

DRAFT REPORT

LOCAL GOVERNMENT GENDER BASED VIOLENCE ACTION PLANS WORKSHOP

Country: Namibia
District: Koes: Karas Region

Date: 1 – 2 September 2009
Venue: Koes Village Council



Koes tourism view: (Photo by Sarry Xoagus Eises)

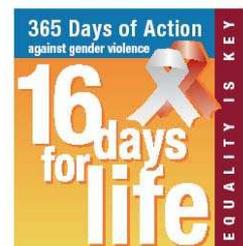


Table of Contents

Executive Summary	3
Background	4
Process and activities	5
Outcomes	7
Way Forward	7

Annexes

• A - Programme	9
• B - List of participants	11
• C – Group work and discussions	12
• D - GBV Action Plan: Koes district	16
• E - Messaging / slogans / posters /calendar	24
• F - SADC Protocol: village level report	26
• G – Workshop Evaluation	28

Executive Summary

This is a report on the proceedings of the Local Government Gender Based Violence action plan workshop held from 1 – 2 September 2009 at the Village Council Offices for the Koes 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 one. 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 Links' Gender Justice and Local Government country facilitator introduced herself and what Gender Links as an organisation does in the region. The facilitator also explained Gender Links' work around the SADC Protocol. The importance of the workshops was clearly outlined, and why it is being facilitated by Local Authorities in Namibia. Vital to the workshop was that participants were told that the facilitator came to audit/assess what has been done since the 2008 Gender Links/ALAN workshops. Participants were also given an opportunity to introduce themselves with brief explanation about their expectations of the workshop. The council management chairperson officially opened the workshop. The Village officially has five councillors but

four were present. The chairperson thanked Gender Links for associating itself with Namibia's gender agenda. She stressed that although no buy in was facilitated by Council some activities had kicked off.

Workshop objectives were shared with delegates. A brief overview was given about the history of the 2008 Gender Links workshops, as well as its aims and objectives. The Council was asked by the facilitator to brief stakeholders on any plans on GBV the Council has in place.

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 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 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 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

- As GBV is one of the issues to be prioritised, workshop participants had to work on their mindset to help end violence at home and within society. The Plan of Action developed by participants was a product they wanted to own. The 365 GBV Plan of Action was another big challenge for the citizens of Koes, as this was the first time they were exposed to it. A calendar was another product participants were happy to be associated with.

Challenges

- No budgetary allocation to GBV Campaign 2009.
- The absence of the Ministry of Gender posed a big challenge for the Village Council and stakeholders.

Highlights

- The Village Council and civil society met for the first time for two full days and discussed issues confronting the residents of Koes.
- The participants are happy that the media students visited their Village to help put forward their demands to Government and the Council.
- The presence of the media students contributed to the transparent manner in which Councillors conducted themselves.
- Councillors for the first time learned about the SADC Protocol on Gender.
- A Committee to oversee the GBV Campaign in the Village was established. They requested Gender Links to monitor and guide their activities.
- The Council will revisit Gender Links and ALAN Gender Action Plans.

Way Forward

- The report be done and shared with the Village Council and communities.
- Buy-in be sought with the management team of the Council.
- Follow-up be made after every six months to evaluate progress, especially on GBV.
- Monitor the implementation of the actions plans.
- After six month a visit should be done by the Village Council to see what it has done to curb GBV there.

- Vocal person in Council and civic groups to be created for the smooth and proper running of the GBV Project.

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/Secretary Village 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	
15:30 – 16h30	Way forward and open discussion <ul style="list-style-type: none"> • Support for implementing 365 Day action 	GL facilitator

Time	Action	Who
	plans <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**

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
M. Kambata	F	ALAN	061 240914	061 240929	mbambata@alan.org.na
L. Khobetsi	F	PON	0812899226		Lorato.khobetsi@yahoo.com
P.T Ndjodhi	M	PON	0812479250		
S. Xoagus-Eises	F	Gender Links	0812209216	061 231626	sxoaguseises@yahoo.com
L. Halwoodi	F	PON	081 3298494		liscolin@yahoo.com
U.Tjyombo	M	PON	0812804599		Euerikoha_16@yahoo.com
N. B Kooper	M	Development Committee	0813008717		
P. Davids	M	Clinic Committee	063 252723		
Katrina van Rensburg	F	CAA member	0813270396		
Elizabeth Kooper	F	AU member	0813270396		
J. Khachab	M	Build Together	0813270396		
Julius Arndt	M	Clinic committee	0814625563		
Lysa Dausab	F	CAA	0812041604		
Basie Boois	M	CAA	0813103487		
Martha Pieters	F	Council Chairperson - Koes	0812131718	063 252757	
Mina Rooi	F	Koes Village Council	0813492738	063 252757	
D.J Van Rooi	M	Koes Village Council	0813018991	063 252757	
N.D Rooi	M	Koes Village Council	081 227 1485	063 252775	
Isabella Pienaar	F	Koes Village Council	063 252759		

Attendance statistics by gender

Females	10	53%
Males	9	47%
TOTAL	19	100%

Annex C: Group work and discussions

Discussions



Discussion 1: *SADC Gender Protocol on gender and development and its relevance to local governments*

Even though the Koes Village Council did not buy into the Plan of Action, participants said they were happy to learn about new projects on GBV and 365 days /16 days campaign and Plan of Action. Participants had a problem understanding the SADC Protocol on Gender and Development and how it linked to GBV in their communities.

This was the first time they ALL saw the document and heard about the Protocol. They requested for a workshop that dealt with the Protocol in all its detail, for them to understand how they could make it relevant for their communities. They also asked that other gender instruments, international, regional and as well as locally be dealt with at such a workshop.



Koes village council

Discussion 2: *Localizing 365 National Action Plans to end gender violence GBV as a key service delivery issue (checklist for change)*

For the first time Gender Links introduced and mainstreamed 365/16 Days of GBV Activism into the program areas of local governance and benchmarked them against the SADC Protocol on Gender and Development. The Village felt, this project on the 365 GBV Campaign came at the right time, as such issues are on the increase. They said rape, drug and alcohol abuse, domestic violence amongst other has become a common occurrence at their village.

Discussion 3: *Gender Justice and Local Government Summit and Awards*

A Concept paper is yet to be developed on the envisaged Summit: But, the facilitator briefed participants what needs to happen prior to such a meeting. The Facilitator told the participants, that she is awaiting more information from Gender links before she will sell the idea once again to all Municipalities, Villages and settlements. When such information is available it will be forwarded or a mini-workshop organised to brief all on developments unfolding.

Discussion 4: *General*

- Interaction between Council and Community especially Civil Society.
- The Town Council/Village/City to be a facilitator and those non-governmental organisations is 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.

Participants say the above need to happen on regular basis, but this is not the case. Budgets are tabled and approved without the concerns or input from residents. They the residents would like to see more transparency in funds allocation to various projects and programmes.

Discussion 5: *What are some of the challenges your region/village is facing?*

- Would like to see the presence of the Ministry of gender equality and Child Welfare at our Village, this one of the biggest challenge for GBV issues to get the necessary attention in time.
- The town Council need to create/establish a gender desk to deal effectively with cases of violence and abuse.
- Budget allocation also a biggest challenge at all Village levels.
- Alcohol/drug abuse, as many young ones are roaming the streets.
- Unemployment.
- No shelters of women and girls and old aged.

Discussion 6: *What are most of the common types of GBV occurring in your region?*

- Domestic violence (rape, child molestation and neglect).
- Economic and financial abuse of women and girls.
- Sex work/they being exploited as many women and girls are unemployed at the Village.
- Police not positively reacting to GBV issues at the town.
- Alcohol/drug abuse is a major problem here.
- Teenage pregnancies, taking girls out of schools at early stages of education.

Discussion 7: *Is GBV an issue for your region?*

- This is one of the issues that need the support of all citizens at the Village. But his is not happening as many do not understand the gravity of GBV.
- Police record are not easily accessed as most are first send to the HQ and only release Some days later.
- No shelters of safety for women and girls.
- Culture and traditional affect the report on GBV issues as they are considered to be family matters.
- Budget allocations to GBV are limited. The town has only now started budgeting for GBV. This is run by the Town Mayors office.

Group work

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

- SADC Protocol is the biggest challenge in the region.

- Developmental Committees are established to address GBV but not specific to the Protocol. This was the first time GL introduced it to this Village.
- Village Council is looking into mechanisms to specifically target abused women and children.
- There is a committee dealing HIV/AIDS programmes are embarked upon this town neighbours coastal towns.
- A committee on GBV to be establish to deal with any issues related to GBV at the Village.

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

- 50/50 representation of women in decision-making by 2015.
- Half GBV but 2015.
- Gender Based Violence as these are also hampering economic development of the region and town.
- Economic, decision-making, representation and participation of women.
- The M & E, as these are important tool to measure progress.
- HIV and AIDS, as this are developmental issues and have a women's face.
- Girls and boys child empowerment need to be strengthened.
- Constitutional and legal rights are granted.

Groups 3: *How can the targets in the protocol be included in the work of your Council?*

- The Village has some programmes in place but constrains such as financial boost make it impossible for proper implementation. Like other town and cities Koes Village make use of Vision 2030 government road map to economic development, NDP1 and 2 plans to guide government to develop long and short term plans to addressed issues of GBV, women's emancipation, education, food sufficiency and production.
- Educate and raise more information about the Protocol and its targets, campaign for the ratification and popularisation.
- Training residents on prioritised targets of the Village.
- Make sure proper implementation on some of the Protocol Articles are done and evaluated yearly.
- Ay end of every invite GL for M & E and way forward.

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

- Education and awareness raising for residents of the town.
- Group discussions on articles.
- Debates. matters of concern to residents like rape, domestic violence and 50/50 women representation
- Workshop.
- Drama. Plays and poetry on some of 28 articles
- Posters depicting, especially on GBV.
- Leaflets and flyers in Media, to raise awareness.
- Use Churches to disseminate information on the Protocol.

- Establish club where the Protocol will be discuss.
- Request government, Gender Ministry to support some of the initiatives of GBV at the town.

Annex D: DRAFT Koes GBV action plan

DRAFT GBV ACTION PLAN

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
365 Day Action Plans	Committee on GBV established	Committee		Citizens of Koes community and Council	ongoing	
To involve councils in addressing gender based violence.	Localise the National Action Plan on Gender Violence.	GL/Village Council	Does the council know of the National Action Plan on Gender Violence	<i>What is the target</i>	<i>ongoing</i>	
Prevention						
To make communities safer by planning and improving safety in public places	Conduct gender safety audits and reflect specific targets for reducing GBV.	Council, Police CBO's	There are no statistics With Council only with police and courts	Obtain statistics for proper planning and budgeting	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 Community	20% 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	Council Street naming committee	All streets are unnamed	100% to be named	2010/2013	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	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 Community Leaders Police	There are no community policing and safety forums that focus on GBV	Establish 1 safety forums per area	2009/2010	
	Involve street hawkers in crime watchdog projects.	Council, Community Street vendors	street vendors are not involved in safety projects	Involve street vendors in safety projects	2010/2011	
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.		Council has not actively participated in awareness campaigns in the past or promoted the 16 Days Campaign.	Organise and promote the 16 days campaign	2009 Annually	
To mount high profile campaigns during the Sixteen Days of Activism, including the Take Back the Night campaign.	Well orchestrated campaigns	Survivors, Church Leaders MOH Office of the Chairperson	Council has not participated in the Take Back the Night Campaign	Organise and promote the campaign and Lobby efforts to extend campaign to 365 days in the future.	2009 Annually	
To educate communities on gender violence which is rooted in unequal power relations and is "hidden"	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	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
despite being one of the major challenges facing the municipality?	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 Church leaders, Survivors MOH	Council has not participate in sensitisation campaigns in the past	Lobby and organise sensitisation campaigns	2009 Annually	
	Reclaim spaces that have become unsafe through community action.	Council Community Activist	No, most of the spaces are still unsafe due to poor streetlight	Conduct audited on all unsafe spaces	Quarterly	
	Promote involvement of men and boys in ending gender violence.	CAA, MOH, Gender CBO's	Yes, men and boys have been targeted in campaigns to end GBV	Through the Namibian Man for Change Association which includes Youth, Church leaders, etc	2009/2010	
	Monitor and evaluate impact of all public awareness campaigns	Council Ministry of Gender	No awareness campaigns have been monitored and evaluated	Organise campaigns	2009/2010	
	Join the 'Making IT work for Gender Justice' initiatives such as cyber dialogues.	CAA Council Police	council has not participated in using IT to work for Gender Justice	Lobby stakeholders to Join the efforts that works for Gender Justice	2010/2011	
To educate the police on	Work with the police	Police , PR	Some councils have	30% decrease in violence.	2013	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
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.	and communities in ensuring that cases of gender violence are reported and addressed.	committee	has consultative meetings have been held with police regarding crime in general in order to start collecting statistics			
	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 Stakeholders	documented best practices only available with the Ministry of Gender	All incidents must be capture and documented	2010/2011	
Response						
To support national efforts to respond rapidly and effectively to GBV	Securing all public places	Business Community, Council	Not all public spaces are safe only 5%	100%	2009/2010	
	Supporting the development of police community forums (CPF) and initiatives	Council Business Community, Church	there are no community policing initiatives /forums	Establish community policing	2009/2010	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	and ensuring that GBV is high on the agenda.	leaders				
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 Stakeholders	There is no database at present	Develop Database of services and facilities	2010/2011	
	Encourage role modelling of survivors and victims	CAA, MOH Gender Support groups	There is no role modelling being done at present	Lobby for Role modelling	2009/2010	
	Establish gender units and family counselling services at people centres with appropriate resources	MOH, Gender, CAA, CBO's Churches	There is only HIV/ Aids Counselling being provided	Advocate for gender Units	2009/2010	
	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.	MOH, Gender, CAA, CBO's	Only by disseminating information through posters	Advocate for clinics and health facilities to upgrade and include victims and Survivors f	2009/2010	

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.	Gender, Health Council	There are no stats s on HBC for survivors of GBV	Obtain statistics	2009/2010	
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	Office of the chairperson , Police & Gender & Health	There are no statistics on GBV in the council	Obtain statistics and advocate for the decrease of gender violence by 100%	2009/2010	
	Liaise closely with the police; ensure a private room/ victim empowerment unit at police stations; improve the services provided by the Police.	Police, Ministry of Gender, Health, CBO's	No, there are no private rooms at police only at clinics where counselling is taking place	Lobby for victims and survivors to report cases?		
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, MGEWCW	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 actions that supports survivors of GBV	Carry out an audit of safe houses.	Council Ministry of Health and Gender, Ministry of	There is no safe houses in Koes	Conduct audit and obtain statistics Built safe houses for victims	2009/2010	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
		Works				
	Commit council resources to strength and ensure sustainability of existing places of safety and establish some in places they do not exist.	Development partners, business Community, Office of the Chairperson	No funds have been committee victims and survivors supported through Chairperson's budget	N\$30,000 some of the budget will be provided for under different budget lines of e.g. street lighting, social housing etc	2010/2011	
	Establish day care centres for the elderly to ensure their safety.	Council Development partners MOH	There are no day care centres for elderly	Build affordable housing for elderly	2010/2011	
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.		No, Has the council embarked on any programmes to address this issue?	Social Development e.g. soup kitchen, knitting, art centre, bakery etc	2010/2011	
Coordination						
To facilitate a comprehensive and coordinated response to GBV.	Establish a multi-sector coordinating committee	Council Churches, CAA,CBO's	There are no structures as it is regarded as domestic/private issue	Establish a multi – sectoral coordinating committee	2009/2010	
	Strengthen relations with local police stations and ensure that cases of GBV are efficiently and effectively addressed.	Council Stakeholders	At present stakeholders only partake through the PPRC and community meetings	Lobby for consultative platform with stakeholders to meet quarterly	2009	
Budget allocation						
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV	Council	Yes, under the contingency vote	N\$30 000. annually	2010/2011	N\$30.000
Monitoring and evaluation						
To ensure that efforts to	Develop a set of	Council,	Yes, the Gender	Gender Action Plan be	2009/20	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
address GBV are monitored and evaluated	targets and indicators to measure progress and ensure that these are mainstreamed into development plans.	Gender links Country facilitator	Action plan includes targets and indicators.	approved by Council	10	

Annex E: Messages / slogans / posters

DEVELOPING MESSAGES AND SLOGANS AND POSTERS FOR THE CAMPAIGN

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	Educating both sexes on dangers of abusive relations	"No more abuse"	Campaign on radio/TVs, dramas, leaflets, posters
Abused child	16 June	Obey children's Rights	"We are not your soccer ball"	Improve the culture of teaching children about abuse, radio, drama, posters
Abusive men	2 Dec	Safer places women, even in the darkest night, perpetrator to be educated that women need free space to move as they like	"Take back the night"	Posters, leaflets, dramas, poetry, workshops
Family/ Household				
Mother, father, guardian	13 June-Fathers' Day	Educate on role of they ought to be play, positive parenting	"Forgive us our Crimes"	Radio/Poster, drama, poetry, traditional leaders play their role also. Meetings organise with all
Community				
Community	25 May-Family day	Spread the word, Need to mobilise communities to create safe spaces,	"No more GBV, enough is enough"	Community meeting on GBV, Radio/TV, workshops
Schools	28 September	Rights of the Child, Children's' international, regional and local	"I want to be in class"	Billboards, newspapers, flyers, posters

Arena for action	Day	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
		instruments		
Religion		"Stop violence and break the silence"	"I want All my rights violated"	Workshop with Religious leaders, debates, posters, poetry
Sports	10 Dec	Gender, Media and sport need to be prioritised in all sport codes	"See me I am here"	Discussions on engendering all sport codes, meeting with sport leadership, talks shows
Society				
Political leadership			"Be the change you want to be"	Political leaders debate on who is a good leader, criteria, workshop these, interviews with leaders, billboards, leaflets
Criminal justice System		Efficiency and effective in rendering services to GBV Survivors	"Today is me, tomorrow is you". Speak out against GBV	Education through workshops, debates, chat show, Cyber dialogues
Media	3 May	Respect privacy and confidentiality. Be trained on how to report on GBV	"Media cover GBV with respect"	"I" story writing, Radio/TV, Survivors to speak out, workshops, debate amongst themselves, raise awareness through drama, poetry, leaflets
Culture		Condone the cultural beliefs and norms values which violates women's right	"Is beating me a right, a responsibility?"	Drama, music, shows and videos including radio in local languages

Annex G: SADC Protocol village level report

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

Name of country: Namibia

Date	1 – 2 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	9
Civil society representatives present	8
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"> • 6 (31%) people answered correctly and 13 had incorrect answers. 2. <i>Has your country signed the protocol?</i> <ul style="list-style-type: none"> • 12 (63) people answered correctly and 7 answered incorrectly. 3. <i>Which two countries have not yet signed the Protocol?</i> <ul style="list-style-type: none"> • 2 (15%) persons answered correctly and 12 answered incorrectly. 4. <i>How many targets does the Protocol have?</i> <ul style="list-style-type: none"> • 2 (15%) people answered correctly and 17 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"> • 17 (89%) people answered correctly and 2 answered incorrectly. 6. <i>What is the target for ending or reducing GBV?</i> <ul style="list-style-type: none"> • 10 (52%) people answered correctly and 9 answered incorrectly. <p>The overall awareness of the SADC Protocol was very low at this workshop, blaming the Ministry of Gender for not sending the Protocol document to them, not in good time. They say some of them do not even have their own Policy on Gender. The DVD was an eye opener.</p>

Answer sheets to the quiz as baseline data	Participants used their own manuals to correct each other. 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"> • The Protocol need to be workshop separately for some day. The two days were spent on other issues, like Action Plans, Creating slogans as well as group work that took so much time. Little time was devoted to the Protocol itself. • Need proper roll out of the document • They wanted to know from where the budget allocation will come from for the roll out and implementation. GL facilitator said that the Council should look for funding to for implementation and popularisation. • Aid material such as Protocol documents, DVD use to explain the history and its relevance helped a raised awareness.
Responses	
Follow-up meeting / Next steps?	Village Council ,to meet some private companies at the Village for possible partnership and support
Evaluation forms	Attached to the Report.

Annex G: Workshop Evaluation

WORKSHOP EVALUATION

Total no. of returned forms:

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

COMMENTS

1. What did you find most useful? Why?

- The workshop and SADC Protocol were excellent.
- The Protocol and aim of reducing current levels of GBV.
- SADC Protocol a tool to use during GBV Campaign.
- Awareness has been raised.
- The link between GBV and HOV and AIDS and how to prevent crime.
- That the facilitator has done good job (Facilitation).
- Training.
- It was the SADC Protocol.
- I learnt Protocol for the first time.
- Learn more about GBV.

2. What did you find least useful? Why?

- Everything was very good.
- None. But I have experienced that the Facilitator did really know what she was doing (Facilitation).
- Group work. Some of the group members did not bring up their 100% involvement.
- Will share this with my community members.
- SADC Protocol on Gender and Development.

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

- To tell the others what I have learnt.
- Establish GBV Committee to work on GBC issues.

- Learnt about Protocol.
- Work on a Committee to work gender violence issues.
- With close cooperation to combat GBV in our community.

4. Any other comments

- Gender links to revisit our project and check if we are doing well.
- To make a success of it.
- Looking forward for more workshops.
- Gender links to make sure all Action Plans are approve and accepted by Council.
- Need more workshops.
- It was good from my side, have a fine journey.
- More of this kind of workshops will really do well to small Villages like (Koes).
- Look forward for a crime free country.
- Workshop was good, look forward for follow-up.
- Have follow up workshop on the same issue.