

REPORT

LOCAL GOVERNMENT GENDER BASED VIOLENCE ACTION PLANS WORKSHOP

Country: Namibia
District: Berseba: Kara's Region

Date: 16 - 17 September 2009
Venue: Berseba Village Council Hall



Figure 1: Group of Berseba participants (photo by: Sarry Xoagus-Eises)

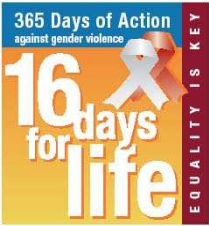


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Executive Summary

This is a report on the proceedings of the Local Government Gender Based Violence action plan workshop held from 16 - 17 September 2009 at the Berseba Village Council Offices for the Berseba 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 24 participants (12 men and 12 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 365 / 16 days GBV campaigns and Action Plans based on what is contained in the SADC Gender Protocol.

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

media students, a driver, and the coordinator of Echoes. Their scope, duties and responsibilities were clearly outlined as media students had to write articles for the Namibia Newspaper, the Namibian News Agency-NAMPA and their own publication, Echoes. All these Media Houses were partnered during the 2004 elections.

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

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

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

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

Process and activities

- According to the organisers of the Berseba Village Council, all went smoothly. It was the first time that all five councillors, of which four were women availed themselves to attend the workshop for the full two days.
- The Village Council was once again happy to be associated with Gender Links and ALAN.
- The keynote speaker was the Village Secretary, Petrus Fleermuys. He told participants that this workshop could not have come at a better time when his Council was confronted with a rise in cases of violence in the Village. Mr. Fleermuys said his Council has embarked on specific projects to end GBV.
- Berseba participants, especially those from the civil society community networks were urged to pay more attention to issues of GBV and report them to Law enforcement agents.

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

An informed mass of critical thinking village citizens was produced. Participants owned the whole process of implementation of all GBV activities in conjunction with the Council. They have realised the danger posed by violent activities at the village and how it could hamper development. They believe investors will never invest in an economy where their businesses are threatened. They have decided to fight Gender Based Violence with by all means necessary. The workshop created gender trainers that will continue training communities at this Village. Participants from the workshop, especially the youth will start working on projects to educate and raise awareness about GBV affecting mostly women and girls at the Village.

Challenges

- The Town Council had not budgeted for the upcoming 16 days GBV Campaign, but will meet the community of the village half way.
- There is a need to be inclusive and invite those absent like the police, traditional and church leaders and more women leaders in the Village.

Highlights

- A local preparatory committee to be established after the workshop.
- An announcement to be made in church for the formation of such a Committee to spearhead the upcoming 16Days and also the 365 GBV Activism Plan.
- Council to meet as soon as possible to map the way forward for the implementation of the overall GBV Action Plan to end GBV.
- The community is very enthusiastic about starting a project to end GBV, with or without final report from Gender Links Country Facilitator.

Way forward

- Workshop reports to be received in the shortest possible time.
- That monitoring of GBV plans to be implemented.

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 plans Collecting local best practices on preventing gender violence 	GL facilitator

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

Annex B: Participant list

**Name of Workshop: Local Government Workshop
Place: Berseba**

Date: 16 – 17 September 2009

NAME	SEX	ORGANISATION	PHONE	FAX	EMAIL
T. Duke	M	Echoes	0813218098		
R.N Muronga	M	Echoes	0812627270		
S.M Esterhuysen	F	Village Council	0813409551	063257045	
P. Fleermuys	M	Village Council Berseba	0813567226	063257045	
R. Isaak	F	CCE Facilitator	0813526791		
L. Boois	F	Community Member			
W. kahuika	F	Village Council	0814633242		
E. Motinga	M	Community Member	0813828827		
D. A Karools	M	Community Member	0814552126		
S.D. Goliath	M	Catholic Aids Action	0812345864		
P. E. Jaar	F	MGECW	0812309166		
Sarry X Eises	F	Genderlinks	0810009216	061231626	soaguseises@yahoo.com
Gustav Stein	M	Community Member	0814346877		
J.S. Kahuika	M	Councilor	081460134		
Adolf D. Witbeen	M	Community worker	0814472286		

NAME	SEX	ORGANISATION	PHONE	FAX	EMAIL
Antonia Vries	F	Community Movement	0812190736		
Fransisku Stein	M	Community members	0813141299		
Lucia April	F	Councilor	0813878914		
Venessa Kafer	F	Community members	0813691189		
Fritz Esterhuysen	M	Village Council	0813011093	063257045	
Rogger Harris	M	Village Council	0814171589	063-257045	
Regina Kuhlman	F	Councillor	0813031421	063-257033	
Hulda Vries	F	Councillor	0813027628	063257020	
Maria M Haman	F	Community Member	0813181849		
T.W.Dreiyer	M	BVC	0812780000/ 063 257045		

Attendance statistics by gender

Females	12	50%
Males	12	50%
TOTAL	24	100%

Annex C: Group work and discussions

General discussion

- Local Authorities to build stronger links with NGOs and CBOs for proper implementation of GBV actions plans.
- The Council to provide all necessary budgeting for projects on GBV.
- A committee needs to be established to facilitate all projects at the Village.
- The Council to use its notice board, press releases and announcements on events taking place at the Village.
- Residents to attend all I council meetings especially when budgets are tabled by the management committee.

Discussions

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

- Berseba is one of such Village where the Ministry of Gender Equality and Child Welfare has an office but little is happening in terms of GBV activities.
- Rape and major matter to be discussed
- Incest, same blood family sex to be discouraged.
- Alcohol and drug abuse is a major issue.
- Domestic violence to be reduced by 2015.
- Unemployment need to be addressed.



Figure 2: facilitator and group relaxing after hard work girls.

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

- Domestic violence topped all crimes at this Village with rape, child molestation and neglect.
- Economic and financial abuse of women and girls.
- Young girl's teenage pregnancies need to educate them on importance of completing school.
- Alcohol/drug abuse, educate public on dangers on high consumption of these substances.

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

- At small places, at Village/settlement, crime is the order of the day.
- There are no enough recreational activities or events slated for youth. They roam the streets endless. No t knowing what to do with themselves the youth engaged themselves in crimes, such as alcohol and drugs.
- No shelters of safety homes for abused women and girls.
- The reporting of GBV is a big issue as many of these are happening in family homes; Culture seems to play a major role here.



Figure 3: Group work

- A budget allocation to GBV is limited.

Group Work

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

- SADC Protocol is the biggest challenge in all regions.
- More information on Protocol to be identified at Village level with translations in local languages.
- Establish 365/16days GBV Campaign's Committees to spearhead all GBV been established to help curb crime.
- HIV/AIDS programmes are embarked upon at this Village, targeting youth.



Figure 4: Group work continues

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

- Articles on Gender Based Violence.
- Legal right for widows.
- The M & E, as these are important tool to measure progress.
- On HIV and AIDS.
- Girls and boys child empowerment.

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

- Berseba Village has embarked various programmes to address the needs of the citizens.
- Villages have to help implement ratify the Protocol.
- Following year 2010 the Village Council has not budgeted for the roll of Protocol.
- Educating residents on the Protocol popularisation.
- Partner with other stake holders for road ahead.

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

- Workshops with stake holders.
- Posters.
- Leaflets Education and awareness raising for residents of the tow.
- Group's discussion.
- Debates.
- Drama plays.
- Use Churches to disseminate information on the Protocol.



Figure 5: group member drawing

Annex D: DRAFT Berseba 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.		<i>Does the council know of the National Action Plan on Gender Violence</i>	<i>What is the target</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.	Village Council Police Traditional Leaders	There are not statistics on GBV with Council, Only at Police and Magistrate offices	Obtain statistics on GBV from Ministry of Gender	2011		
	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 Chairperson, CEO	Lighting is adequate in some councils but not in others, especially in informal settlements	- 50% improvement needed in street lighting - 100% decrease in sexual assault in informal settlements	2010/2011		
	Improve street lighting in public places, e.g. parks, cemeteries, in neighbourhoods.	Council, CENORED, NAMPOWER Community Leaders		- 50% improvement needed in street lighting	2010/2011		
	Name all streets clearly so that police and other emergency services can reach residents with ease in	Council Traditional Leaders Community representa-	None of the streets in Berseba are named	Tarred streets be named 1 per each location Establish street naming committee	2010/2011		

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	the event of emergencies. In informal settlements each municipality to develop land marks	tives				
	Conduct safety awareness programmes and establish a watch-dog community including all community based structures e.g. community policing forums, etc.	Council Church leaders Traditional Authorities	There is no community policing and safety forums. Police station situated in Tses	Lobby for mobile police station.	2009/2010	
	Involve street hawkers in crime watchdog projects.	Police. Out of school youth Council	Street vendor are not involved in safety projects	Involve street vendors and out of school youth in watchdog projects	2009/2010	
<i>Public Awareness Campaigns</i>						
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 Chairperson, Ministry of Gender, traditional leaders, youth groups	Council has only participated by invitation at the Regional Level	Lobby, advocate, participate in the 16 days campaign	Nov. 25 – Dec 10, 2009	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To mount high profile campaigns during the Sixteen Days of Activism, including the Take Back the Night campaign.	Well orchestrated campaigns		Council has not participated in the Take Back the Night Campaign	Out of school youth, CAA, KACOC to organise take back the night campaign		
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.	Ministry of Gender, CAA, KACOC, Council, Youth groups,	Council has not participated in any sensitisation campaigns in the past	Council to organise and participate on sensitisation campaigns	2009/2010	
	Reclaim spaces that have become unsafe through community action.	Council, Community Leaders, business community	Council faced with lot of unused buildings	Demolish or sell of unused buildings	2010/2011	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	Promote involvement of men and boys in ending gender violence.		Yes, men and boys have been included in campaigns to end GBV	Encourage active participation of men and boys in quarterly campaign	2010/2011	
	Monitor and evaluate impact of all public awareness campaigns	Ministry of Gender, Council	M&E on campaigns are conducted by the Ministry of Gender	Conduct M&E annually	2010/2011	
	Join the 'Making IT work for Gender Justice' initiatives such as cyber dialogues.	Council, Gender Focal person, NGO's	Council has not participate in Gender Justice initiatives	Conduct initiatives on Gender Justice	2010/2011	
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.	2010/2011	
	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 	<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	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
			have public relations committees dealing with crime			
Best practices						
To showcase best practices to end GBV	Collect and present best practices being done by councils to end GBV	GL,ALAN/NA LAO	There are no best practices that have been document	Conduct awareness raising and all incidents be documents and 2 cases be used for best practices	2010/2011	
Response						
To support national efforts to respond rapidly and effectively to GBV	Securing all public places	Council, Community Leaders, traditional leader	Not all open spaces and unused buildings are safe	Conduct audit on open spaces and unused buildings	2010/2011	
	Supporting the development of police community forums (CPF) and initiatives and ensuring that GBV is high on the agenda.	Traditional authorities, Council and all stakeholders	There are no community policing initiatives, all issues are being reported to the traditional leaders	Establish a community policing forum	2009/2010	
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	Council, Ministry of Gender, RA-COC,CAA	there is no database on services and facilities to survivors of GBV	Develop database on services and facilities	2010/2011	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	ongoing support in collaboration with various community structures.					
	Encourage role modelling of survivors and victims	Council, NGO's Gender Focal Person, Victims & Survivors	There is no role modelling being done	Create awareness on role modelling with victims and survivors		
	Establish gender units and family counselling services at people centres with appropriate resources	Traditional leader, Council, Ministry of Health, Ministry of Gender	There are no units for counselling	Establish Gender Units and family units	2010/2011	
	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.	Traditional leader, Council, Ministry of Health, Ministry of Gender	The local clinics does not highlight the link between HIV and AIDS and GBV	Lobby the clinics and health facilities	2010/2011	
	Alleviate the burden of home based care that is shouldered by women in the majority	Traditional leader, Council, Ministry of	There is no statistics on HBC for survivors of GBV, however volunteers consist of	Encourage men and women to be involved in HBC	2010/2011	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	of cases.	Health, Ministry of Gender Volunteers	both men & women for counselling services			
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	Ministry of gender	There is no statistics on GBV in the council only available with police and magistrates	What are the targets? By how much should gender violence decrease over what period.	ongoing	
	Liaise closely with the police; ensure a private room/ victim empowerment unit at police stations; improve the services provided by the Police.	Health, Gender Council Traditional Authorities Regional Council	There is no police station in Berseba, cases reported with the traditional authorities	Create private room at clinic	2010/2011	
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, MGE CW	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	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
To implement a plan and actions that supports survivors of GBV	Carry out an audit of safe houses.	Council Gender, Health Police	There has been no audit conducted on safe houses	Conduct Audit	2010/2011	
	Commit council resources to strength and ensure sustainability of existing places of safety and establish some in places they do not exist.	Council NGO's Business community	There are funds on the contingency vote of the budget	Increase Budgetary provision, and solicit funds from donors	2010/2011	
	Establish day care centres for the elderly to ensure their safety.	Council Health Gender	There are no day care centres for elderly persons	Establish one old age home as per suburb	2011/2012	
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.	Council Gender	Yes, only Regionally	Baking, Knitting, crafts, Council to establish social development fund	2013/2014	
Coordination						
To facilitate a comprehensive and coordinated response to GBV.	Establish a multi-sector coordinating committee	All stakeholder	There is no multi-sectoral committee.	Develop a multi - sectoral committee		
	Strengthen relations with local police stations and ensure that cases of GBV are efficiently and effectively addressed.	All stakeholders	The relations with the various stakeholders are not that strong as each operates on its mandate	Enhance relations with stakeholders	2010/2011	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
Budget allocation						
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV	Council Gender Health	No	Budget allocation of N\$70 000.00	2010/2011	
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.	All stakeholders	No targets has been developed and integrated in to plans	Develop targets and indicators and review annually	annually	

Annex E: Messages / Slogans / Messages

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 –official kick off of GBV Campaign globally	To observe a minute of silence for all women who perished on this day. Taking events to streets.	“Stop violence and break the silence”	Churches, launches of important events on Radio/TV
Abused child	16 June: International Children’s rights day	Educate children on their rights	“You touch me, you touch Law”	Targeting Children’s radio/TV Talk shows. Drams performed by Children, poetry
Abusive men	8 March: International Women’s Day	Observe a minute of silence for all those heroines to scarified during the struggle for equality and equity	“Give back all my rights denied”	Talks shows, Radio/TV, leaflets, posters, concerts
Family/ Household				
Mother, father, guardian	10 December	Run several campaign about the soccer 2010 on women’s right”	“Silence promotes abuse, be the voice against violence”	Soccer colloquium, panel discussions on Radio/TV, interviews with prominent soccer experts and personalities
Parenting	13 June father’s Day	Role of fathers in GBV	“Expressing and claiming my rights, abuse is not my style”	Information dissemination, through leaflets, posters, Radio and TV programmes
Community				
Community	22 August Condom Day	Spread the word love in church, streets, homes, and communities	“We are our heroines/heroes for good”	Community dialogues, forum, radio/TV, posters, leaflets

Arena for action	Day	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Schools	28 September: Namibia Child Day			
Religion	25 Christmas day	More engagement with citizens or church goes on mobilisation, on rights	"Change for better future"	Churches, leaders, workshops, home visits
Sports	June FIFA world Cup start in SA	Sport is a uniting tool for many. It accommodates divers' views from all sectors.	"Sports for live"	Educating people on sportsmanship, radio, TV, discussions forums
Society				
Political leadership	15 September: Democracy Day	Loop holes in legislation systems, raising awareness to ordinary citizens on GBV	"Stiffer laws for perpetrators of GBV"	Radio/TV, billboards, leaflets, dramas, poetry
Criminal justice System	21 September International Peace day	Are Namibians informed on their Right as per Namibia Constitution article 10 & 21 on universal rights of all regardless of race, religion, political affiliation	"Justice for All"	Use Local languages to communicate in the Media about women's legal rights. Radio/TV, poster, music
Media	3 rd of May: World Press freedom Day	Media as a "Watchdog" for society and need to trust them. Know your Ombudsperson, Complaint Committee, and your media	"Access me your information"	Media campaign on rights of citizens, alerts, complaints, radio talks show
Culture	16 October: World Tobacco day	How can our Cultural values positively impact on how the youth consumes alcohol and drug	"Be careful, a cigarette takes away 5minutes from your life span". Educate Companies on the usage and danger of these substances	On Radio/TV discuss with companies the danger posed by "smoking". Case studies about negative consumption and danger of nictinic substances,

Annex F: SADC Protocol village level report

Name of country: Namibia

Date	16 – 17 September 2009
Theme of Protocol village meeting	GBV Action Plan Workshop
Participants' list	Attached to Report
Number of women participants	12
Number of men participants	12
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"> • 10 (41%) participants answered correctly and 12 had incorrect answers. 2. <i>Has your country signed the protocol?</i> <ul style="list-style-type: none"> • 17 (70%) participants answered correctly and (7) answered incorrectly. 3. <i>Which two countries have not yet signed the Protocol?</i> <ul style="list-style-type: none"> • 14 (58%) people answered correctly and 10 answered incorrectly. 4. <i>How many targets does the Protocol have?</i> <ul style="list-style-type: none"> • 2 (8%) people answered correctly and 22 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"> • 24 (100%) people answered correctly. 6. <i>What is the target for ending or reducing GBV?</i> <ul style="list-style-type: none"> • 20 (83%) people answered correctly and 4 answered incorrectly. <p>The overall awareness of the SADC Protocol was in most cases satisfactory. The SADC Protocol pamphlets and DVD, including material helped add value to the whole workshops. The banner or the big GL Logo which posted throughout the workshop also made a great difference, as some of answers were copied there.</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"> • Why the SADC Protocol was not sent to them before the workshop to get a better understand on the subject matter. The Ministry of Gender Coordinator present told the meeting that she is in the process of collecting all Gender related material for distribution at the Village. • When will Namibia ratify the Protocol, or can the Country roll out or start implementing right away. GL facilitator told the workshop, since 2006 the Protocol has been introduced and now falls under the supervision of Nangof, the umbrella NGO body in the country. • The Council was sure who should budget for roll out the regions of Namibia. GL advice, the Council should look into this issue as a matter of urgency as GBV under discussion at the workshop, which needs to be halved by 2015, is important, if you want to eliminate violence in our community and society. • The Council and Civic groups also requested ALAN to assist and facilitate in the total roll out and implementation of the Protocol.
Responses	Follow up meeting with those authorities GL had workshops with
Follow-up meeting / Next steps?	To be advised after consultation with the broader stakeholders.
Evaluation forms	Attached to the Report.

Annex G: Evaluation Forms Reports

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

COMMENTS

What did you find most useful? Why?

- Groups Work: it enables the participants to share knowledge and exchange views.
- Development of 365/16Days Plan, it will lead and direct me to implementation.
- SADC Protocol, the document is binding and reaches women at grassroots.
- Plan of Action and learnt how to implement.
- Development of 365 Day Action Plan, because it will lead and direct me to realise my aim of eradicating or reducing GBV in my Village.
- Development of 365Day Action Plan because it was my first timer to hear this.
- ASDC Protocol as its new and reaching grassroots.
- GBV, because it happen but people are not peaking out, now they can be helped
- Developing an Action Plan as we did this in groups ourselves.
- I found out about knowledge and views.
- Group work and share our knowledge and information.
- Plan of Action, I have familiarised myself with ideas and motivations.

What did you find least useful? Why?

- Everything was useful, due to the fact that enough information was provided to achieve some objective or goals.
- None. Whole course lively and interesting.
- Everything, Modules were useful.
- Every Module was useful.
- All was useful, about gender equality.

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

- I will apply the knowledge gained in real world, sharing with others.
- Come together with all participants.
- Will share with friends, colleagues and community.
- Through implementing new ideas.
- Implement and new knowledge.

- I will together with all the participants apply this engagement, according to 365Days Action Plan.
- All participants to be together establish a Committee, according to the 365 days Action Plan.
- Share with my colleagues and CCA members.
- By educating the community/school kids in order to help each other.
- Learnt new about the protocol from Gender Links, must be longer next time.

Any other comments

- I think the workshop was necessary and needed as it educated us and provide .solutions contemporary issues affecting the society.
- I would like to see change.
- Willing to get another chance again.
- Keep the workshop a bit longer.
- I would like to see a change about unemployment and GBV.
- Not to stop works hoping.
- Was excellent. I have enjoyed it.
- Keep up the good work.
- Let it not stop with this workshop. Here must be more advance and follow up workshops.
- I request that this workshop should be held frequently.