

REPORT

LOCAL GOVERNMENT GENDER BASED VIOLENCE ACTION PLANS WORKSHOP

Country: Namibia
District: Otjiwarongo, Otjozondjupa Region

Date: 10 – 11 September 2009
Venue: Otjiwarongo Town Council, Otjozondjuba Region



Figure 1: Otjiwarongo group members doing group work (Photo: Sarry Xoagus-Eises)

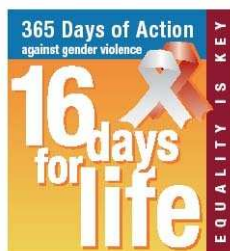


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Executive Summary

This is a report on the proceedings of the Local Government Gender Based Violence action plan workshop held from 10 - 11 September 2009 at Otjiwarongo Town Hall for the Otjiwarongo 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 20 participants (4 men and 16 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 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

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 it mapped where necessary.

SADC protocol quiz

With the SADC Protocol on Gender and Development having been adopted in August 2008, a need was indentified 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 is to test the participants knowledge on the protocol, these quiz results are then consolidated (as below) and the results are use 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 were informed that this session will not be facilitated 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

Most of the participants understood domestic violence as majority came from areas affected by this. They are happy that they are informed about documents that can help change behaviour in society and their communities on gender based violence including that of rape.

The facilitator also briefed participants about new violence erupting of late in communities, that of 'cell phone violence'. A police woman who participated at this workshop shared her experience with 'cell phone violence'. She told the meeting of women who was stabbed ten times because of an ordinary message found in the message box that said simple "where is the meeting venue". The partner according to the survivor understood that this message was from a boyfriend. But the message was send by a friend (woman) who wanted to know where the venue of their meeting was for discussion on Women's Projects at the town. The lady, according to the police, survived. She ended in the Intensive Care Unit, but recovered after some time. The groups discussed in detail the 'cell phone violence' and how to curb this during the upcoming *16 Days of Activism*.

Challenges

- The Town Council was not represented at the two day workshop.
- The participants from the civic groups had no knowledge of what the facilitation was briefing them on, i.e. the 2008 Gender Actions Plans of Gender Links and ALAN.
- The GBV action plans are not functioning very well.
- There is need to involve other stakeholders in the implementation of the GBV Project.

- Budgetary allocation for GBV Project not done, as civic groups in attendance wanted the Council to be present.
- Those Councils that were present did not buy in on the GBV Action Plan produced.
- The participants have not heard from the Council around its plans and budget for 2009/10 financial year.

Highlights

- The participants in the town of Otjiwarongo have for the first time heard about some of the gender instruments, including international, regional and even local instruments to end GBV
- The SADC documents came as a surprise to them, as even the Ministry of Gender who is present at the town did not inform them about this very important document.
- Even in the absence of the Council members, the civic groups continued with the workshop deliberation.
- The participants learnt about various form of GBV in the SADC Protocol.

Way forward

- The report to be sent to the Municipality for possible buy in by the council management team.
- The report to be send to civic groups for input.
- Monitoring to be done after every six month during the 365 days of Activism and the implementation of the Actions Plans is also to be monitored.
- Communication channels between community and Council to be strengthened.

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	Brief Report on the gender action plans that were developed in 2007	ALAN
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	
15:30 – 16h30	Way forward and open discussion <ul style="list-style-type: none"> • Support for implementing 365 Day action plans 	GL facilitator

Time	Action	Who
	<ul style="list-style-type: none">• Collecting local best practices on preventing gender violence• Gender justice and local government summit• Monitoring and evaluation• AOB	

Annex B: List of participants

**Attendance List
Local Government GBV Action Plan Workshop
10 – 11 September 2009**

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
Lerato Khobetsi	F	PON (Echoes)	0812377422		Bizibodi@gamail.com
R.Botha	M	Driver	2072062		
Johannes Lukas	F	PON (Echoes)	00813301188		
V .Karumazando	F	PON (Echoes)	0813005287		
BD .Mugendje	f	OTAC	0813180058		
A.Kamerika	F	Anglican Church	061-260243	061-260229	Kamerika@yahoo.com
Imamanuel	M	Hay//om Headman	0813082245		
J. //Khoases	F	Hay//om	0604187497		
Mina Oases	F	Hay//om	0812306287		
I //Guruses	F	Hay//om			
Sophy	F	Hay//om	0813260272		
G Gustav	M	Hay//om	0812081395		
Loreda //Hoebes	F	Ti Tsâ I mû	081322201		
Lucia Hansen	F	Di Tsâ I mû	0814070978		
Mirijam //Naobes	F	Di Tsâs Support Group			
W. N Abel	F	Police	0812269256		
L.!Gaoses	F	Di Tsa I mu Support group	0814070978		
T. Nanses	F	Community	0814187497		
C,Tsauses	F	Community	08141187497		
Israel	M	Community	08137020736		

Attendance statistics by gender

Females	16	80%
Males	4	20%
TOTAL	20	100%

Annex C: Group work and discussion

Discussions

General discussion

- Interaction between Council and community especially civil society.
- The Town Council is a facilitator and that non-governmental organisations be the implementers.
- That Council informs the public of events planned.
- The Council to invite public to council meetings.
- Council to inform communities of annual budgets planned.

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

- No budget allocation from government or Town Council for GBV events.
- Town Council not working together with civil society groups at the town. A case in point is their absence now at this GL workshop.
- The town Council need to create/establish a gender desk to deal effectively with cases of violence and abuse.
- The Town Council does not support local initiatives by communities and civil society.
- HIV and AIDs is sky-rocketing at the town.
- The Council is not holding regular meetings to brief residents on latest developments there.

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

- Domestic violence, women and girls killed by partners and husbands rampant.
- Cell phone violence between partners. Partners monitoring partners' calls and SMSes, thus sparking fights between them.
- Police no taking crimes seriously when reported, especially for married one, they (Police) say is family or in house fight, that needs to be resolved by the two.
- Unemployment. The town Council and other private businesses do not create enough jobs for residents. Crime has become the order of the day.
- Alcohol and drugs abuse by youth.

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

- Like many towns in the country, the Town of Otjiwarongo is not an exception.
- Hardly a day passes without reports on rape and, murder of a gruesome manner in which a woman or a young girl were killed by their partner or husband.

Group Work

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

- This group seems to be very much ignorant of some of the Town's planned projects and programmes including that of the Protocol.

- For the first time GBV Action plans were introduced to Otjiwarongo residents by GL at this workshop.
- Not related to the Protocol, but they have already established networks of community members, that work on issues related GBV.

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

- There were no Council members, so this part was not dealt with but the groups would want the Council to prioritise, the issue of GBV at the town.
- Give enough budgets for programme implementation.
- Support Community based NGO to help facilitate proper programme implementation.

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

This part was also omitted as only the town Council has the mean to facilitate this process:

- But participants feel they want to be part of the overall implementation of the Protocol by the Town Council.
- Awareness raising campaign on the Protocol for residents.
- Make sure proper implementation on some of the Protocol Articles are done and evaluated yearly.
- The Town Council to provide the necessary resources in terms of project to Non Governmental Organisations for implementation.

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

- If assisted by the Council at the Town, they say can carry out campaigns on issues prioritised in the Protocol.
- To disseminate information on the Protocol to other communities.

Annex D: DRAFT GBV Action Plan

NB: There were no Town Councillors present for this workshop in Otjiwarongo, making it impossible for the civic groups to draw up a comprehensive action plan. GL Facilitator had more challenges there. The million dollar question was, who will help implement this Action plans as they the CIVIV groups do not have that necessary resources for implementation, which they belief will only happen if the Town Council take over this Plan. If the plan is ready from GL, they would like to present this to the CEO and Mayor of the Town. Most of the questions are left blank as the Town Council has all answers in this regard.

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	What is the target		
Prevention						
To make communities safer by planning and improving safety in public places	Conduct gender safety audits and reflect specific targets for reducing GBV.	Office of Mayor Police	There is no statistics at Council on GBV	Obtain statistics	ongoing	
	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.	Municipality	80% of streets are lit	100 % improvement in street lighting	2009/2010	
	Name all streets clearly so that police and other emergency services can reach residents with ease in the event of	Council Street naming committee	65%	100%	ongoing	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	emergencies. In informal settlements 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.	PRO Community & church leaders	There are no community policing and safety forums	Establish community policing forums one in each area	2009/2010	
	Involve street hawkers in crime watchdog projects.	Vendors Council	Street vendors are not involve in watchdog projects	Lobby for the involvement of street vendor	2009/2010	
Public Awareness Campaigns						
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.	Office of the Mayor Community activist Church leaders	Council has only participated at Region level	Lobby and organise awareness campaigns in the past or promoted 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	Youth	No council has not participated in the Take Back the Night Campaign	How many community members to participate in campaigns? Lobby efforts to extend campaign to 365 days in the future.		
To educate communities	Devise a	CLO,	There are no	Programme on GBV in	2010	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
on gender violence which is rooted in unequal power relations and is "hidden" despite being one of the major challenges facing the municipality?	comprehensive programme on Gender Based Violence.	NGOs	programmes on GBV within the council	place.		
	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.	Mayor RACOC CAA Church leaders	No Council has not participate in sensitisation campaigns in the past	Establish Committee to organise campaign	2009 Annually	
	Reclaim spaces that have become unsafe through community action.		No there has been no community action taken place in the past	Identify		
	Promote involvement of men and boys in ending gender violence.	-Council -Youth Groups Man for Change Association	Yes, Have men and boys been targeted in campaigns to end GBV	Encourage participation of men and boys to end GBV	2009/2010	
	Monitor and evaluate impact of all public awareness campaigns		No awareness campaigns have not been monitored and evaluated locally only the Ministry of Gender	Monitor and evaluate awareness campaigns	2009	
	Join the 'Making IT work for Gender		Council has not participated in such	Training for cyber dialogue participants	Should be	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Justice' initiatives such as cyber dialogues.		events		ongoing	
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"> - 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		Do any best practices exists – have they been documented None	How many best practices should be collected 2 per Town/Villages		
Response						
To support national efforts to respond rapidly and effectively to GBV	Securing all public places		Are all public spaces safe? What is the percentage? Since the Town Council was represented we do not have figures	What is the target Residential/Settlements		
	Supporting the development of police community forums		Are there community policing initiatives/ forums?	What is the target	Should be ongoing	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	(CPF) and initiatives and ensuring that GBV is high on the agenda.		None	Not known		
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.		Is there any such database at present? None	Database of services and facilities Unknown	ongoing	
	Encourage role modelling of survivors and victims		Is any role modelling being done at present? None	What is the target? How will this be measured? Not known		
	Establish gender units and family counselling services at people centres with appropriate resources		Are there any such units or services? None	What is the target? How will this be measured? Not known		
	Ensure that clinics and health facilities operated by local government strengthen the capacity of communities to understand the link between gender based violence and HIV and AIDS.		Do clinics highlight the link between HIV and AIDS and GBV? Not sure	What is the target? How will this be measured? Not known		

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Alleviate the burden of home based care that is shouldered by women in the majority of cases.		What are the stats on HBC for survivors of GBV?	What is the target? How will this be measured?		
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.		What are the current statistics on GBV in the council?	What are the targets? By how much should gender violence decrease over what period.		
	Liaise closely with the police; ensure a private room/ victim empowerment unit at police stations; improve the services provided by the Police.		Are any of the police stations within the council equipped (private room, female officers etc) to deal with cases of GBV? Not equipped. But seems there is a Child and Protection there	What is the target % increase in number of reported cases and convictions GBV? How will this be measured? Police stats? We hear in News that some women were rape over the weekend and that those culprits are at large		
Support						
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	- 1 place of safety and care in towns and villages - 2 in Municipalities	2012	
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	Carry out an audit of		No there has been no	Conduct Audit/ survey		

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
actions that supports survivors of GBV	safe houses.		audits conducted			
	Commit council resources to strength and ensure sustainability of existing places of safety and establish some in places they do not exist.		No council has not committed any resources to supporting survivors of GBV			
	Establish day care centres for the elderly to ensure their safety.		Only old age home	Built How many centres to be established or supported		
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.		Has the council embarked on any programmes to address this issue? They are no here to answer	What kind of programmes will be embarked on We have no capacity to do so		
Coordination						
To facilitate a comprehensive and coordinated response to GBV.	Establish a multi-sector coordinating committee		What structures currently exist for addressing GBV?	What is the target? How will it be measured?		
	Strengthen relations with local police stations and ensure that cases of GBV are efficiently and effectively addressed.	Police Council Business Community Ch	What is the status of relations with the various stakeholders	What is the target? How will it be measured?		
Budget allocation						
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV		Is there currently any budget allocation for addressing GBV	Budget allocation of x amount This action plan budgeted for		
Monitoring and evaluation						
To ensure that efforts to address GBV are	Develop a set of targets and indicators		Have targets been developed and integrated	Targets and indicators		

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
monitored and evaluated	to measure progress and ensure that these are mainstreamed into development plans.		in to plans?			

Annex E: Messages / slogans / calendar

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 start of the Global campaign on GBV	Communication tools to be sharpened to fight GBV	"Save our Souls"	Poster, leaflets, dram, poetry, concert, Radio/TV
Abused child	16 June: Children's Rights day	International, regional and local Act and Laws in defence of Children's rights to popularise	"My rights are my Rights"	Debates, workshop, Radio and TV talk show
Abusive men	2 Dec	Educate men on their societal roles in the fights against GBV	"Women a no soccer balls"	Workshop, dramas in which men are portrayed in positive role, as care givers, Radio/TV, music concerts
Family/ Household				
Mother, father, guardian	13 June-Fathers' Day	Raise awareness about positive roles parents need to play in society and communities to help these groups to identify issues of role modelling	"Love us all"	Radio/TV, newspapers, leaflets, drama
Parenting	13 June father's Day	Parenting is one of the important roles, in society and a community, a parent has to contribute to the welfare of all citizens.	"Parenting a Gift"	Shows in which parents roles are depicted, Radio/TV, newspapers, meetings
Community				

Arena for action	Day	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Community	22 August Condom Day	Spread the word Need to mobilise communities to create safe spaces.	"Safe lives"	Demonstration of condom use shows, Radio/TV, music, posters, leaflets
Schools	28 September: Namibia Child Day	Emphasise, Parents, guardians, teachers and children role during and after school hours. This has to be planned in order to allow children to be "Think Tanks for tomorrow's leadership take over.	"Right to education not a Privilege, A Right"	Children's plays drama, print and electronic Media, children creating their own posters and leaflets
Religion	25 Christmas day	Religion role, in BGV. They have silenced some	"Give a helping hand"	Targeting religious groups on help spread on Radio/TV, and newspaper, posters, music choirs
Sports	June FIFA world Cup start in SA	What are the economic benefits for Namibia as a neighbour?	"2010 no exploitation of women and girls"	2010 Organising Committee to educate public in media, about benefits. Local language Services Radio, workshop
Society				
Political leadership	15 September: Democracy Day	The importance of regular elections and the sustainability of Democracy and guard against, those who might violates others political rights as citizens	"Democracy here to stay"	Invite Political leaders to talks shows and radio programmes, interviews with citizens on democracy by Journalists, posters, leaflets, notice board
Criminal justice	21 September International Peace day	The absence of peace is war and destruction. In the absence of peace no	"My peace, Namibia's peace"	Using Media to educate women on their rights, TV, Act & Laws,

Arena for action	Day	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
System		development will take place. Poverty, hunger and lack of development will be a big challenge to be solved		
Media	3 rd of May: World Press freedom Day	The positive role of Media, in advancing citizen's knowledge as critical mass consumers. Not only to consume but critic. Inclusion of those voices sidelined for centuries	"Portray women in positive roles"	Media here to promote itself through various means, posters, speeches
Culture	16 October: World Tobacco day	What needs to happen is that Tobacco companies to reduce the production of Tobacco consumption. Education on dangers it pose to users	"Stop killing Nicotine"	Case studies on negative impact of nicotine on youth, Radio/TV, plays, leaflets

Annex F: SADC Protocol village level report

Name of country: Namibia

Date	10 - 11 September 2009
Theme of Protocol village meeting	GBV Action Plan Workshop
Participants' list	Attached to Report
Number of women participants	16
Number of men participants	4
Civil society representatives present	20
Knowledge Quiz administered?	<p>Yes</p> <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"> • 1 (5%) people answered correctly and 19 had incorrect answers. 2. <i>Has your country signed the protocol?</i> <ul style="list-style-type: none"> • None answered correctly/answered incorrectly. 3. <i>Which two countries have not yet signed the Protocol?</i> <ul style="list-style-type: none"> • 8 (40%) people answered correctly and 12 answered incorrectly. 4. <i>How many targets does the Protocol have?</i> <ul style="list-style-type: none"> • None answered correctly/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"> • 1 (5%) person answered correctly and 18 answered incorrectly. 6. <i>What is the target for ending or reducing GBV?</i> <ul style="list-style-type: none"> • 1 (5%) people answered correctly and 19) answered incorrectly. <p>I can testify that overall awareness of the SADC Protocol was very low. As earlier indicated right from the beginning that the deliberate absence of Councillors have affected the outcome of the workshop negatively, hence the Protocol posing a great challenge.</p>
Answer sheets to the quiz as baseline data	Not attached. Included in the Training Manual.

Issues raised	<p>None</p> <p><i>Discussions: Comments and questions that followed after the SADC protocol quiz</i></p> <ul style="list-style-type: none"> • Since the majority of participants did for the first time see, hear and debate the Protocol, little was expected. But I could sense that the Video presentation, "Road map to Equality has contributed in some way to participants knowledge based skills development. • The workshop only started in the afternoon, and thus there was no enough time to broaden the base of facilitation.
Responses	
Follow-up meeting / Next steps?	<p>NGOs feel, Town Council has to be informed about the outcome, for buy-in.</p>
Evaluation forms	<p>Attached to the Report.</p>

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

1. What did you find most useful? Why?

- We learnt new methods of that of "Cell phone violence linking it to GBV.
- Gender violence as it is increasing in our towns.
- All about gender.
- Equality between men and women.
- The materials and booklet told me a lot about SADC and GBV.
- Learnt about women and Child abuse (Afrikaans).
- Linking GBV to the Protocol.

2. What did you find least useful? Why?

- We did not watch the video, because there was no electricity.

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

- I will improve the status of youth in Otjiwarongo.
- I will implement this project in my work and inform members as they will learn a lot and benefit.
- The Plan of Action will serve as an important tool to strengthened efforts.
- I share with my support group and community.

4. Any other comments

- I am very disappointed because all our Town Council did not attend the Workshop to give their input.
- They did not tell the participants about the workshop. No Council representative was sent to the workshop.
- Only community members attended.
- The workshop facilitator was very good and friendly and we would like to campaign for more workshops this nature.
- The Municipality did not also look into the power failure. The food was great thank you.
- The training was very good.
- The information was very useful and educational.
- I wish to get more materials to have my own workshop for my volunteers. I enjoyed the training which is very important.

- I am Julia /Khoases, the workshop was excellent, all was fine. The workshop was splendid (translation from Afrikaans).
- All in lives that threatened GBV should be changed and more awareness to be given (Afrikaans).