protocol on Gender and Development in policy and programming, especially on the articles of implementation.
- The issue of engendering the Town's budget is a priority.
- Awareness raising campaign on the Protocol.

### **Group 4: *How can you begin to popularise the SADC Protocol?***

#### **There are many ways the Council is envisaging to roll out the Protocol**

- A budget is needed for the proper roll out.
- Broader Community involvement is vital, as many residents did not have the opportunity to attend the workshop.
- Raise awareness on the importance of.
- Invite youth to play in drama and poetry form.
- Conduct educational campaign on how it will empower women, by addressing gender equality and equity and sharing of resources
- Education and awareness raising for residents of the town.

**Annex D: GBV action plan - Arandis**

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
<b>365 Day Action Plans</b>						
To involve councils in addressing gender based violence.	Localise the National Action Plan on Gender Violence.		Does the council know of the National Action Plan on Gender Violence	What is the target		
<b>Prevention</b>						
To make communities safer by planning and improving safety in public places	Conduct gender safety audits and reflect specific targets for reducing GBV.	Police Council	There are no statistics	Obtain statistics	2010	
	Work with communities to ensure that all public spaces such as parks, cemeteries, and all neighbourhoods are safe with adequate street lighting.	Office of the Mayor, CEO	Lighting is adequate in some councils but not in others, especially in informal settlements	- 30% improvement needed in street lighting - 100% decrease in sexual assault in informal settlements	2010	
	Improve street lighting in public places, egg parks, cemeteries, in neighbourhoods.	Council Erongo Red	50% of streets are lit	100 % improvement in street lighting	2010/2011	
	Name all streets clearly so that police and other emergency services can reach residents with ease in the event of emergencies. In informal settlements each municipality to develop land marks	Erongo Red, Council	All streets are named	All streets are named and only for name plates to be re – erected 20% to be fixed	2010/2011	
	Conduct safety	Mayor	PPRC	1 per area	2009/20	

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>							
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>	
	awareness programmes and establish a watch-dog community including all community based structures e.g. community policing forums, etc.	PRO Police Church Leaders School Principle				2010	
	Involve street hawkers in crime watchdog projects.	Members of the Community Council PRO	No	Create awareness raising for the Involvement of vendors	2010/2011		
<b><i>Public Awareness Campaigns</i></b>							
To obtain reliable statistics on gender based violence.	Conduct gender safety audits and reflect specific targets for reducing GBV.	PR, Corporate Services	Currently statistics are police crime reports and courts.	Reliable statistics on GBV available.	2010		
To raise awareness on gender based violence.	Conduct awareness campaigns; take a high level political stance against GBV. Plan for and participate in the Sixteen Day Campaign.	Council Ministry of Gender, Church leaders Community	No council has not actively participated in awareness campaigns in the past or promoted the 16 Days Campaign.	Participate and organise the 16 days campaign	2009/2010		
To mount high profile campaigns during the Sixteen Days of Activism, including the Take Back the Night campaign.	Well orchestrated campaigns	PRO Ministry of gender Churches Community	Council has never participated in the Take Back the Night Campaign	Organise annual events in campaigns Lobby efforts to extend campaign to 365 days in the future.	2010/2011		

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
		Group				
To educate communities on gender violence which is rooted in unequal power relations and is "hidden" despite being one of the major challenges facing the municipality?	Devise a comprehensive programme on Gender Based Violence.	CLO, NGOs	There are no programmes on GBV within the council	Programme on GBV in place.	2010	
	Conduct awareness campaigns; take a high level political stance against GBV. Plan for and participate in the Sixteen Day Campaign.	Office of the Mayor	- Awareness is raised through police public relations consultative meetings. - Very few councils have participated in 16 Days Campaign in the past	- Materials printed and public statement against GBV. - Participate in two events during the 16 Days campaign	25 Nov – 10 Dec 2009/10 then annually	
	Sensitisation campaigns in partnership with specialised agencies, e.g. Talks for school children and counselling for couples.	Council Community Ministry of Gender	council has never participate in sensitisation campaigns in the past	Council to organise campaign	2009/2010	
	Reclaim spaces that have become unsafe through community action.	Council	No there are no open space however, unused buildings	Conduct audit on unused building	2010/2011	
	Promote involvement of men and boys in ending gender violence.	NAPPA RACOC CAA	Yes, men and boys been targeted in campaigns to end GBV	Continue to encourage men and boys to partake in campaigns	annually	
	Monitor and evaluate impact of all public awareness campaigns		No, awareness campaigns have not been monitored and evaluated	Conduct M&E	annually	
	Join the 'Making IT work for Gender Justice' initiatives such	Stakeholders	No	Council to organised such dialogues	quarterly	

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	as cyber dialogues.					
To educate the police on GBV because most cases of go unreported as women fear reporting such cases and conviction rates are low as police often do not regard GBV as a priority.	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	Police , PR committ ee	Some councils have has consultative meetings have been held with police regarding crime in general in order to start collecting statistics	30% decrease in violence.	2013	
	Liaise closely with the police; ensure a private room/ victim empowerment unit at police stations; improve the services provided by the Police.	PPRC	<ul style="list-style-type: none"> <li>- Bigger municipalities have Women and Child Protection Units available.</li> <li>- Some councils have a private room in police stations and female officers</li> <li>- Some councils have public relations committees dealing with crime</li> </ul>	<ul style="list-style-type: none"> <li>- All councils to have police stations with private rooms for women to report cases of GBV</li> <li>- 20% increase in convictions of GBV</li> </ul>	2013	
<b>Best practices</b>						
To showcase best practices to end GBV	Collect and present best practices being done by councils to end GBV	Support groups, Police Ministry of Gender Council	There are cases that has taken place but has not been formally documented	Conduct and Lobby for best practices and for the documentation	2009/2010	
<b>Response</b>						
To support national efforts to respond rapidly and effectively to GBV	Securing all public places	Police Council Community	No, 90% is not safe		2010/2011	
	Supporting the development of police community forums	Community Groups	Are there community policing initiatives forums	What is the target	2010/2011	

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	(CPF) and initiatives and ensuring that GBV is high on the agenda.	Church leaders Council				
To implement actions that are effective in responding to GBV in your council	Develop and maintain an updated database of services and facilities available to survivors and victims of gender based violence. Capacitate survivors of gender violence with life skills and provide ongoing support in collaboration with various community structures.	Ministry of Gender Council Church leaders	There is no reliable database only at National level (Ministry of gender)	Develop database of services and facilities	2010/2011	
	Encourage role modelling of survivors and victims	Victim and Survivors, Ministry of Gender Church leaders	There is no role modelling being done at present	Lobby and encourage role modelling cases to be used at national events	2010/2011	
	Establish gender units and family counselling services at people centres with appropriate resources		There are no such units in Arandis survivors are referred to Swakopmund	Lobby for unit at police station and clinic	2010/2011	
	Ensure that clinics and health facilities operated by local government	Council & all stakeholders	No clinics does not highlight the link between HIV and AIDS and GBV	Create awareness and training for clinics and health facilities to address this issue	2009/10	

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	strengthen the capacity of communities to understand the link between gender based violence and HIV and AIDS.					
	Alleviate the burden of home based care that is shouldered by women in the majority of cases.	Council & all stakeholders	There is no stats on HBC for survivors of GBV	Conduct audit on HBC for survivors of GBV and create awareness for the participation of youth groups, victims and churches	2010/2011	
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	Council & all stakeholders	There are no statistics on GBV in the council?	Obtain statistic through the PPRC forum	2010/2011	
	Liaise closely with the police; ensure a private room/ victim empowerment unit at police stations; improve the services provided by the Police.	Council and all stakeholders	Yes, there are female officers	Campaign for victim/survivor friendly rooms	2010/2011	
<b>Support</b>						
To provide better support and more places of safety and care for survivors of GBV. Most of these are provided by NGOs with support from foreign donors.	Strengthen and support shelters and places of safety for survivors of gender based violence.	Office of the Mayor, MGECCW	There are no places of safety and care are there within the council	<ul style="list-style-type: none"> <li>- 1 place of safety and care in towns and villages</li> <li>- 2 in Municipalities</li> </ul>	2012	
To provide information on	Promote city and NGO	Corpora	Most publications are	20 000 pamphlets per	2009	

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
where survivors of GBV can get help.	publications and pamphlets in different languages on where to get help.	te NGOs Partners	produced by NGOs through printed and electronic media.	annum.		
To implement a plan and actions that supports survivors of GBV	Carry out an audit of safe houses.	Council, Min. Gender	No audits has been done	Conduct audit and plan gender base programme accordingly	2010/2011	
	Commit council resources to strength and ensure sustainability of existing places of safety and establish some in places they do not exist.	Council and Development Partners	Council has not committed any resources to supporting survivors of GBV, however assistance is granted through the Mayor fund	allocation specific Budget for GBV and other social related issues	2010/2011	
	Establish day care centres for the elderly to ensure their safety.	NAPPA Council Ministry of Gender	There are no care centres only soup kitchens	Only one taking into account of the town's population	2010/2011	
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.	Min. Gender, Council All stakeholders	There is no such programme however there are more women on the built together housing project	A Social grand programme Develop a SME park which will be safe for women to operate their business from	2010/2011	
<b>Coordination</b>						
To facilitate a comprehensive and coordinated response to GBV.	Establish a multi-sector coordinating committee	Council All stakeholders	Only the PPRC programme exist for addressing crime	Develop a multi – sector coordinating committee	2010/2011	
	Strengthen relations with local police stations and ensure that cases of GBV are	Council and All stakehol	Currently stakeholders on meet at the PPRC meetings	Expand the mandate of the PPRC to be inclusive of all social issues.	2009/2010	

<b>FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE</b>						
<b>STRATEGIC OBJECTIVE</b>	<b>ACTION</b>	<b>WHO</b>	<b>BASELINE</b>	<b>TARGETS/ INDICATORS</b>	<b>WHEN</b>	<b>BUDGET</b>
	efficiently and effectively addressed.	ders				
<b>Budget allocation</b>						
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV	Council and development partners	There is no budgetary allocation but funding can be made available from the contingency vote	Budget allocation of amount N\$30 000.00 This action plan budgeted for	2010/2011	
<b>Monitoring and evaluation</b>						
To ensure that efforts to address GBV are monitored and evaluated	Develop a set of targets and indicators to measure progress and ensure that these are mainstreamed into development plans.	All stakeholders	No, targets has been developed and integrated in to plans	Develop Targets and indicators that are in line with the Gender Action Plan	2010/2011	

**Annex E: Messages, slogans, posters**

**DEVELOPING MESSAGES AND SLOGANS FOR THE CAMPAIGN**

<b>Arena for action</b>	<b>Day</b>	<b>What needs to be communicated to or by these groups</b>	<b>Slogan</b>	<b>What communication tool should be used</b>
<b>Individual</b>				
Abused woman or man	25 Nov	The importance of educating women and men on dangers, impact and abuse: SADC Protocol on GBV will add value to this campaign	"Be empowered to know your rights"	Radio/TV talks shows, drama poetry, leaflets, one on interviews with women and men
Abused child	16 June: International Children's rights day	SADC Protocol on the rights of girls and boys as well as other international, regional and continental laws on the rights of the Child	" We are not soccer ball do not kick us"	Create on Radio/TV children's forums to speak out against GBV, panel discussions, debates
Abusive men	8 March: International Women's Day	Men need to form part of all GBV action events and plans. Review rape, domestic and other laws/Acts dealing with abuse	"Being responsible is being a good father"	Brining men in studios to discuss their roles, as responsible father, debates between men and boys GBV, leaflets, posters
<b>Family/ Household</b>				
Mother, father, guardian	10 December	Positive parenting should form all basis of GNV campaign in country. Education on laws and role of parenting	"Our rights are human rights"	SADC Protocol on Gender and Development, Constitution, all gender Instruments discussing on gender and equality Radio/TV, debate, posters
Parenting	13 June father's Day	The role of parenting in youth	"Care for us"	Panel, debates on radio/TV, postcards

<b>Arena for action</b>	<b>Day</b>	<b>What needs to be communicated to or by these groups</b>	<b>Slogan</b>	<b>What communication tool should be used</b>
<b>Community</b>				
Community	22 August: Condom Day	Need to mobilise communities to create safe spaces.	"Spread the word on abuse"	Radio in local languages, drama, posters, leaflets
Schools	28 September: Namibia Child Day	Educate children on their rights to access free education from government	"Education Right nor Privilege"	Radio programmes targeting, on education as a right not privilege
Religion	25 Christmas day	Religions role need to be revisited and unity forged between all churches including faith based ones	"Be empowered to know your rights"	Make sue local church programmes promote diverse church services on issues of GBV. Debates, drama, church choirs and target Church sermons
Sports	June FIFA world Cup start in SA	Education Namibian on Sports and as a Unifying tool. This need to be also our main campaign for 2010 World cup next year	"The ball is in every body's pitch"	Sports Radio/TV programmes, soccer experts, soccer bodies, sport commentators/researchers, activists, Women's sport bodies, drama, leaflets, posters
<b>Society</b>				
	15 September:	Keeping politicians on their	"Where were you when we	Radio/TV, leaflets, posters,

<b>Arena for action</b>	<b>Day</b>	<b>What needs to be communicated to or by these groups</b>	<b>Slogan</b>	<b>What communication tool should be used</b>
Political leadership	Democracy Day	toes for commitments and promises they have make during elections and SADC Protocol.	needed you"	debates
Criminal justice System	21 September International Peace day	Educate citizens on their rights as enshrined in the Namibian Constitution and other relevant laws	"GBV is a criminal offence"	Laws, Acts, posters, drama, poetry, music
Media	3 <sup>rd</sup> of May: World Press freedom Day	The role of media, that they are not ordinary by-witnesses of event unfolding but part of the solution	"I have the right to access you"	Media Houses, MISA Namibia, Editors Forum, media experts/commentators
Culture	16 October: World Tobacco day	That Culture need to be engage with, in terms of women and their roles in society, socialisation and advancement	"Kick out inequality"	Cultural performances, drama, poetry, drama, debates, workshop

***Annex F: SADC Protocol village level report***

**(Records of village level meetings conducted and evaluation forms after each of these)**

**Name of country:** Namibia

<b>Date</b>	7 – 8 September 2009
<b>Theme of Protocol village meeting</b>	GBV Action Plan Workshop
<b>Participants' list</b>	Attached to report
<b>Number of women participants</b>	10
<b>Number of men participants</b>	9
<b>Civil society representatives present</b>	8

<p><b>Knowledge Quiz administered?</b></p>	<p>Yes</p> <ol style="list-style-type: none"> <li>1. <i>Where and when was the SADC Protocol on Gender and Development signed?</i> <ul style="list-style-type: none"> <li>• 15 (78%) participants answered correctly and 4 (22%) had incorrect answers.</li> </ul> </li> <li>2. <i>Has your country signed the protocol?</i> <ul style="list-style-type: none"> <li>• 17 (89%) participants answered correctly and 2 (11%) answered incorrectly.</li> </ul> </li> <li>3. <i>Which two countries have not yet signed the Protocol?</i> <ul style="list-style-type: none"> <li>• 15 (78%) people answered correctly and 4 (22%) answered incorrectly.</li> </ul> </li> <li>4. <i>How many targets does the Protocol have?</i> <ul style="list-style-type: none"> <li>• 6 (31%) people answered correctly and 13 (85%) answered incorrectly.</li> </ul> </li> <li>5. <i>What is the target for women in decision-making and when should it be achieved by?</i> <ul style="list-style-type: none"> <li>• 10 (52%) people answered correctly and 9 (48%) answered in correctly</li> </ul> </li> <li>6. <i>What is the target for ending or reducing GBV?</i> <ul style="list-style-type: none"> <li>• 17 (89%) people answered correctly and 2 (11%) answered incorrectly.</li> </ul> </li> </ol> <p>This town Council showed a balance in this quiz. It looks like many of the participants knew what was going on when SADC Protocol was mentioned. Participants consisted of well schooled ones. The fact the Protocol was distributed in advance benefited them.</p>
<p><b>Answer sheets to the quiz as baseline data</b></p>	<p>Not attached. Included in the training manual.</p>

<b>Issues raised</b>	None  <b><i>Discussions: Comments and questions that followed after the SADC protocol quiz</i></b>  <ul style="list-style-type: none"> <li>• Time spent on the Protocol very short, to take ownership and proper implementation.</li> <li>• Translation in only two languages, would like to see others languages spoken in that region be included as well. On its part GL says, because of limited budget constrains only could managed translations in the two. Ministry of Gender Equality and Child Welfare in process to facilitate that process.</li> <li>• They need more copies for distribution to other residents. GL promised to send when receive more copies</li> <li>• Why few Namibians have contributed to this Video? They lamented that some country’s spokespersons are shown repeatedly. GL only spoke of resources to travel to each and every country for production would have been in thousand of Namibian dollars. But during the process of ratification and domestication, countries will be well represented.</li> </ul>
<b>Responses</b>	Agreed with sentiments made by GL facilitator
<b>Follow-up meeting / Next steps?</b>	The Council to go ahead with planned activities including 16 days GBV Activism
<b>Evaluation forms</b>	Attached to the report.

## ***Annex G: Evaluation Forms Summary***

### **EVALUATION FORM**

	<b>EXCELLENT</b>	<b>GOOD</b>	<b>FAIR</b>	<b>POOR</b>	<b>VERY POOR</b>
<b>1. MODULE DESIGN</b>	<b>8</b>	<b>9</b>	<b>1</b>		
<b>2. MODULE CONTENT</b>	<b>12</b>	<b>6</b>			
<b>3. FACILITATION</b>	<b>15</b>	<b>2</b>			
<b>4. GROUP WORK</b>	<b>5</b>	<b>11</b>	<b>2</b>		
<b>5.            OUTPUTS            vs.</b> <b>EXPECTATIONS</b>	<b>7</b>	<b>8</b>	<b>1</b>		
<b>6. LEARNING OPPORTUNITY</b>	<b>12</b>	<b>6</b>			
<b>7.            ADMINISTRATIVE</b> <b>ARRANGEMENTS</b>	<b>10</b>	<b>7</b>			

### **COMMENTS:**

#### **What did you find most useful? Why?**

- Participant's manual was adequate information.
- The action plan group work. I was not aware of some of the projects that were mentioned.
- Learning about GBV as well as gain knowledge about GBV.
- Explanatory notes are very much understandable and will improve behaviour.
- Gender equality must be mainstreamed because we must know how to do with gender issues.
- GBV on Married women and sex.
- Introduced SADC Protocol and advantage to local government, and the upcoming Summit on GBV.
- Was good workshop.
- Communication.
- Information shared is very relevant, one cannot learn from anywhere.

#### **What did you find least useful? Why?**

- Nothing everything, every topic was useful.
- According to my understanding all was useful.
- Nothing all issues was covered.
- Ignorant of the community. Simply because the poor attendance.
- The quite lines how to impose on GBV. I am interested in human right.
- The language.

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

- Through our facilitation of the day.
- Visiting communities at homes and share knowledge.
- By targeting 2010 that GBV decreased e.g. in women, girls abuse, rape cases, victim/survivals.
- Incorporate into other programmes at work.
- To implement in our community and prevent crime.
- All we learnt was very important.
- Gained a lot on GBV that I have to share in the community.

- The transparency.
- Will share these with other communities and church leaders.

### **Any other comments**

- Good work done, don't leave this here.
- Can workshop like this be a regular one?
- Keep up the good work.
- We need to have more awareness workshops like this one.
- A workshop of high standard. It will help us as community, and how we can effectively lead the people.
- The need for more stakeholders.
- It just came at the right time to equip my knowledge levels on GBV as I need to guide and direct the management to endorse policies.
- The workshop of standard, it will help us as community and church leaders on how we can effectively lead the people.