

REPORT

LOCAL GOVERNMENT GENDER BASED VIOLENCE ACTION PLANS WORKSHOP

Country: Namibia
District: Karasburg: Karas Region

Date: 22 - 23 September 2009
Venue: Karasburg Town Council Hall



Figure 1: Karasburg participants doing planning (Photo by: Sarry Xoagus-Eises)

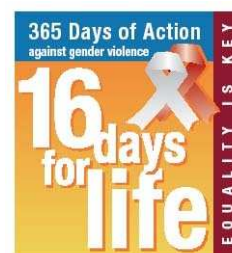


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Summary

This is a report on the proceedings of the Local Government Gender Based Violence action plan workshop held from 22 - 23 September 2009 at the Roman Catholic Hall in Karasburg.

The purpose of the Workshop 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 18 participants (10 women and 8 men); 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 at **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 356 / 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

On the first day (22 September), the workshop kicked off on a positive note. All stakeholders were present except civil society. The workshop was blessed with the presence of the Ministry of Gender Equality and Child Welfare, Health, three councillors with the Mayor of the town leading, teachers with four students from high schools, justice, social worker, rehabilitation instructor, youths, community activist and some representing people with disability. The presence of many professionals made the workshop a good discussion ground. The above came to light when workshop participants introduced themselves and what they expected from the workshop. The

facilitator introduced Gender Links and what it does in the SADC region including the link between Local Authorities and Gender Links as far back as 2007.

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 most of the local authorities in Namibia now having GAP's (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 are hindering implementation as well as the kind of support GL can offer to address these challenges. Highlights are also shared and a way forward is 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 (as below) 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 of 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 were informed that this session will not be facilitated and 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.

Challenges

- Civil society was not represented on the first day (22 September) of the workshop, making the workshop not as inclusive.
- The Town Council has not put aside funds for the GBV projects 2009 in the Council.
- The Ministry of Gender Equality and Child Welfare is not as accessible as desired to people of the town in terms of distribution of Gender related material.
- Those schools do not form part of the Gender project, except this one by Gender Links/ALAN.
- The Council is reluctant to own the process for the implementation of the 365 / 16 days GBV plan but rather wants other stakeholders to facilitate.

Highlights

- Participants were more of a professional nature. This helped a lot during group work and when doing the Action Plan to end GBV at this town.
- Students from secondary schools taking on the Council and Ministry of Gender on issues affecting them at school, e.g. assisting them with information concerning projects addressing child rights, abuse and neglect.

Way forward

- A GBV campaign committee to be establish, spearheaded by the Ministry of Gender Equality and Child Welfare.
- The group to meet as soon as possible to elect Chairperson and report back to Gender Links facilitator. The Committee will also invite those stakeholders who were not present at the workshop for their input as well.
- School Teachers and High School learners should form part of the Committee.

Annex A: Programme

PROGRAMME

Time	Action	Who
DAY ONE		
8:00 – 8:50	Welcome and opening	ALAN
8:50 – 9:10	Purpose of the workshop	Facilitator
9:10 – 9:30	Report on the gender action plans that were developed in 2007	ALAN/Deputy Mayor Town Council
9:30 – 10:00	Discussion <ul style="list-style-type: none"> • How can challenges in implementing committed actions be overcome? • What support is required and from who? 	GL facilitator ALAN
10:00 – 10:30	TEA	
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	LUNCH	
14:00 – 15:00	GBV as a key service delivery issue <ul style="list-style-type: none"> • Checklist for change for local government 	GL facilitator
15:00 - 17:00	Developing a 16 Days calendar and action plan <ul style="list-style-type: none"> • Prevention • Response • Support • Budget, monitoring and evaluation 	GL Facilitator
16:00 – 16:15	TEA	
DAY TWO		
8:30 – 9:00	Report back	GL facilitator
9:00 – 10:00	Communicating the local GBV action plan	ALAN/GL
9:30 – 11:00	Group work: Developing messages and slogans Developing a calendar of dates	All
11:00 – 11:30	TEA	
11:30 – 12:00	Designing a poster	Group work
12:00 – 13:00	Report back	
13:00 – 14:00	LUNCH	
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	TEA	

Time	Action	Who
15:30 – 16h30	Way forward and open discussion <ul style="list-style-type: none"> • Support for implementing 365 Day action plans • Collecting local best practices on preventing gender violence • Gender justice and local government summit • Monitoring and evaluation • AOB 	GL facilitator

Annex B: Participant's list

**Karasburg, Karas Region
Date: 22-23 September 2009**

NAME & SURNAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
F. Gertze	M	Councillor	063 270437/ 270032	063 270047	
M.J. Brandt	F	Min Health	063 H-27067	063 270785	
Ms D,R,E, Salomons	F	Ernst Jagger J.S.S (School)	0814031656		
H.M de Vries	F	Min Health	063 2701667	063 270407	
T.B. Veldskoen	M	Min of Justice	0812489642	063 270178	Jerel@iway.na
M. Joseph	F	Min of Youth	0182065707	063 270982	
B.M.Goetze	M	Min Gender	0812819360	063 270 782	
J.A Kapia	M	Councillor	08179403401	063 270044	
Geogia KOCK	F	Polytechnic of Namib in	0811292895	061 2722291	
Andrey Orren	M	Polytechnic of Namibia	0811384487		audreor@nampost.com.na
Goderick S	F		0813320610		splity@liove.com
Selma Ikela	F	Polytechnic of Nam	081239431		
Anna Nanjembo	F	Karas High School	0813800880		
Caroline Rooi	F	Ernst Jagger High School	0814574506		
E. Binga	M	Member of Community			
M.Joseph	F	Ministry of Youth	0812065707	063 270982	
G. Joseph	M	Karas High School	0813695072		
L. Eberhuizen	F	Min of Safety and Security	0813624219	063 270280	
G.Cloete	M	CAA	063 4031656	063 270785	

Attendance statistics by gender

Females	10	55%
Males	8	45%
TOTAL	18	100%

Annex C: Group work and discussions:

General discussions

- Non Government Organisations and the Council need to work together to develop the town.
- The Town Council has to attract more businesses and investors especially from South Africa.
- Create conducive environment for investors.
- Support of residents local economic initiatives at the town.
- Residents to be involved in Council's annual budget.
- Council to budget for GBV and 16 Days activities.

Discussion 1: *What are some of the Challenges your region is facing?*

- Karasburg is a border Town and a transit point with South Africa. Here people are of the opinion that sex work is taking place mostly with truck drivers.
- HIV and AIDS.
- Girls dropped out of school because of teenage pregnancies.
- Rape.
- Incest.
- Unemployment.
- Alcohol and drug abuse.
- The town is less developed compared to other towns in other regions, although according to participants has a lot of economic potential.
- Housing

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

- Sex work (in most cases women are killed after being raped).
- Murder, men killing boyfriends and wife (Domestic violence).
- Psychological abuse (economic abuse of women and girls), with holding support.
- Trafficking (girls, women) especially this time of the 2010 World Cup.

Discussion 3: *Is GBV an issue for your region?*

- Yes, indeed. It is a big issue and a challenging one.

Group Work

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

- None. This the first time we heard about the Protocol. But some NGOs are running some project also mentioned in the protocol, how to elevate the status for women in decision-making and 50% women representation.
- HIV and AIDS: Educate residents on the pandemic.
- Raise awareness about rights of girl and boy child at various schools at the Town.

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

- To half GBV by 2015, starting now.
- Governance (representation and participation Article 12-13 given a priority
- Gender Base violence (article 20-25)
- Constitution and Legal rights (4-11)
- HIV and Aids and Health. Government give enough budget allocation to curb the pandemic.

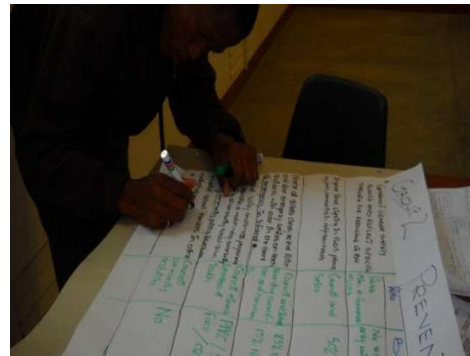


Figure 2: a group member drawing plans

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

- First, the Council will study the Protocol and prioritise certain articles, those areas that are more challenging for the region.
- Domesticate and popularise these articles.
- Council to set up a desk to deal with issues related to the Protocol.
- Mainstreaming of some of the articles in the Protocol in same Council work.
- Work together with the Ministry of Gender and the Town, to advice on Protocol as well.

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

- More workshops on the entire Protocol.
- Debates about issues, critical ones in the Protocol like women, representation, and participation.
- Discussion club to be established, especially at schools.
- Competitions on Protocol to be facilitated at Schools
- Need more support from GL for way forward in the implementation of Protocol.

Annex D: DRAFT GBV Action Plan

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
365 Day Action Plans						
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 Not at all	What is the target Residents in that town	ongoing	
Prevention						
To make communities safer by planning and improving safety in public places	Conduct gender safety audits and reflect specific targets for reducing GBV.	Police, health Gender Council	There are no statistics at council level only at police and courts	Obtain statistics What are the targets?	2009/2010	
	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, e.g. parks, cemeteries, in neighbourhoods.	Council & SELCO	50%of streets are lit	100% improvement in street lighting?	2010/2012	
	Name all streets clearly so that police and other emergency services can reach residents with ease in the event of emergencies. In informal settlements		85% Unnamed 15 % named	85%	2010/2011	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	each municipality to develop land marks					
	Conduct safety awareness programmes and establish a watch-dog community including all community based structures e.g. community policing forums, etc.	Council Church leaders	PPPRC and special field force Unit	1 per suburb Establish street naming committee	2009	
	Involve street hawkers in crime watchdog projects.	Council Communi nity activists	No street vendor are not involved in safety projects	Involve vendors in safety project	Ongoing	
Public Awareness Campaigns						
To obtain reliable statistics on gender based violence.	Conduct gender safety audits and reflect specific targets for reducing GBV.	PR, Corpora te Services	Currently statistics are police crime reports and courts.	Reliable statistics on GBV available.	ongoing	
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, commu nity, Church, stokehol ds, Cacoc, MOHS, min. of gender	Never exp. In Karasburg	Want to participate fully in 16 Days and 365 days GBV to end at the town	2009 Continu e	
To mount high profile campaigns during the Sixteen Days of Activism,	Well orchestrated campaigns	Establis h committ	No, the activity never took place	Youth, Council. line ministries, churches, COB's, NGO's, FBC's	25 Nov- 10 Dec 2009	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
including the Take Back the Night campaign.		ee				
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 2008/9 then annually	
	Sensitisation campaigns in partnership with specialised agencies, e.g. Talks for school children and counselling for couples.	Council, establish community, Junior town council	Yes on invitation	Lobby to participate and take ownership of programmes in future	2009 - 2010	
	Reclaim spaces that have become unsafe through community action.		No			
	Promote involvement of men and boys in ending gender violence.	Parent community	No	Invite men and boys in future planned GBV actions		
	Monitor and evaluate impact of all public awareness campaigns	Council, Line Ministrie	Yes, by line ministry ,churches and council on alcohol and drug abuse	Meetings with council, PPRC and she been owners		

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
		S Churches				
	Join the 'Making IT work for Gender Justice' initiatives such as cyber dialogues.	Council	No	Needs to lobby with council	2010	
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 committee	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"> - Bigger municipalities have Women and Child Protection Units available. - Some councils have a private room in police stations and female officers - Some councils have public relations committees dealing with crime 	<ul style="list-style-type: none"> - All councils to have police stations with private rooms for women to report cases of GBV - 20% increase in convictions of GBV 	2013	
Best practices						
To showcase best practices to end GBV	Collect and present best practices being done by councils to end GBV	Council with establish	No	At least five (5)	2010	
Response						
To support national efforts to respond rapidly and	Securing all public places	Council and	80% safe	District youth forum junior town council ministry of	2010	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
effectively to GBV		Stakeholders		youth		
	Supporting the development of police community forums (CPF) and initiatives and ensuring that GBV is high on the agenda.	Council and Stakeholders	20% unsafe PPRC – Police Public Relations Committee	Support from council and other stakeholders	2010	
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.	Council and Stakeholders	No, Not Council only police manual date	Develop database and lobby for facilities	2011	
	Encourage role modelling of survivors and victims	Council and Stakeholders	Yes	By speaking out in public	Ongoing	
	Establish gender units and family counselling services at people centres with appropriate resources	Council and Stakeholders	Yes, ministry health and social services	100%	Ongoing	
	Ensure that clinics and health facilities	Council and	Yes	80%	Ongoing	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	operated by local government strengthen the capacity of communities to understand the link between genders based violence and HIV and AIDS.	Stakeholders				
	Alleviate the burden of home based care that is shouldered by women in the majority of cases.	Council, FBO's, COB's, NGO's	Unknown	Obtain statistics	As soon as possible 2010	
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.		Unknown	50% over 2 years	Till 2012	
	Liaise closely with the police; ensure a private room/ victim empowerment unit at police stations; improve the services provided by the Police.	Council police ministry gender MOHSS	Yes, Female office No Private room	Statistic unknown need to obtain		
Support						
To provide better support and more places of safety and care for survivors of GBV. Most of these are provided by NGOs with	Strengthen and support shelters and places of safety for survivors of gender based violence.	Office of the Mayor, MGECW	There are no places of safety and care are there within the council	<ul style="list-style-type: none"> - 1 place of safety and care in towns and villages - 2 in Municipalities 	2012	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
support from foreign donors.						
To provide information on where survivors of GBV can get help.	Promote city and NGO publications and pamphlets in different languages on where to get help.	Corporate NGOs Partners	Most publications are produced by NGOs through printed and electronic media.	20 000 pamphlets per annum.	2009	
To implement a plan and actions that supports survivors of GBV	Carry out an audit of safe houses.	Council police	No	Unknown	2011	
	Commit council resources to strength and ensure sustainability of existing places of safety and establish some in places they do not exist.	Council	No	Nothing	2011	
	Establish day care centres for the elderly to ensure their safety.	Council	No	Nothing	2015	
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.	Council	No	Equipped them with knowledge and skills to empower	2015	
Coordination						
To facilitate a comprehensive and coordinated response to GBV.	Establish a multi-sector coordinating committee	Police council ,gender min health	Women and child protection unit police link in Keetmanshop	Community measure through updated statistics	2009 ongoing	
	Strengthen relations with local police	PPRC, Council	Good relation but there are room for	Proper invitation to all state holds well in advance	2009 ongoing	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	stations and ensure that cases of GBV are efficiently and effectively addressed.		improvement			
Budget allocation						
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV		No	None		
Monitoring and evaluation						
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.	Council	M&E	Target and indicators	Ongoing	

Annex E: Developing messages, slogans / posters

Arena for action	Day	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Individual				
Abused woman or man	25 Nov: Taking stock: What need to be done now that the protocol is ratified	They as equal partners in help eradicate violence amongst all. Strategise on gender laws, act and instruments, especially SADC Protocol	"SADC Protocol First"	Drama, talks shows on Radio/TV, leaflets, posters, debates
Abused child	16 June: Day of the African Child	Children's Instruments, ACT, Laws brainstorming with children as a campaign to "No your Rights"	"No your Rights"	Target children's programmes on Radio/TV, drama, music on specific areas such as abuse, neglect, violence, dram plays by Children themselves
Abusive men	8 March: Intro Day of Women	Chancing men's attitudes towards GBV	"Its never too late to change"	Men's programmes on Radio/TV, posters, debates, workshops
Family/ Household				
Mother, father, guardian	28 Nov	Take back the night march. Show solidarity with all women who perished at the hand of some men	"We are all responsible"	Debates amongst parent and guardians their role in society, children's right, abuse women and men, radio/TV inputs, posters, poetry
	13 June: Father's	Speaking out against GBV	"We can end GBV now!!!"	Parents clubs and influence

Arena for action	Day	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Parenting	Day	be encourage in the role of parenting		on positive behaviour, radio/TV programme, debates, workshops
Community				
Community	22 August: Condom day	Need to mobilise communities to create safe spaces	"We can all make a difference in the fights against GBV"	Community dialogues, drama, churches for announcements, community leaders and traditional, traditional courts, elders' Council, Political and regional leaders
Schools	28 September: Namibia Child day	Re-visit the education Act on Violence	"Take peace to Class"	Teachers, parents, school boards, dram groups, poetry written by children themselves, school debates with others on GBV, brainstorming the education Act, radio/TV programmes
Religion	25 December: Christmas day	The role that religion has to play on GBV as they are best sport to influence positive change in people's behaviour attitudes	"We can live in a world of free from GBV"	Church radio and TV stations on introducing GBV programmes, church choirs, pastors and other religious leaders, competitions, awards
Sports		Soccer debate on 2010	"2010 empower women, economically"	2010 colloquium seminar on possibilities it represents to Namibia and the region

Arena for action	Day	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Society				
Political leadership	15 September: Democracy Day	Taking stock: How have GBV affect/ impact on politics for past year. Measuring progress, effects, impact and challenges	"Listen to silent voices"	Discussion on Radio/TV on role of politician and GBV
Criminal justice System	21 September International Peace day	Do Namibians understand "Criminal Justice Systems in the country? Call a meeting where women, men and children are address on access to justice when their rights are violated. Collect all relevant Acts/Laws dealing with or talks about GBV (such clauses if exist)	"Mine or your Justice"	Discussion on role of justice on GBV, radio/TV, leaflets, posters
Media	3 rd May: World press freedom day	Many people do not understand the "watchdog" role of the Media. Namibia has now a Media Ombudsperson, Complaints Committee. Educate Namibians on these when they feel Media has violated their right as well	"Do not shoot the Messenger"	Media debate, cyber dialogue, other chat rooms
Culture		Culture has to more of also contributing to the current scourge of violence and GBV matters in the country. Help	"Break and stop the cycle of violence"	

Arena for action	Day	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
		facilitate on the positive change of values that socialises women in their traditional role of hampers their advancement in society for equal contribution to the country's socio-economic and political enhancement		

Annex F: SADC Protocol village level report

Name of country: Namibia

Date	22-23 September 2009
Theme of Protocol village meeting	GBV Action Plan Workshop
Participants' list	Attached to report
Number of women participants	10
Number of men participants	8
Civil society representatives present	6
Knowledge Quiz administered?	<ol style="list-style-type: none"> 1. <i>Where and when was the SADC Protocol on Gender and Development signed?</i> <ul style="list-style-type: none"> • 13 (72%) people answered correctly and 5 (28%) had incorrect answers. 2. <i>Has your country signed the protocol?</i> <ul style="list-style-type: none"> • 16(88%) people answered correctly and 2 (12%) answered incorrectly. 3. <i>Which two countries have not yet signed the Protocol?</i> <ul style="list-style-type: none"> • 11(61%) people answered correctly and 7 (39%) answered incorrectly. 4. <i>How many targets does the Protocol have?</i> <ul style="list-style-type: none"> • 10(55%) people answered correctly and 8 (45%) answered incorrectly. 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"> • 14(77%) people answered correctly and 4 (23%) answered incorrectly. 6. <i>What is the target for ending or reducing GBV?</i> <ul style="list-style-type: none"> • 16(88%) people answered correctly and 2 (12%) answered incorrectly. <p>The SADC Protocol on Gender and Development was very high compared to other regions. This workshop had majority of Civil Servants making the facilitator's work smoothly. Throughout the workshops, we did not even need to translate to other languages as was the case in some regions. But participants feel another workshop will do for the Protocol.</p>
Answer sheets to the quiz as baseline data	Not attached. Included in the Training Manual.

Issues raised	<p><i>Discussions: Comments and questions that followed after the SADC protocol quiz</i></p> <ul style="list-style-type: none"> • Participants asked why Namibian Civil Society did not consult them during the facilitation of the said Protocol. • They questioned, if this is the 8th draft which went through to the Head of states, why were the delay. GL told participants, that it was not easy to mainstream the Protocol to regions at that time, as so much articles have to be rewritten, consultation with all stake holders, travelling to capitals in the region for the finalisation of the document, send back to in country facilitation and many other issues to be dealt with. Now that the it has been signed, it's now the time for popularisation and domestication. The next step is to lobby and advocate for the ratification. It is time to help lobby your Council in your respective regions to put this on their Council's meeting agenda. • What will happen if Namibia fails to reach the target 50% women representation by 2015? GL. I hope this will not be the case. We all look forward that, Namibia during this year's election will make it. • What roles will ALAN play during the roll out of the Protocol in its Local Authorities? ALAN. We shall help facilitate together with our main partners Gender links, GBV Action Plan to bear fruition.
Responses	
Follow-up meeting / Next steps?	Council to report back after the formation of a GBV Committee at the town.
Evaluation forms	Attached to the Report.

Annex G: Evaluation Form

EVALUATION FORM: OTJIWARONGO

	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
1. MODULE DESIGN	9	2			
2. MODULE CONTENT	8	3			
3. FACILITATION	7	2			
4. GROUP WORK	2	7	1		
5. OUTPUTS vs. EXPECTATIONS	2	9			
6. LEARNING OPPORTUNITY	7	3			
7. ADMINISTRATIVE ARRANGEMENTS	2	6			

COMMENTS

What did you find most useful? Why?

- Drawing up of the Action Plan. Am for now part of the drawing up team.
- The workshop was useful, it was an eye opener.
- SADC Protocol because I have learnt a lot of things which I did not know at all and mostly on: Lobby and advocacy.
- Information on protocol and implementation. Very important to disseminate information to communities and to sensitise them on importance of GBV.
- Information about Protocol, I have never heard it before.
- Learnt a lot on SADC Protocol on Gender and Development.
- SADC Protocol because it is a very strong issue.
- The SADC Protocol on Gender.
- SADC Protocol. I found it very fruitful, because it learns me a lot.

What did you find least useful? Why?

- Everything was useful; I learnt many things which I did not know.
- Nothing because everything was useful and I learnt a lot out of it and was informative.
- Everything was important.
- Discussion of Preventions.
- The way the workshop was presented.

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

- Through holding information sharing with various groups.
- To give feedback to the community.
- I shall share with colleagues.

- That it was a lot to learn and with this information, I will feedback to the young ones out there so that they can take crime like rape, abuse and violence serious and report it.
- Through different workshops on GBV issues in community especially CBOs and FBOs.
- I will lobby and advocate about protocol at school level.
- I will use the information, to encourage more young people to take issues like rape and stand up for their rights.
- Information meetings.
- To teach my LID's in Choirs and to give more for the youth.

Any other comments

- Keep up the good work with regular follow-up workshop.
- No comment was good.
- That it was a privilege for me to be here and learn such goof things. It was totally wonderful and thanks the organisers.
- Invitation to the workshop was poorly managed which caused poor attendance and involvement.
- Rather present this kind of workshop as early at the beginning of the year.
- Also make sure that the Town Council is well represented by dedicated officials who will take action. Kindly follow-up closely how the Karasburg Council is dealing with concerned matters.
- More enhance courses.
- I learnt a lot from this workshop and I had a wonderful time. Thank you.
- No comments: But was very good, the way the workshop was conducted was excellent, I learnt a lot and group work was good.
- I thank you to join and keep up the good work.