

REPORT

LOCAL GOVERNMENT GENDER BASED VIOLENCE ACTION PLANS WORKSHOP

Country: Namibia
District: Swakopmund: Erongo Region

Date: 18 – 19 August
Venue: Swakopmund Town Council



Figure 1: A participant presenting group work (photo: Sarry Xoagus-Eises)

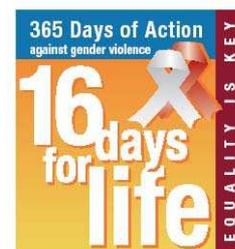


Table of Contents

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

Annexes

• A - Programme	8
• B - List of participants	10
• C – Group work and discussion	12
• D - GBV Action Plan: Swakopmund district	14
• E - Messaging / slogans / posters /calendar	21
• F - SADC Protocol: village level report	23
• G – Workshop Evaluation	25

Executive Summary

This is a report on the proceedings of the Local Government Gender Based Violence action plan workshop held from 18 - 19 August 2009 at the Swakopmund Town Council Offices for the Swakopmund District.

The purpose of the programme was to;

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

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

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

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

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

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

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

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

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 that are 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 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

The workshop was new to many of the participants as they did not attend the 2008 workshops. They shared experiences and built their own capacities in that they developed and owned a Plan of Action on GBV, 365 day Campaigns, and called for all these programmes to be mainstreamed in non-governmental organisation's agendas. The impact has been felt as the majority of participants were from settlements, and NGO's representing people living under difficult circumstances. It was the general believe and opinion that these type of workshops were to be held at squatter camps and settlement where they lived, such as at the DRC in Swakopmund.

According to participants the workshop was an eye opener not only on various GBV forms but also on the rape Act, inter alia, rape in marriage, which the facilitator explained to be a serious crime worth reporting to the police and Women and Child Protection Unit. The impact, on a negative note is that the town of Swakopmund has none of these services when it comes to GBV and rape. Survivors have to be sent to Walvisbay about 30 Kilometres from Swakopmund.

Challenges

- The Swakopmund Municipality did not buy into the previous Gender Action Plans worked out by Gender Links in conjunction with ALAN. The majority of participants questioned why this Project was not implemented or shared with the rest of the stakeholders. For the first time Gender Links has introduced and mainstreamed 365/16 Days of GBV into the program areas of local authorities, benchmarking them against the SADC Protocol on Gender and Development. Although these days were commemorated in Namibia, it was urban based with the President launching this day in the capital of Namibia, Windhoek, annually. This time around municipalities, villages and settlements will take ownership of these days and launch it in their areas of jurisdiction. A final recommendation was made that the Municipality of Swakopmund will lead the campaign with its stakeholders. The

Town Council did not involve other stakeholders in the implementation of the GBV Project, and there is a strong need for that.

- Budgetary allocation to this project was not done in the recent budget but Council promised to look into the matter.
- Invitation to stakeholders nor properly done by the municipality or council.
- The Ministry of Gender was not represented at the meeting, posing a great challenge to many as GBV is the Ministry's main project.

Highlights

- For the first time, students from Polytechnic were exposed to challenging stories, such as poverty, GBV, sanitation, poor road infrastructure, lack of rural electrification, police station, clinic or schools as well as alcohol and drug abuse. These are major challenges faced by the Community of DRC, 15km from Swakopmund.
- Community members will be part of the overall GBV Project with the municipality.
- The Swakopmund Town Council, with the promise from the Mayor, re-visit the 2008 Gender Action Plans.
- Funding will be sought to roll out GBV and SADC Protocol on Gender and Development.

Way forward

- The report be done and shared with the municipality.
- Buy-in will be sought with the management team of the Council.
- Follow-up is will be done every six months to evaluate progress, especially on GBV.
- Monitoring of the implementation of the actions plans will take place.
- ALAN will play a leading role in ensuring that implementation takes place and the Gender Links Facilitator in Namibia will monitor and evaluate the progress made.
- A focal person (gender desk) will be appointed at the municipality or council.
- Communication channels will be created for the municipality and other stakeholders on action plans taken there.

Annex A: Programme

PROGRAMME

Time	Action	Who
DAY ONE		
8:00 – 8:50	Welcome and opening	Mayor of Swakopmund Town Council
8:50 – 9:10	Purpose of the workshop	GL
9:10 – 9:30	Report on the gender action plans that were developed in 2008	ALAN/Council
9:30 – 10:00	Discussion How can challenges in implementing committed actions be overcome? What support is required and from who?	GL Facilitator
10:00 – 10:30	TEA	
10:30 – 10:45	SADC Protocol Quiz	Group work
10:45 – 11:30	DVD: Roadmap to equality To introduce the SADC Gender Protocol and its relevance to local government	GL Facilitator
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 Checklist for change for local government	GL Facilitator
15:00 - 17:00	Developing a 16 Days calendar and action plan Prevention Response Support Budget, monitoring and evaluation	Group
16:00 – 16:15	TEA	
DAY TWO		
8:30 – 9:00	Report back	Group
9:00 – 10:00	Communicating the local GBV action plan	Facilitator/group
9:30 – 11:00	Group work: Developing messages and slogans Developing a calendar of dates	Group work
11:00 – 11:30	TEA	
11:30 – 12:00	Designing a poster	Group
12:00 – 13:00	Report back	Group
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
15:00 – 15:30	TEA	All
15:30 – 16:30	Way forward and open discussion Support for implementing 365 Day action plans Collecting local best practices on preventing	GL facilitator

Time	Action	Who
	gender violence Gender justice and local government summit Monitoring and evaluation AOB	
16:30	Closure and departure	Facilitator

Annex B: Participants list

**Name of Workshop: Localizing Gender Justice
Place: Swakopmund
Date: 18-19 Aug 2009**

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
Alana Tjaveondja	F	Community Capacity Enhancement	0813384174		
Gystein Hoff	M	SCORE	081 4624449		
C. Katjitae	F	Developmental Social Welfare Services [MOHSS]	0811271134	064 4106001	ckatjitae@yahoo.com
Yvonne Zatjirua	F	Community Capital Enhancement	081 4154031		
B. Kambara	M	New Start	064 463558	064 403432	barnabas@drcproject.na.org
Peneyambeko Modino	F	Anglican Church	064 40 3487/081 2744077		
Bernadus Bethas Amunjera	M	CCE, SCORE, SPPC, DRC Project			
Sarry Xoagus Eises	F	Gender Links	0812209216	088618644	xoaguseises@yahoo.com
M.Kambata	F	ALAN	061-240914/5	061- 240929	mkambata@alan.org.na
Anne Suess	F	Gender Links	0813353741		Annesuess86@yahoo.de
M. Nghidengwa	F	Gender Links	0813416973		dengwam@ymail.com
Juco Bekker	M	Gender Links	0812686218		jbekker@polytechnic.edu.na
Musa Zimunya	M	Gender Links	0814455972		musajur@yahoo.com
Petrus Tjipute	M	Swakopmund Town Council	064 4104297	064 4104216	ptjipute@swkmun.com.na
Lydia Mutenda	F	Swakopmund Town Council	064 4104321	064 4104216	lmutenda@swkmun.com.na
Fransiska Sisanda	F	Nampol	064-415004	064	

NAME	Sex M/F	ORGANISATION	PHONE	FAX	E MAIL
				402722	
Jakobina Niilenge	F	Nampol	064 415004/3	064-402722	
Martin Natangwe	M	Ministry of Labour	064 403678	064 403761	martinnatangwep@yahoo.com
#Goseb Gerson	M	DRC Sports Project	0813107378		
Costa Hamukoto	M	Swakopmund Special & Para-Olympics	0812278922	064 4106051	
Catherine Teega	F	Swakopmund Prison	064 461284	064 402183	
T.M.Kamwi	F	Swakopmund Education	064 415455	064 414223	kamwit@yahoo.com
J. Ngolombe	M	Swakopmund Municipality	0811224670		
P.U.Kavita	F	Swakopmund Municipality	0813102583	064 403343	
Z, Mbarandadongo	F	Police	0813999623	064 402722	
L.T. Xoagus	F	Swakopmund Municipality	0812591144	064 4104232	
G.N. Shitaleni	F	Swakopmund Municipality	064 464077		
Helena Udjombala	F	PON	0812976802		
R.Ndumba	F	NPC	0812368344	064 404072	

Attendance statistics by gender

Females	10	52%
Males	9	48%
TOTAL	19	100%

Annex C: Group work and discussions

Discussions

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

- HIV and AIDS. This is a harbour town and most of the people flock for various reasons. Some for business, others for commercial sex and need to protect them all.
- A crime, such as rape and domestic violence is posing a threat women and girls there.
- Child Abuse. There are no enough Children homes at the town
- Alcohol and drug abuse by teenagers.
- Baby dumping. Young women dumped their babies as they cannot look after them financially.
- Financial injection to run projects on GBV in settlements is not forthcoming from donors or private sector.
- No fertile land for production of crops for self sustainability



Figure 2: Facilitator engaging the participants

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

- Rape. Many women are rape at this town, even in daylight
- Domestic violence, women not save in homes, streets and in communities.
- Murder (women killed in cold blood).
- Economic and financial abuse of women and girls by well to do men.
- Since this is a coastal town and many ships arrived on daily basis, commercial sex work is practiced at very high scale.
- HIV and AIDs is very high because of the high demand for sex, as many foreign ships docked there and these men get involved in unprotected sex encounter.
- Commercial sex work is a lucrative economic and trade activity at the town and surrounding coastal towns as well.

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

- More than just an issue, but a national and development one. Coastal Towns are reporting high rate of HIV and Aids statistics, because most of this trade is done here.
- Killing of women and girls by partners and domestic violence.
- Rape of women and minor girls by men.
- Minor boys are also sodomised at the town by older men.

Group Work

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

- None at this time, but issues of GBV is addressed at various platforms. The Council is looking into ways to mainstream the Protocol in its activities and events. This was the first workshop they learnt about the Protocol
- HIV and AIDs Committee establish under the Mayoral office
- Relationships with DRC settlement establish to empower also people there. Certain Projects are run there, like education, youth and women and girl's empowerment and resettlement of f homeless and street children.

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

- Women in decision making. Want to see women in this domain.
- Representation. if we can women at levels.
- Participation. Women need to participate in all economic spheres of the country and at this town as well.
- Economic empowerment is one area women lack, and government need to create a conducive environment to let that happen.
- HIV and AIDS. More ARVs for those who are affected.
- Unemployment. More jobs should be created for all.
- Rights of girl and boy child. Look after the needs of girls in society as they are often left behind when it come to education.
- Gender Based Violence. Major issue for the country. Police's educations is needed to understand the subject matter

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

- By re-enforcing Gender Budgeting, specific issues related to women and girls empowerment.
- Training on skills development on M & E for proper implementation.

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

- Identify partners who can help facilitate and implement the domestication of the Protocol at local level.
- Training on partners on lobby and Advocacy on the ratification of the Protocol.
- Establish Committees in various locations, to spearhead activities for buy in into the Protocol.
- The Council to provide some incentives and to Non-Governmental Organisation to help implement.
- Participate throughout the year (365 days) in GBV) activities or events.

Annex D: DRAFT GBV Action Plan

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
365 Day Action Plans						
To involve councils in addressing gender based violence.	Localise the National Action Plan on Gender Violence.		Does the council know of the National Action Plan on Gender Violence	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.	PRO, Mayor	There are no statistics available on GBV in Council, only with police and courts	To develop a police forum that would meet regularly to discuss crime	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	95% of streets are lit	to improve street lighting by 100%	2010	
	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	Street naming committee	20% of streets are named	To have street names 100% in all areas	2010	

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.	Office of the Mayor, Stakeholders	There are community policing and safety forums, but they don't focus on GBV	To create 1 safety forum for each suburb	2010	
	Involve street hawkers in crime watchdog projects.	Council Street Vendors	No, street vendor are not involved in safety projects	To include street vendors on safety forums	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.	Mayor	Council has not actively participated in awareness campaigns in the past or promoted	To partake 100% in the 16 Days Campaign.	2009	
To mount high profile campaigns during the Sixteen Days of Activism, including the Take Back the Night campaign.	Well orchestrated campaigns	Office of the Mayor, Stakeholders	council has not participated in the Take Back the Night Campaign	1 representative from each organisation must participate in the campaigns Lobby efforts to extend campaign to 365 days in	2009	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
				the future.		
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.	Office of the Mayor, Stakeholders	Yes, through demonstrations and speeches	Create awareness	annually	
	Reclaim spaces that have become unsafe through community action.	Office of the Mayor, Stakeholders	Yes,	Quarterly	ongoing	
	Promote involvement of men and boys in ending gender violence.	Council Stakeholder	Yes, men and boys have been targeted in campaigns to end GBV	Lobby for the continued support and involvement by men & boys	ongoing	
	Monitor and evaluate impact of all public	Council MGCW	No awareness campaigns have been	Monitor and evaluate impact of all public	2010	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	awareness campaigns	Stakeholders	monitored and evaluated	awareness campaigns		
	Join the 'Making IT work for Gender Justice' initiatives such as cyber dialogues.	Council	No council has not participated in such events	Lobby and organise such events	2010	
To educate the police on GBV because most cases of go unreported as women fear reporting such cases and conviction rates are low as police often do not regard GBV as a priority.	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	Police , PR 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	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	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	There is are no y best practices recorded and documented	Record and document Case studies	2009	
Response						
To support national efforts to respond rapidly and	Securing all public places		No, only 90% of public spaces are safe	Babies, teenage girls and women		

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
effectively to GBV	Supporting the development of police community forums (CPF) and initiatives and ensuring that GBV is high on the agenda.	PPRC	Yes, there are community policing initiatives/ forums	Involve more youth, crime stoppers	2010	
To implement actions that are effective in responding to GBV in your council	Develop and maintain an updated database of services and facilities available to survivors and victims of gender based violence. Capacitate survivors of gender violence with life skills and provide ongoing support in collaboration with various community structures.	Office of Mayor, Police, Stakeholders	There is no database available	Develop Database of services and facilities	2009	
	Encourage role modelling of survivors and victims	Council Stakeholders	There is no role modelling being done at present	What is the target? How will this be measured?	2009	
	Establish gender units and family counselling services at people centres with appropriate resources	Council MGCW MOH Stakeholders	There is a Child and Women protection unit in Walvis Bay	Lobby for the establishment of a local gender unit	2009	
	Ensure that clinics and health facilities operated by local government	Council Stakeholders	No, clinics do not highlight the link between HIV and AIDS and GBV	Advocate for clinics to highlight the link between HIV and AIDS and GBV	2009	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
	strengthen the capacity of communities to understand the link between genders based violence and HIV and AIDS.					
	Alleviate the burden of home based care that is shouldered by women in the majority of cases.	PRO, Police, Office of Mayor MGCW	There is no accurate statistics on HBC for survivors of GBV	Conduct audit to obtain statistics	2010	
	Work with the police and communities in ensuring that cases of gender violence are reported and addressed.	PRO, Police, Office of Mayor MGCW	There are no statistics on GBV in the council	Conduct survey to obtain statistics to end gender base violence by 2015	2010	
	Liaise closely with the police; ensure a private room/ victim empowerment unit at police stations; improve the services provided by the Police.	PRO, Police, Office of Mayor MGCW MOH	No police stations within the council equipped (private room, female officers etc) to deal with cases of GBV	Lobby safety and private rooms at police stations and hospitals	2009	
Support						
To provide better support and more places of safety and care for survivors of GBV. Most of these are provided by NGOs with	Strengthen and support shelters and places of safety for survivors of gender based violence.	Office of the Mayor, MGECW	There are places of safety and care there within the council	1 place of safety and care in towns and villages 2 in Municipalities	2012	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
support from foreign donors.						
To provide information on where survivors of GBV can get help.	Promote city and NGO publications and pamphlets in different languages on where to get help.	Corporate NGOs Partners	Most publications are produced by NGOs through printed and electronic media.	20 000 pamphlets per annum.	2009	
To implement a plan and actions that supports survivors of GBV	Carry out an audit of safe houses.	Office of the Mayor, Stakeholders	No audits on safe houses has been done	Conduct audit on safe houses for information to be shared with communities and victims	2010	
	Commit council resources to strength and ensure sustainability of existing places of safety and establish some in places they do not exist.	Council	council has not committed any resources to support survivors of GBV	Solicit support from Council on the next budget through the Mayoral Fund	2010	
	Establish day care centres for the elderly to ensure their safety.	Council Community Activist, Churches,	There are not day care centres for elderly most of them lives in old age homes	1 per suburb	2010	
	Ensure that women are economically empowered to reduce their vulnerability to gender violence.	Council Development partners, Business	Only at Regional Level	Develop social programmes to support women economically, homes hops etc.	2010	

FLAGSHIP PROJECT - ENDING GENDER BASED VIOLENCE						
STRATEGIC OBJECTIVE	ACTION	WHO	BASELINE	TARGETS/ INDICATORS	WHEN	BUDGET
		s sector				
Coordination						
To facilitate a comprehensive and coordinated response to GBV.	Establish a multi-sector coordinating committee	Council Stakeholders	The structures currently are Erongo house of safety, DAC- District Aids Committee and women and child protection Unit are used to address GBV.	Women and children	2009/2010	
	Strengthen relations with local police stations and ensure that cases of GBV are efficiently and effectively addressed.	Council, Stakeholders	Council has Good communication with the police, social workers, media, crime stoppers and youth against crime are the various stakeholders	Monthly meetings needs to be scheduled to strengthen the existing partnership	2009	
Budget allocation						
To ensure that Councils commit budget and resources to addressing GBV	Allocate budget and resources to addressing GBV	Council	There is no budget allocation	Lobby for budgetary provisions	2010	
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.	PRO, Police, Office of Mayor MGCW	No targets have been developed and integrated in to plans by Council	Periodic review on gender policies Revisit gender mainstreaming Develop financial monitoring tools	2010	

Annex E: Messages / slogans / posters

**DEVELOPING MESSAGES AND SLOGANS AND POSTERS FOR THE CAMPAIGN
Swakopmund: Erongo Region**

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	14 February	Love is important for Peace	"Embrace All in Love	Posters, Flyers, target local Radio programmes
Abused child	16 June	Recognise Children's Rights	"Exercise your Right"	Radio Television Poetry, drama
Abusive men	13 June	Be responsible fathers	"Give us love not beatings"	Social evenings on Radio/TV shows on role of men in caring
Family/ Household – positive parenting				
Mother, father, guardian		The important of parenting	"Caring, loving families for life"	Posters, leaflets, Radio TV on local languages
Parenting		Education for parenting and care giving	"Tell us how to take care"	Magazines, Posters, Church announcement, Radio TV
Community – need to mobilize communities to create safe spaces				
Community	25 November	Taking Stock: Day of no violence against women and children	We can all make a difference	Launch campaign of ending GBV, raise awareness, workshops, debates, Radio/TV
Schools	28 September	Children's Act and Education Act to be revisited	"Education a rights and not privilege"	School visit, speak on GBV and children in Schools. Target Children's programme on TV/Radio, drams, poetry
Religion	10 December	Human Rights for All	"Free to worship"	Church meetings, using church for GBV campaign. Campaigns on Radio/TV, church choirs, drama
Sports	2010 Soccer	Information about 2010 Soccer, importance of women to per take	" Here we come 2010	2010 Soccer colloquium, workshops, Debates, panel discussion, Media involvement
Society -				

Arena for action	Day	What needs to be communicated to or by these groups	Slogan	What communication tool should be used
Political leadership		Raise awareness about true democracy and leadership styles. Take leadership accountable for promises made	"Do not lead us into poverty, but wealth"	Debates about true leadership role, responsibilities, Radio dramas, TV/Radio, leaflets
Criminal justice System		What is criminal justice system, how do they function, for whom,	"Speak to my Lawyer"	Education through Radio/TV show, drama, leaflets, poetry and drama
Media		Is the media part of the problem or solution	" Give us the Voice"	Cyber dialogues with Media Practitioners
Culture		How to engender Some of the traditions, cultures and values, suppressing women	" Stop patronising women"	Engagement with Traditional Authorities roles of women in society/communities, Radio talks shows,

Annex F: SADC Protocol village level report

Name of country: Namibia

Date	18 - 19 August 2009
Theme of Protocol village meeting	GBV Action Plan Workshop
Participants' list	Attached to report
Number of women participants	19
Number of men participants	10
Civil society representatives present	8
Knowledge Quiz administered?	<p><i>Where and when was the SADC Protocol on Gender and Development signed?</i></p> <ul style="list-style-type: none"> • 11 (57%) people answered correctly and 8 had incorrect answers. <p>1. <i>Has your country signed the protocol?</i></p> <ul style="list-style-type: none"> • 12 (63%) people answered correctly and 7 answered incorrectly. <p>2. <i>Which two countries have not yet signed the Protocol?</i></p> <ul style="list-style-type: none"> • 10 (52%) people answered correctly and 9 answered incorrectly. <p>3. <i>How many targets does the Protocol have?</i></p> <ul style="list-style-type: none"> • 5 (26%) people answered correctly and 14 answered incorrectly. <p>4. <i>What is the target for women in decision-making and when should it be achieved by?</i></p> <ul style="list-style-type: none"> • 7 (36%) people answered correctly and 12 answered incorrectly. <p>5. <i>What is the target for ending or reducing GBV?</i></p> <ul style="list-style-type: none"> • 14 (73%) people answered correctly and 5 answered incorrectly. <p>This town' participants showed balance knowledge of skills during the quiz management.</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"> • From translated pamphlets participants wanted other languages as well. GL Facilitator said, when funds are solicited more languages will be considered. • More workshops on the Protocol only • Time very short on Quiz, as some wanted more time to think • What is the difference between many other gender Protocols and the SADC one. GL, the SADC Protocol on Gender and Development is one such document that has in cooperated all many gender Protocols, Conventions, Platform of Action, Declarations in one document. It has also targets, timeframes, M & E and ways to shadow Government report, also time frame given. • What will happen with the Declaration now? GL, this document was enriched where short comings were like making it binding and elevating to a binding document now the Protocol. • What will be ALAN'N role in the Protocol? ALAN, they will remain GL partners, in the roll out and popularisation and domestication is concerned.
Responses	Looking forward for more workshops with other developmental partners at the town.
Follow-up meeting / Next steps?	Municipality to involve all stakeholders in the establishment of GBV Committee on 16Days Campaign.
Evaluation forms	Attached to the Report.

Annex G: Evaluation Form Summary

EVALUATION FORM

	EXCELLENT	GOOD	FAIR	POOR	VERY POOR
1. MODULE DESIGN	5	4	3	0	0
2. MODULE CONTENT	5	3	3	-	1
3. FACILITATION	7	3	2	-	-
4. GROUP WORK	2	7	5	-	-
5. OUTPUTS vs. EXPECTATIONS	5	4	2	-	-
6. LEARNING OPPORTUNITY	6	5	2	-	-
7. ADMINISTRATIVE ARRANGEMENTS	4	6	3	1	-

COMMENTS

What did you find most useful? Why?

- I enjoyed learning new things, not known to me.
- Developing Plans.
- Come up with Actions Plans and developing my own Plan.
- 365days GBV Calendar and Campaign.
- The workshop was good because, I got lots to share with others.
- Group work, as it opened my mind of issues I had never known before.
- Gender Violations.
- Groups work.
- The enabling environment. Learn a lot about GBV, what rape is, and what is meant by rape, especially rape in marriage.

What did you find least useful? Why?

- Timing.
- That I can consult the Municipality if I have any problem, for assistance.
- Know about Gender Links, and also know that rape is a serious crime.
- That the facilitator, make clear to the groups issues, and assist where need arises. She was capable to do her works.
- All the items on GBV.
- Short notice invitation.
- Nothing in facilitation.

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

- To share information with others.
- Using the 365 days Calendar for activities throughout the year.
- Regular feedback.
- I found out a lot to give to communities in my areas
- I have gained more knowledge about GBV, and will go back and share this information to my colleague at work place.
- I know now what Gender violence is.



Figure 3: Participant presenting the group work

Any other comments

- Need time and workshops and more days to understand on what processes are to be going be through.
- That we must learn more of this program.
- That group's work was commendable.
- My comment sis, I would like to congratulate Ms or Coordinator, Sarry Xoagus-Eises to keep on spreading this information to the Namibian Nation. Keep it up, and what has been done to this groups of participants, she must continue and God be with her and all her colleagues, with her.
- Can we do it again?
- Good workshop but arranged on short notice (Council).
- SADC Protocol on Gender and Development. Information was very helpful.