



REPUBLIC OF NAMIBIA
MINISTRY OF GENDER EQUALITY AND CHILD WELFARE

NATIONAL GENDER PLAN OF ACTION
2010 - 2020

FOREWORD

In 2010, the African Union declared the “Decade for African Women” to boost the many efforts since the Fourth World Conference on Women held in 1995 to ensure gender equality. In the same year, Namibia adopted an updated National Gender Policy that sought to incorporate all relevant international, continental and regional commitments to equality.



In the foreword to the National Gender Policy, His Excellency, Hifikepunye Pohamba, the President of the Republic of Namibia, stated that: “the Namibian Government is committed to the improvement of the status of women in the society and to the eradication of the injustices of the past. To this end, measures have been put in place to ensure equitable access to economic resources and opportunities as well as social justice for both women and men.”

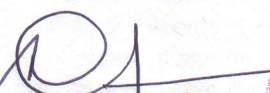
I am delighted that we have now moved a step further with the development of a National Gender Plan of Action for the implementation of this policy. It is especially pleasing that after hosting the meeting of Southern African Development Community (SADC) Ministers Responsible for Gender/Women’s Affairs in Windhoek in May/June 2011, Namibia is among the first countries to have adopted both a policy and the action plan aligned to the SADC Protocol on Gender and Development.


The Protocol is unique in that it is the only sub-regional instrument that incorporates all existing gender provisions - The Beijing Declaration and Platform for Action (BPFA); The Convention on the Elimination of All Forms of discrimination Against Women (CEDAW, 1997) and its Optional Protocol; and The Millennium Development Goals (MDGs), among others. It further enhances these by setting 28 targets to be achieved by 2015: also the target date for MDG 3 (gender equality).

The Protocol as our sub regional road map for achieving gender equality has been taken into account in the drafting of the National Gender Policy (2010-2020). This plan therefore focuses on actions to be undertaken between 2010 and 2020.

The Gender Action Plan is not a stand-alone plan. The actions identified must be integrated into the broader development framework and funded through a gender responsive Medium Term Expenditure Framework.

I call upon all stakeholders to support and contribute towards the implementation of the National Gender Action Plan. The year 2020 is both the close of the African Decade for Women as well as the National Gender Policy. That year should not find us waiting on this key endeavours.


HON. ROSALIA NGHIDINWA
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PREFACE

I am delighted that soon after the adoption by Cabinet of the revised National Gender Policy; we are able to accompany this document with a National Plan of Action aligned to the SADC Protocol on Gender and Development, and the Millennium Development Goals. There are just three years until 2015, the date for the targets on gender equality to be reached. It is only through well-planned, co-ordinated and concerted efforts that targets can be turned into reality.



This is the essence of the National Gender Plan of Action, developed through consultations with relevant stakeholders affording line ministries and NGOs the opportunity to make inputs. For us at the ministry, the process is as important, if not more important, as the product. Our task is to coordinate gender mainstreaming efforts across government units; not to be an implementer ourselves.

My ministry has not only played a key role in coordinating the process, but also in helping organise work through of clustering twelve critical areas of focus of the revised National Gender Policy into six clusters. Other documents considered in this clustering are the ten areas of the SADC Protocol on Gender and Development and the six key areas of focus of the newly established UN Women. The chart at the beginning of the action plan illustrates how this assisted us in coming up with the six clusters.

To ensure alignment with existing government plans and priorities, the plan makes use of the Planning Framework developed by the Office of the Prime Minister. The plan incorporates the 28 targets of the SADC Protocol on Gender and Development (that Namibia has signed and ratified) as well as the Millennium Development Goals, to be achieved by 2015. The plan also goes beyond up to 2020 which is in line with the National Gender Policy.

I would like to express my sincere gratitude to the staff of the Directorate of Gender Equality and all the stakeholders who provided valuable input during the compilation of this action plan. I also wish to express my appreciation to the MDG Spanish Fund through UNFPA-Namibia and the UNDP-Namibia for their financial assistance and to Gender Links who provided technical support. As we say in SADC, it is no longer a case of "yes we can" meet the targets of 2015, but rather, "yes, we must."


.....
MR. ERASTUS I. NEGONGA
PERMANENT SECRETARY

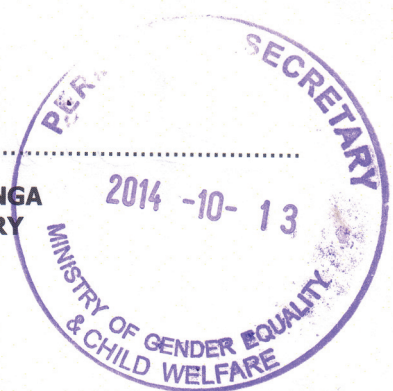


TABLE OF CONTENTS

FOREWORD	2
PREFACE	3
LIST OF ABBREVIATIONS	5
INTRODUCTION	8
GOAL AND OBJECTIVES OF THE NGPA	8
INTERNATIONAL LEGAL AND POLICY CONTEXT	9
NATIONAL LEGAL AND POLICY CONTEXT	10
GENDER SITUATION ANALYSIS	12
KEY STAKEHOLDERS AND THE IMPLEMENTATION MECHANISM	14
STRUCTURE OF THE NGPA	14
CLUSTER ONE: GENDER AND HUMAN RIGHTS	18
CLUSTER ONE MATRIX: GENDER BASED VIOLENCE AND HUMAN RIGHTS	20
CLUSTER TWO: GENDER, HEALTH, REPRODUCTIVE HEALTH, HIV AND AIDS	27
CLUSTER TWO MATRIX: GENDER, HEALTH, REPRODUCTIVE HEALTH, HIV AND AIDS	28
CLUSTER THREE: GENDER, EDUCATION, TRAINING AND THE GIRL CHILD	36
CLUSTER THREE MATRIX: EDUCATION, TRAINING AND THE GIRL CHILD	38
CLUSTER FOUR: GENDER, POVERTY, RURAL AND ECONOMIC DEVELOPMENT	50
CLUSTER FOUR MATRIX: GENDER, POVERTY, RURAL AND ECONOMIC DEVELOPMENT	52
CLUSTER FIVE: GENDER, GOVERNANCE, PEACE, SECURITY AND DISASTER MANAGEMENT	62
CLUSTER FIVE MATRIX: GENDER, GOVERNANCE, PEACE, SECURITY AND DISASTER MANAGEMENT	64
CLUSTER SIX: MEDIA, RESEARCH, INFORMATION AND COMMUNICATION	76
CLUSTER SIX MATRIX: GENDER, MEDIA, RESEARCH, INFORMATION AND COMMUNICATION	78
GENDER MANAGEMENT SYSTEM	84
GENDER MANAGEMENT SYSTEM MATRIX	87
GLOSSARY OF GENDER CONCEPTS	90

LIST OF ABBREVIATIONS

AIDS	Acquired Immuno-Deficiency Syndrome
AOC	Access, Ownership and Control
ARTs	Anti-Retroviral Treatment
ARV	Anti Retroviral
CBOs	Community Based Organisations
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CRAN	Communications Regulatory Authority of Namibia
CRC	Convention on the Rights of the Child
CSOs	Civil Society Organisations
ECD	Early Child Development
EFA	Education for All
EMIS	Education Management Information System
EMOC	Emergency Obstetric Care
EMU	Emergency Management Unit
EPA	Economic Partnership Agreement
FAWENA	Forum for African Women Educationalists in Namibia
FBOs	Faith Based Organisations
GBV	Gender Based Violence
GFPs	Gender Focal Points
GIME	Gender in Media Education
GL	Gender Links
GMBS	Gender and Media Baseline Study
GMPS	Gender and Media Progress Study
GMS	Gender Management System
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
HIV	Human Immuno-deficiency Virus
ICT	Information and Communication Technology
IPPR	Institute for Public Policy Research
KAP	Knowledge, Attitudes, Practices
LAC	Legal Assistance Centre
LARRI	Labour Resource and Research Institute
M&E	Monitoring and Evaluation
MAWF	Ministry of Agriculture, Water and Forest

MCA	Millennium Challenge Account
MDGs	Millennium Development Goals
MGECSW	Ministry of Gender Equality and Child Welfare
MISA	Media Institute for Southern Africa
MLSW	Ministry of Labour and Social Welfare
MoD	Ministry of Defence
MoE	Ministry of Education
MOHSS	Ministry of Health and Social Services
MoJ	Ministry of Justice
MOU	Memorandum of Understanding
MPs	Members of Parliament
MRLGHRD	Ministry of Regional, Local Government, Housing and Rural Development
MTCT	Mother-to-child Transmission
NAM WATER	Namibia Water Corporation
NAMEC	Namibian Men for Change
NANASO	Namibia Network for AIDS Services Organisations
NANGOF	Namibia Non-Governmental Organisation Forum
NAPPA	Namibia Planned Parenthood Association
NAWA	National Association of Women with AIDS
NBC	National Broadcasting Corporation
NCCI	Namibia Chamber of Commerce and Industry
NDP	National Development Plan
NEF	National Empowerment Fund
NEPRU	Namibia Economy Policy Research Unit
NGBPA	National Gender Based Plan of Action
NGMP	National Gender Mainstreaming Programme
NGOs	Non-Governmental Organisations
NGP	National Gender Policy
NGPPA	National Gender Policy Plan of Action
NHIES	National Housing, Income & Expenditure Survey
NIED	National Institute for Education Development
NNAWIB	National Association of Women in Business
NPC	National Planning Commission

NQA	Namibia Qualifications Authority
NSP	National Statistical Profile on Women and Men
NTA	Namibia Training Authority
NUDO	National Unity Democratic Organisation
OPM	Office of the Prime Minister
OVCs	Orphans and Vulnerable Children
PEP	Post Exposure Prophylaxis
PGC	Parliamentary Gender Caucus
PMTCT	Prevention of Mother to Child Transmission
PON	Polytechnic of Namibia
SADC	Southern African Development Community
SFH	Society for Family Health
SMEs	Small and Medium Enterprises
SOEs	State Owned Enterprises
SRH	Sexual and Reproductive Health
SSC	Social Security Commission
STDs	Sexually Transmitted Diseases
STIs	Sexually Transmitted Infections
TBA	Traditional Birth Attendants
TELECOM	National Telecommunications Corporation
TIPEEG	Targeted Intervention Programme for Employment and Economic Growth
UN	United Nations
UNAIDS	United Nations Programme on HIV & AIDS
UNAM	University of Namibia
UNFPA	United Nations Population Fund
VCT	Voluntary Counselling and Testing
WAD	Women Action for Development
WCPU	Women and Child Protection Units
WHO	World Health Organisation
WRC	White Ribbon Campaign
YWCA	Young Women Christian Association

INTRODUCTION

This National Gender Plan of Action (NGPA) sequences steps that should be undertaken or activities that are to be performed to ensure the implementation of the National Gender Policy. The NGPA covers the period of 2010 - 2020

This NGPA is the implementation guide for the revised National Gender Policy (2010-2020). The NGPA has been developed to facilitate implementation of the recommendations and strategies made in the National Gender Policy. The plan of action also serves as a resource mobilization tool for the implementation of focused and coordinated actions to eliminate gender inequality. It is a living document which will be reviewed after every five years to take care of emerging issues up to the period 2020 when the life of current NGP expires. The NGPA also addresses emerging issues in Namibia namely high rates of gender based violence such as passion killing, baby dumping and human trafficking among others (which are spelt out more fully in a separate Gender Based Violence Action Plan).

GOAL AND OBJECTIVES OF THE NGPA

Goal

The overarching goal of the plan is to provide mechanisms and guidelines for all sectors and stakeholders for planning, implementing and monitoring gender equality strategies and programmes in order to ensure effective strategies for gender equality and women's empowerment in Namibia.

The intention of the NGPA is to guide actions towards the integration and mainstreaming of gender perspectives in the broad development framework, in line with aspirations of Vision 2030, NDP4 goals and subsequent NDP5.

Objectives

Specific objectives of this action plan are to:

1. promote the human rights of women and ensure legal protection of women's rights through an enhanced legal framework, effective implementation of laws and policies, and meaningful access to the justice system;
2. ensure gender equality and respect for the important role of women in all aspects of family life, including steps to protect women's rights in respect of marriage, divorce, maintenance, inheritance, and cohabitation;
3. reduce prevalence, improve response, fill knowledge gaps and strengthen coordination and monitoring of GBV interventions;
4. improve women and men's health, including reproductive health and prevention/management of HIV and AIDS;
5. reduce gender inequality in education, improve school completion rates for girls and boys, and increase women's access to Vocational Training, Science and Technology;
6. promote and protect the rights of girls and boys and eliminate discrimination against them in education and training;
7. reduce gender inequalities and improve access to productive resources to enable poor women and girls to overcome poverty;
8. enhance the role and benefits of women in the environment;
9. improve access and control of productive resources and services such as land, credit, markets, employment and training for women;
10. increase women's participation at all levels of decision making and provide support for women in governance and decision making positions;
11. increase and strengthen women's participation in conflict resolution, promote women's contribution to peace-building, and involve women in natural disaster- management;
12. promote women's access to information and communication technology and eliminate the negative portrayal of women and girls in the media
13. strengthen coordination and implementation mechanism for gender equality and women's empowerment programmes and monitoring and evaluation processes

INTERNATIONAL LEGAL AND POLICY CONTEXT

Namibia is party to a myriad of international and regional instruments which are relevant to various themes covered by the NGPA clusters on gender based violence and human rights; health, reproductive health , HIV and AIDS; education training and the girl child; poverty, rural and economic development; governance, peace and security; media research and information and communication. Below is a list of some of the instruments that are relevant to each of the clusters covered by the NGPA:

Gender Based Violence and Human Rights

- UN Convention on the Elimination of all Forms of Discrimination Against Women
- UN Convention on the Rights of the Child
- The UN Convention against Transnational Crime, 2000 (UNTOC) and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, known as the Palermo Protocol
- Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa.
- African Charter on the Rights and Welfare of the Child
- SADC Protocol on Gender and Development
- Protocol to the Convention Against Transnational Organised Crime to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children
- Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography
- Convention on the Rights of Persons with Disabilities.

Gender Based Violence, Health, Reproductive Health, HIV and AIDS

- The International Covenant on Economic, Social and Cultural Rights
- Convention on the elimination of all forms of racial discrimination
- Convention on the elimination of all forms of discrimination against women
- Convention on the rights of the child
- The African Charter of Human and Peoples' Rights - This charter covers all areas just like CEDAW
- The Constitution of the World Health Organisation.
- The Abuja Declaration and Framework Plan of Action on HIV and AIDS, TB and ORID [2001]
- The UNGASS Declaration of Commitment on HIV and AIDS [2001]: "Global crisis – Global Action"
- The Maseru Declaration on the fight against HIV and AIDS in the Southern African Development Community [SADC] region, Kingdom of Lesotho, 4 July 2003 and SADC HIV and AIDS Strategic Framework and Programme of Action 2003-2007
- African Union Maputo Declaration on Malaria, HIV and AIDS, Tuberculosis, and other related infectious diseases, Assembly of the African Union, 10-12 July 2003
- The Convention on the Elimination of All Forms of discrimination Against Women (CEDAW, 1997),
- The Millennium Development Goals (MDGs)

Gender, Education, Training and the Girl Child

- Education for All
- Millennium Development Goals 2, 3 and 5

Goal 2: Achieving universal primary education and literacy amongst 15-24 years by 2015;

Goal 3: Eliminate gender disparity at primary, secondary and at all levels by 2015"

Education for All National Plan of Action: 2001-2015 is based on the Education for All global commitment

Goal 5: stating "Achieve gender parity by 2005 and gender equality by 2015"; and Millennium Development Goals 2 and 3 which states:

- The Convention on the Elimination of All Forms of discrimination Against Women (CEDAW, 1997),
- SADC Protocol on Gender and Development

Poverty, Rural and Economic Development

- Millennium Development Goals
- SADC Protocol on Gender and Development
- Southern African Customs Union (SACU)
- UN World Charter For Nature (section 11(b)) which states: "Activities which are likely to pose a significant risk to nature shall be preceded by an exhaustive examination; their proponents shall demonstrate that expected benefits outweigh potential damage to nature, and where potential adverse effects are not fully understood, the activities should not proceed."

Governance, Peace and Security

- Namibia is a signatory to UN Security Resolution 1325 on Women, Peace and Security.
- Convention on the Rights of Persons with Disabilities.

Media, research, information and communication

- The 1993 Vienna Declaration and Programme of Action on Women's Human Rights
- The 1994 programme of action of the International Conference on Population and Development.
- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and
- The Beijing Platform for Action (1995),
- SADC Protocol on Gender and Development and
- The Southern Africa's Forum - Guiding Principles for ethical reporting of HIV and AIDS and Gender.

NATIONAL LEGAL AND POLICY CONTEXT

The starting principles for addressing gender-inequality are contained in the **Namibian Constitution**. Article 8(1) states that *"the dignity of all persons shall be inviolable"*. In addition, Article 8(2) (b) states that *"no person shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment."* Further, Article 10 ensures that *"all persons shall be equal before the law"* and that *"no persons may be discriminated against on the grounds of sex, race, colour, ethnic origin, religion, creed or social or economic status."*

Below is a list of some of the national laws and policies that are relevant to each of the clusters covered by the NGPA:

Gender and Human rights

- Combating of Domestic Violence Act (No. 4 of 2003).
- Combating of Rape Act (No. 8 of 2000).
- Married Persons Equality Act (No. 1 of 1996).
- Affirmative Action (Employment) Act (No. 29 of 1998).
- Communal Land Reform Act (No. 5 of 2002).
- Labour Act (No. 11 of 2007).
- The Children's Status Act (No. 6 of 2006).
- Educational Sector Policy for Prevention and Management of Learner Pregnancy in Namibia

Gender, health, reproductive health, HIV and AIDS

- The 2010-2020 National Gender Policy
- Combating of Domestic Violence Act (No. 4 of 2003)
- Combating of Rape Act (No. 8 of 2000)
- Maintenance Act (No. 9 of 2003)
- Married Persons Equality Act (No. 1 of 1996)
- Affirmative Action (Employment) Act (No. 29 of 1998)
- National Policy on HIV and AIDS

- National Policy on Reproductive Health
- Abortion and Sterilisation Act (No. 2 of 1975)
- Medium Term Plan III for HIV and AIDS
- National Strategic Framework on HIV and AIDS (NSF)

Gender, Education, Training and the Girl Child

- Educational Sector Policy for Prevention and Management of Learner Pregnancy in Namibia
- Education sector HIV and AIDS Policy
- National Policy on Orphans and Vulnerable Children and the Education-for-All Policy.
- National Gender Policy (2010-2020)
- Education and Training Sector Improvement Plan (ETSIP)

Gender, Poverty, Rural and Economic Development:

- National Land Policy (April 1998)
- Decentralisation Policy for the Republic of Namibia (September 1997)
- Namibia Water Corporation Act, 12 of 1997
- Regional Councils Act, 22 of 1992
- Minerals Act, 33 of 1992
- Environmental Management Act, 7 of 2007
- Environmental Investment Fund of Namibia Act, 13 of 2001
- Forest Act, 12 of 2001
- National Heritage Act, 27 of 2004
- Decentralisation Enabling Act, 33 of 2000
- Namibia's Environmental Assessment Policy for Sustainable Development and Environmental Conservation, 1994
- Namibia's Environmental Management Act 2007

Gender, governance, peace, security and disaster management:

- Article 10 of the Namibia Constitution ensures that *"all persons shall be equal before the law" and that "no persons may be discriminated against on the grounds of sex, race, colour, ethnic origin, religion, creed or social or economic status."*
- Affirmative Action (Employment) Act (No. 29 of 1998).

Gender, media, research, information and communication:

- Code of Ethics for Namibian Media
- National Gender Policy (2010-2020)

GENDER SITUATION ANALYSIS

The NGPA provides strategies and actions to address gender issues in the various clusters. The following section makes a brief overview of some of the gender gaps and issues in the respective clusters.

Gender Based Violence and Human rights:

Gender-based violence (GBV) is prevalent in Namibia. It is estimated that one in five women are in an abusive relationship, and more than one third of women have reported physical or sexual abuse at the hands of an intimate partner. Furthermore, every year, more than 1,100 cases of rape or attempted rape are reported to the Namibian Police with one third of these cases occurring in children under the age of 18¹. In 2009 alone, 11,882 cases of GBV were reported countrywide with the highest crime of grievously bodily harm having 10,053 cases reported²

The Demographic and Health Survey (2000) found that 15% of Namibians do not believe a woman may refuse to have sex with her husband and 16% of men believe that a husband has the right to have sex with women other than his wife if his wife refuses to engage in sex with him on a particular occasion. In addition, issues such as customary marriage and divorce, inheritance and the rights of children have not been sufficiently addressed as yet in the law or policy framework.

Trafficking in Persons is a significant human rights and development issue worldwide that affects men and women, boys and girls, and Namibia is no exception. In this respect, the Ministry of Gender Equality and Child Welfare conducted a Rapid Baseline Assessment of Human Trafficking in Namibia in April 2009. The study was conducted in eight regions: Khomas, Karas, Erongo, Omaheke, Kavango, Caprivi, Oshikoto and Ohangwena. The study recommends the following: Prevention (awareness-raising); Victim assistance; Legal Framework; Training of frontline professionals such as police officers, Immigration officers, Custom Excise officers, Social Workers and Judiciary; and further in-depth research to be undertaken. This year, 2012, the Ministry of Gender Equality and Child Welfare is planning to conduct an in-depth study on Human Trafficking in Namibia.

Child trafficking means involvement in moving children from one place to another for purposes such as sexual exploitation or forced labour. It can involve moving children between different countries or from place to place within one country. The child's consent is irrelevant, and coercion or deception needs not be present³.

Trafficking is a growing problem in the world because of factors like poverty, conflict, natural disasters, crime and social violence – which can make children and their families desperate and vulnerable to trafficking. Southern Africa remains a fertile ground for traffickers who capitalize on poverty, minimal access to health and education, gender inequality, unemployment, and the ravages of the HIV and AIDS pandemic. Namibia is believed to be a country of origin, transit and destination for foreign and Namibian people subjected to trafficking for forced labour and prostitution.

Gender, health, reproductive health, HIV and AIDS

Namibia has expanded its Primary Health Care Programme in addition to introducing initiatives to address health issues such as HIV and AIDS, safe motherhood, tuberculosis and malaria. In the area of gender and health, indicators show that the overall fertility rate has dropped from an average of 6.1 in 1991 to 4.1 in 2001, and 3.7 in 2006. This can be attributed to women's greater participation in the formal economy, higher levels of education and better access to and utilisation of contraceptives. Another factor which could contribute to the decrease in the fertility rate is the impact of AIDS and the fear of contracting HIV. The Maternal Mortality Ratio in Namibia has increased from 271 deaths per 100,000 live births in the year 2000, to 449 per 100,000 in 2006, while contraceptive usage stands at 65% in urban areas and 45% in rural areas. Furthermore, 93% percent of births in urban areas are assisted by skilled birth attendants compared to 66% of births in rural areas. These statistics indicate that more needs to be done to improve maternal health in the rural areas.

¹ Legal Assistance Centre (2008) Annual Report for the Legal Assistance Centre for, 2008, LAC: Windhoek p17

² Republic of Namibia (2010) Statistical Profile On Women And Men In Namibia.; MGECSW: Windhoek

³ Ministry of Gender Equality and Child Welfare (2009) A Baseline Assessment of Human Trafficking in Namibia: National Representative Qualitative Assessment. MGECSW: Windhoek, Namibia. p9

Namibia also has one of the highest HIV prevalence rates in the world, with women accounting for 53% of all reported new HIV cases. In 1992, the HIV prevalence rate among pregnant women was 4.2%. Within ten years it increased to 22%, in 2002. The 2004 prevalence rate was 19.7%, while the 2006 prevalence rate increased to 19.9%. Women who die from AIDS are, on average, 5-10 years younger than men. The percentage of young women living with HIV is 29 percent compared to only 8 percent for young men. Some of the consequences of HIV and AIDS include the domestic burdens of women and girls as they have to provide the lion's share of home-based care for those who are ill, as well as support for affected families. Female-headed households and poorer women are more affected by this as they have less to spend. In this context, HIV and AIDS constitute a serious challenge not only to health but also to development as a whole⁴.

Gender, Education, Training and the Girl Child

Namibia has recorded encouraging results in terms of the enrolment of girls compared to boys from primary school through to tertiary education. There are 102 girls for every 100 boys in primary school. For every 100 boys in secondary school, there are 113 girls. This trend continues right through to tertiary education where female students outnumber their male counterparts. Despite the high enrolment figures of girls at the primary and secondary education levels, there are still disparities among the administrative regions of the country. For instance, the 2006 enrolment figures for girls in Omaheke stands at 50.1%, in Caprivi it is 48.5%, while in Khomas Region the figure is 51.7%. Male and female learner retention rates are approximately equal. However, female learners face unique challenges in completing their education; these include inadequate prevention and management of learner pregnancies, economic pressures on young girls from family members and financial dependence on older men ("Sugar Daddies").

The number of girls dropping out of school is still high, threatening retention rates and the completion of studies by girl-children at upper primary and secondary levels. Teenage pregnancy is reported to be the main cause of school drop-out by girls with a rate of 23.9% in the Kavango Region and 21% in the Ohangwena Region. Early marriage is yet another factor in female school drop-out rates. Although there are laws in place that set the minimum age for civil marriage at 18, girls as young as 13 are being married under customary law. In the age group 15 – 19 years, 1.7% of girls are married compared to 0.1% of boys⁵.

Gender, Poverty, Rural and Economic Development

Women in Namibia continue to experience pervasive gender and intra-household inequalities. This contributes greatly towards poverty. Poverty is most pronounced among the 44% of female-headed households in rural areas. Approximately 67% of the population live in rural areas, a decline from 72% in 1991. About 52% of the population in rural areas are female. This slightly skewed sex ratio in rural population is the result of migration by men to urban areas in search of employment. In the populous northern regions of the country where 42.6% of the population live, women who care for small children and the elderly are the main participants in subsistence agriculture and maintain rural homesteads, while men are away in urban areas. Most rural Namibians depend on subsistence agriculture, often in conjunction with cash income and pension remuneration. However, 36% of rural Namibians have no source of income other than that which comes from their involvement in subsistence agriculture⁶.

The 2004 Namibia Labour Force Survey (NLFS) recorded a total number of 369,863 private households, with about 1.7 million residents. The majority of the population lives in the rural areas, namely 63.2 % as compared to 36.8% in the urban areas. For example, the Khomas Region where the capital city Windhoek, is located, has the largest population of about 61,646 private households with 253,277 persons. In 2001, there was a total sex ratio of 95 women for every 100 men. However, in the latest NLFS the aforesaid figure has dropped to 91.3 women per 100 men.

Currently, women's participation in the labour force is lower than that of men, at 49% to 60%, respectively. Gender variations also occur when comparisons are drawn between subsistence agriculture and wage employment. Studies show that 44% of female-headed households depend on subsistence agriculture, and only 28% make a living from wage employment. In contrast, more than 50% of men depend on wage labour and only 29% from subsistence farming. The overall share of women aged above 15 years in wage employment in non-agricultural sectors, is relatively low at 47%.

⁴ Republic of Namibia (2010) National Gender Policy (2010-2020). MGECW: Windhoek page 14

⁵ Republic of Namibia (2010) National Gender Policy (2010-2020). MGECW, Windhoek, page 16

⁶ National Planning Commission (2008) 2nd Millennium Development Goals Report for Namibia; NPC: Windhoek, page 2

Women are the primary users of these environmental resources. In most rural communities, women and girls constitute 75% of the workforce responsible for fetching water and collecting firewood. Fetching water is primarily a female task given that 36% of rural households have daughters fetching water, as compared to 15% which have sons fetching water. Through amendments to the Nature Conservation Ordinance No. 4 of 1975, the government has opened up new opportunities for community members to benefit from the utilisation of natural resources.

Gender, Governance, peace security and disaster management

Women's representation and participation in decision-making in Parliament and managerial levels have fluctuated over time, as well as across sectors. By 2008, women representation in Parliament reached 30.8%. A closer analysis, however, reveals significant disparities. There are only 5 female Ministers out of 22, 5 Deputy Ministers out of 20, and only 7 female Members of the National Council out of 26. Women are under-represented in Regional Councils, where only 13 out of 107 councillors are female, and there are only 3 women amongst the 13 Regional Governors. Women, however, are well represented on Local Authority Councils where they constitute 45% of all Councillors. This is primarily as a result of affirmative action initiatives enacted in the Local Authorities Act. However, upon closer scrutiny, it emerges that only 8 out of 30 mayors are female, while at the Deputy Mayor level, the ratio is 50/50. As a signatory to the SADC Protocol on Gender and Development, the Government has committed itself to achieving the target of 50% representation of women in decision-making positions by 2015.

Gender, media, research, information and communication:

Media coverage of women gives little insight into women's contributions to the development process. Although there are a number of women working in the media industry in Namibia, they are still under-represented in decision-making positions, and the issues which affect women more than men are not given equal prominence in media coverage.

The media also fail to adequately cover issues of HIV and AIDS. Only 4% of stories in all media monitored focus on or mention HIV and AIDS, and stories of women with HIV and AIDS are almost non-existent. As an example of this extreme situation, a one-month analysis of media sources showed that men constituted 100% of all those living with HIV and AIDS quoted in the media, in sharp contrast to the rest of the SADC region, where women with HIV and AIDS constituted 52% of such sources (GMBS). However, media outlets are increasingly making an effort to be gender sensitive and to promote media diversity, pluralism, self-sufficiency and independence.

KEY STAKEHOLDERS AND THE IMPLEMENTATION MECHANISM

The National Gender Plan of Action provides a mechanism for the implementation of the National Gender Policy (2010-2020) adopted in March 2010 and the international legal instruments that Namibia has ratified. Different stakeholders will be responsible for implementing this plan of action. The roles and responsibilities of all relevant stakeholders to implement the plan are outlined in the plan. These stakeholders include government agencies, parastatals, the private sector as well as Non-Governmental Organizations (NGOs) including Faith Based Organizations and development partners.

STRUCTURE OF THE NGPA

To ensure alignment with existing government plans, the plan made use of the Action Planning Framework developed by the Office of the Prime Minister. Its initial focus is on actions to be undertaken by 2015. The plan incorporates the 28 targets of the SADC Gender Protocol on Gender and Development (that Namibia has signed and ratified) as well as the Millennium Development Goals, also to be achieved by this date. All these are addressed in the revised National Gender Policy 2010-2020. To minimise overlaps and maximize synergies, the 12 critical areas of concern of the National Gender Policy (2010-2020) have been grouped into six clusters along which the plan is structured as follows:

Human rights, which cover areas of: gender, legal affairs and human rights; gender based violence, and gender equality and the family); which will be implemented by sectors such as Ministry of Justice (Directorate Law Reform); LAC, Ministry of Gender Equality and Child Welfare; Ministry of Information and Communication Technology; and the Ombudsman among others.

Health, HIV and AIDS, which covers areas of: gender, health, reproductive health, HIV and AIDS which will be implemented by sectors such as Ministry of Health and Social Services; Department of Works, Department of Transport; Ministry of Information and Communication Technology, Ministry of Youth, National Service, Sport and Culture; LAC; Ministry of Gender Equality and Child Welfare, NAPPA, NANASO, YWCA

Education, Training and the girl child which covers areas of: the Girl Child; gender, education and training; which will be implemented by sectors such as Ministry of Education; Ministry of Gender Equality and Child Welfare; NANASO, FAWENA, LAC, Civil Society, UN agencies-Namibia; and Institutions of Higher Learning.

Poverty, Rural and Economic Development which covers areas of: gender, poverty and rural development; gender, trade and economic empowerment; gender and the environment; which will be implemented by sectors such as Ministry of Gender Equality and Child Welfare; Ministry of Environment; and Tourism, Min of Labour and Social Welfare; Ministry of Lands and Resettlement; and Ministry of Finance; CSOs; NGOs and Development Partners

Governance, peace security and disaster management which covers: gender, governance and decision making; gender, peace building, conflict resolution and natural disaster management; which will be implemented by sectors such as Ministry of Gender Equality and Child Welfare; all other Government Ministries; All Political Parties; NGOs; Women's Wings; Electoral Commission of Namibia; Parliament – Standing Committees especially the committees on Gender and Family Affairs, Women's Parliamentary Caucus; Ministry of Labour and Social Welfare

Media, research, Information and Communication, which covers the areas of: gender, media, research, Information and Communication) which will be implemented by sectors such as MICT, MISA, LAC, NANASO, CRAN; Namibian Telecom companies; University of Namibia Communication Centres in all 13 regions, Polytechnic of Namibia, International University of Management; and Civil society

GENDER MANAGEMENT SYSTEM (GMS)

The GMS seeks to establish a comprehensive framework of structures, mechanisms and processes for bringing a gender perspective to all government policies, programmes and projects. Key components of a GMS include an enabling environment; GMS structures; GMS mechanisms and GMS processes.

The structures suggested within the institutional framework will focus on coordination, research, monitoring and evaluation as well as capacity-building as the main mechanisms for implementing the Gender Policy. The GMS will comprise of the following institutions and structures: MGE CW, National Gender Permanent Task Force, Parliament and Parliamentary Standing Gender Caucus, Gender Focal Point/Units and Development Partners:

Role of the MGE CW

The Ministry of Gender Equality and Child Welfare will be responsible for coordinating the implementation of the Plan of Action in collaboration with other government institutions such as Cabinet, Parliament, Office of the Prime Minister, Regional Councils, civil society groups and other stakeholders to minimise overlaps and duplication of efforts, and foster greater coherence of approaches and programmes.

Table 1 (on the next page)_ presents a synopsis of all the clusters, showing the alignment of the NGPA to NGP, the SADC Protocol on Gender and Development; UN Women Focus Areas as well lists some key stakeholders per cluster.

Table 1: NGPA CLUSTERS AS ALIGNED TO THE NGP, SADC GENDER PROTOCOL AND THE UN WOMEN FOCUS AREAS

PRIORITY AREAS – NAMIBIA GENDER POLICY	SADC GENDER PROTOCOL	UN WOMEN FOCUS AREAS	
CLUSTER ONE: GENDER BASED VIOLENCE AND HUMAN RIGHTS			
Gender, Legal Affairs and Human Rights	Constitutional and Legal Rights	Violence against Women	
Gender Based Violence	Gender Based Violence	Human Rights	
Gender Equality and the Family			
CLUSTER TWO: HEALTH, HIV AND AIDS			
Gender, Health, Reproductive Health, HIV and AIDS	Health		
	HIV and AIDS		
CLUSTER THREE: EDUCATION, TRAINING AND THE GIRL CHILD			
The Girl Child			
Gender, Education and Training	Education		
CLUSTER FOUR: POVERTY, RURAL AND ECONOMIC DEVELOPMENT			
Gender, poverty and rural development	Productive resources, employment, economic empowerment	Economic Empowerment	
Gender, trade and economic empowerment			
Gender and the environment			
CLUSTER FIVE: GOVERNANCE, PEACE, SECURITY AND DISATER MANAGEMENT			
Gender, governance and decision-making	Governance	Leadership and Participation	
Gender, Peace Building, Conflict Resolution and Natural Disasters Management	Peace building	Peace and security	
CLUSTER SIX: MEDIA, RESEARCH, INFORMATION AND COMMUNICATION			
Gender, media, research, information and communication	Media, information, communication		

Note: Incorporation of Ministries/State Agencies and Stakeholders will be adjusted according to need and interest.

MINISTRIES/ STATE AGENCIES RESPONSIBLE	STAKEHOLDERS AND PARTNERS
Ministry of Justice, Ministry of Home Affairs and Immigration, Ministry of Safety and Security, Ministry of Defence, Ministry of Health and Social Services, MRLGHRD, Ministry of Gender Equality and Child Welfare, Office of the Ombudsman, Tertiary Institutions (Gender Units)	LAC, Organisation for People Living with Disabilities, Traditional Leaders, Women Solidarity, White Ribbon Network, Lifeline, National Wellness Federation, MISA Namibia, Development Partners
Ministry of Health and Social Services, National AIDS Commission, Ministry of Education, Ministry of Youth, National Service, Sports and Culture	UNFPA, UNAIDS, NAPPA, NANASO, NASOMA, Development Partners, Tertiary Institutions, Traditional Birth Attendants
Ministry of Education; Ministry of Youth, National Service, Sport and Culture; Ministry of Gender Equality and Child Welfare; Ministry of Health and Social Services; University of Namibia; Polytechnic of Namibia, NIPAM, NAMCOL, NTA, NIED	NAWA, FAWENA, WAD, Namibia Institute of Mining and Technology, Development Partners, IUM
National Planning Commission Secretariat Ministry of Finance; Ministry of Agriculture, Water and Forestry; Ministry of Environment and Tourism; Fisheries and Marine Resources; Ministry of Labour and Social Welfare; Ministry of Lands and Resettlement; Ministry of Mines and Energy, Ministry of Regional and Local Government and Rural Development; Ministry of Trade and Industry; Ministry of Works and Transport; Ministry of Information and Communication Technology	Agribank, DBN, SME Bank, WAD, NNAWIB, NCCI, LARRI, NEPRU, Desert Research Foundation, National Youth Council, Development Partners, NGOs and Faith Based Organisations
Parliament of Namibia; Electoral Commission of Namibia; Office of the Prime Minister, Ministry of Safety and Security, Ministry of Defence, Ministry of Agriculture, Water and Forestry, Ministry of Environment and Tourism, Ministry of Regional and Local Government and Rural Development	NGOs and Faith Based Organisations, Development Partners
Ministry of Information and Communication Technology; University of Namibia and Polytechnic of Namibia (Media Studies); NBC, CRAN, NSA	MISA Namibia; Namibia Editors Forum; LARRI; Development Partners,

CLUSTER ONE: GENDER BASED VIOLENCE AND HUMAN RIGHTS

Key issues

- **Namibia is obliged to ensure a comprehensive legal framework protecting the fundamental rights of women and men**, as well as effective access to the justice system as a signatory to the SADC Gender Protocol and other regional and international instruments.
- **Namibia has a comprehensive legal framework and a bouquet of laws to promote gender equality and protect the rights of women** including the Combating of Rape Act, the Combating of Domestic Violence Act, Criminal Procedure Act, and the Maintenance Act. Policies have also been put in place including the National Policy on Orphans and Vulnerable Children (OVCs).
- **Namibia has developed a strong legal framework to promote gender equality within the family:** Statutes such as the Maintenance Act, the Married Persons Equality Act and the Children's Status Act promote equal rights and responsibilities of married persons and parents in the family context.
- **Customary law and traditional practices still** undermine the rights of women. In addition, customary marriage and divorce, inheritance and the rights of children have not yet been sufficiently addressed in the legal or policy framework.
- **Attitudes and cultural perceptions promote unequal power relationships in the family.** For instance, the Demographic and Health Survey (2006/07) found that 15% of Namibians do not believe a woman may refuse to have sex with her husband and 16% of men believe that a husband has the right to have sex with women other than his wife if his wife refuses to engage in sex with him on a particular occasion.
- **These attitudes also condone violence:** Currently, 41% of Namibian men and a third of Namibian women believe that wife-beating (battering) is justified for one or the other reason.
- **Gender-based (violence GBV) and sexual exploitation take many forms:** It includes domestic violence and rape. Sexual exploitation may include coercive sexual relationships, transactional relationships and human trafficking. Research indicates that globally, human trafficking has reached epidemic proportions over the last decade.
- **Trafficking in persons is recognised as a growing problem** necessitating urgent responses in terms of policies and legal frameworks to guide programming at both national and regional levels. In the SADC Region, women and girls are the majority of those trafficked for the purpose of sexual exploitation; men are trafficked for the purposes of labour while children are generally trafficked for domestic servitude and child-minding.⁷ All of these issues continue to affect Namibian women and prevent them from living in a safe and healthy environment.

- **Ineffective implementation and inconsistent criminal enforcement** remain significant barriers to protecting Namibian women from all forms of GBV. Women and Child Protection Units (WCPUs) represent progress towards the protection of vulnerable members of society. They must be strengthened in order to effectively carry out their mandated roles.
- **Access to justice and legal literacy**, particularly for rural women, also continue to limit effective realisation of the human rights of women in Namibia.

CLUSTER ONE MATRIX: GENDER BASED VIOLENCE AND HUMAN RIGHTS

Policy objectives:

- 1) To promote the human rights of women and ensure legal protection of women's rights through an enhanced legal framework, effective implementation of laws and policies, and meaningful access to the justice system.

Strategies	Deliverable Output	KPI	Baseline
CONSTITUTIONAL, FAMILY LAW AND LEGAL RIGHTS			
Audit of gender discriminatory legislation			
Conduct a comprehensive audit of the extent to which gender laws are effectively implemented; identify any remaining discriminatory practices; and propose measures to be taken.	Report on the remaining gender discriminatory legislation in Namibia.	Number of remaining discriminatory laws	Study conducted by LAC in 1991
Align Customary Law with the Namibian Constitution by removing all components that discriminate against women.	Act of Parliament- Recognition of Customary Marriages.	Law on customary marriage enacted	9, 4% of Namibians married in customary marriages (2001 census); none of these registered.
Address the issue of polygamy, in line with the re-recommendations to Namibia ⁸ of the CEDAW Monitoring Committee.	Programme to discourage polygamy	Level of awareness on the impacts of polygamy	Legal literacy programme by MGEW

⁸ CEDAW/C/1997/L1?add2,14 July 1997, paragraph 43 and 56

- 2) Ensure gender equality and respect for the important role of women in all aspects of family life, including steps to protect women's rights in respect of marriage, divorce, maintenance, inheritance, and cohabitation.

Targets	Action	Responsible Institution	Time frame
Review, amend and or repeal all discriminatory laws by 2015	<p>Conduct a gender assessment of Namibian laws, policies and practices at different levels to analyse the following:</p> <p>Protection against stigma and discrimination; rights to privacy and confidentiality; right to be free from violence and rape within and outside marriage; right to inheritance and ownership and access to land and property; rights to full pay during maternity leave; family law to understand how they uphold or violate human rights for women.</p> <p>Review and incorporate strategies into existing legislation and policies with the goal of ensuring increased sexual and reproductive rights as well as physical, social, and mental health for girls and women.</p> <p>Review research conducted on the implementation of the Combating of Domestic Violence Act, the Communal Land Reform Act, Maintenance Act- come up with relevant recommendations and incorporate in annual plans for implementation</p> <p>Conduct periodic countrywide campaigns on gender equality, with activities and at national, regional, constituency and community levels, utilizing community based approaches, radio services in different languages and messages, ensure that such campaigns engage men and boys</p>	Ministry of Justice (Directorate Law Reform); LAC, Ministry of Gender Equality and Child Welfare; Ministry of Information and Communication Technology; Ombudsman	2012 – 2020
Equal Legal recognition of customary marriages	Lobby for review, enactment, and implementation of the Bill on the Recognition and Registration of Customary Marriages developed by the Law Reform Commission.	Ministry of Justice; LAC ; Ministry of Gender Equality and Child Welfare; Ministry of Information and Communication Technology	2013 – 2015
50% of the population sensitized on polygamy	conduct sensitization campaigns on the negative impacts of polygamy	Ministry of Justice; Ombudsman; LAC, Traditional Authorities; Ministry of Gender Equality and Child Welfare; Ministry of Information Communication Technology	2013 -2020

Strategies	Deliverable Output	KPI	Baseline
Abolish discrimination against women linked to inheritance, and ensure the rights of widows and widowers are upheld.	Comprehensive law on intestate succession.	Percentage of widowed who inherit their spouses' property Reduction in property grabbing cases	Existing Law on succession
	Study on widowhood	Study conducted on widowhood inherited	TBD
Increase awareness on dangers of early marriages and teenage pregnancy.	Reduction in child marriages and teenage pregnancy.	Percentage reduction in child marriages and teenage pregnancy.	Data to be established through study; 15% teenage pregnancy
LAW REFORM			
Continuously review and amend, repeal or enact laws and policies to address SRH needs of both women and men.	Recommendations and action plan on abortion and Sterilization Act and incorporate infanticide.	Reviewed/ enacted laws on abortion, sterilization and infanticide.	Conduct a study to establish the percentages of illegal abortions.
			LAC Study on infanticide; DHS.13 per week in Windhoek.
Engage in research and law reform to identify and enact appropriate protections for vulnerable partners in cohabitation relationships of significant duration	Research report on cohabitation	Law on cohabitation drafted	No law on cohabitation
MAINTENANCE			
Take specific measures to give full effect to the provisions in the Maintenance Act.	Plan for increasing the number of maintenance investigators.	Increase in the number of maintenance investigators.	Currently there are no maintenance investigators.

Targets	Action	Responsible Institution	Time frame
All discriminatory inheritance practices abolished	<p>Lobby for the enactment of Land Act and Intestate Succession Act to protect the rights of widows, widowers and children.</p> <p>Education, awareness campaigns and Training of Traditional authorities to understand and enforce women's and children's rights to a home, land, property and livelihood.</p> <p>Conduct a study on widowhood</p>	Ministry of Justice; Traditional Authorities; UNAM; Law Reform Committee LAC; Ministry of Gender Equality and Child Welfare; Ministry of Information and Communication Technology	2010 - 2015 Ongoing
Early marriages and teenage pregnancies reduced by 5%	Targeted education and awareness campaigns; and enforcement of laws on prohibition on child marriage	Child line Lifeline; Ministry of Gender Equality and Child Welfare; Ministry of Justice; Ministry of Information and Broadcasting; Ombudsman; LAC;	2015
all discrimina-tory laws reviewed, amended and /or repealed	Review and amend existing Abortion and Sterilisation Act.	Ministry of Justice; Law Reform and Development Commission; civil actors	2010 - 2020
	<p>Education and awareness programme to prevent unwanted pregnancies; providing information on legal abortion, safe havens for unwanted infants; adoption and fostering arrangements.</p> <p>Conduct research on abortion and infanticide</p>	Ministry of Justice, MGECW; Ministry of Health and Social Services; LAC; Ministry of Education; Ministry of Information and Communication Technology; Ministry of Health and Social Services	2014
Law on cohabitation tabled in parliament by 2017	<p>Review existing research conducted, carry out additional research</p> <p>Create awareness on negative/positive impact of cohabitation</p> <p>Develop measures to protect rights of partners in cohabitation relationships</p>	MGECW; MOJ; Law Reform and Development Commission; relevant NGOs	2013-2017
To have established maintenance investigators in all regions.	Move a motion to Request increased funding to ensure the hiring of maintenance investigators in all magistrates' courts.	Ministry of Justice; Ministry of Finance; Office of the Prime Minister; Ministry of Safety and Security	2014 - 2017

Strategies	Deliverable Output	KPI	Baseline
<p>Ensure equality in the treatment of women in judicial and quasi-judicial proceedings, including customary and community courts</p> <p>Encourage increased procedural access to justice.</p>	Study and recommendations on how fairly women are treated by the Courts.	<p>Reduction in number of cases of unfair treatment.</p> <p>Percentage of women and girls accessing protection services and community courts.</p>	Such a study has not been conducted.
Ensure that courts are adequately resourced for gender related cases.	Audit of legal resources.	Extent to which legal facilities are adequately staffed and resourced to handle gender related cases.	Such a study has not been conducted.
Increasing awareness on Legal Aid for women and men.	Audit of access to legal aid by women and men.	Increase in the proportion of women and men accessing legal aid	TBD

Targets	Action	Responsible Institution	Time frame
<p>Equality of treatment of women in judicial and quasi judicial proceedings.</p> <p>Equal representation of women in the courts, including community courts.</p>	<p>Conduct a study on treatment of women in courts.</p> <p>Study to determine the extent of procedural justice.</p>	<p>LAC , Ministry of Justice; Traditional Authorities</p>	<p>2010 - 2014</p>
<p>Equal representation of women in the courts, including community courts.</p>	<p>Adequately staff and stock courts with relevant materials to handle gender cases</p>	<p>LAC , Ministry of Justice; Traditional Authorities</p>	<p>2010 -2020</p>
<p>Equal representation in the courts, including community courts.</p>	<p>Work with the Ministry of Justice and civil actors, to raise awareness on legal aid on matters that relate to divorce, maintenance and gender based violence and related cases.</p>	<p>MGECW;LAC; Ministry of Justice; Ministry of Information and Communication Technology</p>	<p>2010 -2020 Ongoing</p>

Strategies to address GBV [detailed elaboration on these strategies is in the “National Plan of Action on Gender-Based Violence 2012-2016 by MGECW)”

- Strategy 1:** Conduct national campaigns and initiatives aimed at preventing gender based-violence.
- Strategy 2:** Mobilise grassroots communities in prevention initiatives.
- Strategy 3:** Involve children and young people in prevention initiatives.
- Strategy 4:** Involve churches and faith-based organisations in prevention initiatives.
- Strategy 5:** Involve traditional authorities in GBV prevention initiatives.
- Strategy 6:** Involve the media in prevention initiatives.
- Strategy 7:** Provide programmes for abusers to prevent repeat incidents of gender based violence.
- Strategy 8:** Refine and improve the relevant legal and policy framework where necessary.
- Strategy 9:** Disseminate information on laws and services available to victims of gender based violence.
- Strategy 10:** Ensure that service providers treat victims of gender based violence with sensitivity and respect.
- Strategy 11:** Ensure that service providers have sufficient resources to provide effective services.
- Strategy 12:** Provide 24-hour access to key services.
- Strategy 13:** Ensure that victims of gender-based violence understand official procedures and what to expect from service providers
- Strategy 14:** Improve the collection and utilisation of forensic evidence.
- Strategy 15:** Improve health services to victims of gender based violence.
- Strategy 16:** Improve criminal justice procedures in offences involving gender based violence.
- Strategy 17:** Take steps to reduce the high rate of case withdrawals.
- Strategy 18:** Increase family and community support for victims of gender based violence.
- Strategy 19:** Expand and improve services available to victims of gender based violence.
- Strategy 20:** Implement special measures to combat trafficking in persons.
- Strategy 21:** Implement special measures to combat baby-dumping.
- Strategy 22:** Take special measures to protect persons with disabilities against gender based violence.
- Strategy 23:** Improve and expand data-collection mechanisms to improve availability of data to inform effective programming and monitoring.
- Strategy 24:** Conduct research on specific issues where information is lacking.
- Strategy 25:** Share findings of past and future research in accessible forms.
- Strategy 26:** Take steps to improve coordination of efforts by various stakeholders.
- Strategy 27:** Monitor the implementation of the Plan of Action and assess its effectiveness at its mid-point and conclusion.

CLUSTER TWO: GENDER, HEALTH, REPRODUCTIVE HEALTH, HIV AND AIDS

Key Issues

The Namibia Health and Demographic Survey (DHS) 2006-2007 shows that:

- **The Maternal Mortality Ratio in Namibia increased from** 271 deaths per 100 000 live births in 2000 to 449 per 100 000 in 2006, while contraceptive usage stands at 65% in urban areas and 45% in rural areas.
- **More needs to be done to improve maternal health in the rural areas** as 93% percent of births in urban areas are assisted by skilled birth attendants compared to 66% of births in rural areas.
- **Namibia has one of the highest HIV prevalence rates in the world, with women accounting for 53% of all reported new HIV cases.** Women who die from HIV and AIDS are, on average, 5-10 years younger than men. The percentage of young women living with HIV is 29 percent compared to only 8 percent for young men. Some of the consequences of HIV and AIDS include the domestic burdens of women and girls as they have to provide the lion's share of home-based care for those who are ill, as well as support for affected families. Female-headed households and poorer women are more affected by this as they have few resources to spend. In this respect, HIV and AIDS constitute a serious challenge not only to health but to development as a whole.
- **HIV and AIDS, safe motherhood, tuberculosis and malaria** have been added to Namibia's expanded Primary Health Care Programme. Overall fertility rate has dropped from an average of 6.1 in 1991 to 4.1 in 2001 and 3.7 in 2006. This can be attributed to women's greater participation in the formal economy, higher levels of education and better access to and utilisation of contraceptives. Another factor which could contribute to the decrease in the fertility rate is the impact of AIDS and the fear of contracting HIV.

CLUSTER TWO MATRIX: GENDER, HEALTH, REPRODUCTIVE HEALTH, HIV AND AIDS

Policy objective: Improve women and men's health, including reproductive health and prevention/management of HIV and AIDS.

Strategies	Deliverable Output	KPI	Baseline
MATERNAL HEALTH			
Reduce the maternal mortality rate	Reduced maternal mortality rate; Regular reports on progress made.	Percentage reduction in maternal mortality	449 per 100 000 in 2006 ⁹ .
	The number of birth attended by skilled health professional	Proportion of women attended by a skilled health professional	Proportion of women attended by a skilled health professional =81% ¹⁰
		Proportion of women not receiving ante natal and post natal care.	Approximately 30% do not attend ante natal care and 20% of women do not receive any post-natal care. ¹¹
	Training programme for traditional birth attendants (TBA).	Number of TBA trained.	Baseline Study to be conducted.
ACCESS TO SERVICES			
Ensure access to and knowledge on health, Integrated sexual and reproductive services including HIV and AIDS.	Programme to increase accessibility to healthy services	Increased accessibility to healthy services	Average distance to a (fixed) government health facility is 73.5 minutes. The mean distance in urban areas is 24.6 minutes, and the mean distance in rural areas is 114.4 minutes. ¹² Distance varies from 20 km to 200km.

⁹ Road Map For Accelerating The Reduction of Maternal and Neonatal Morbidity and Mortality Pg 3

¹⁰ Republic of Namibia (2008) 2nd Millennium Development Goals Report 2008 – Namibia; National Planning Commission: Windhoek.

¹¹ Ibid

Targets	Action	Responsible Institution	Time frame
Reduce the maternal mortality ratio by 75% by 2015	Roll out of the Road Map for reducing maternal mortality and improving new-born health conducting a maternal death audit and improving data recording and implementing the Emergency Obstetric Package (EMOC)	Ministry of Health – Maternal Mortality Death Review Committee NGOs, Development Partners-(UN agencies, WHO)	2012 -2015
All women giving birth attended by skilled health professional	Train more nurses as mid-wife's (specialization in midwifery).	Ministry of Health and Social Services Tertiary Institution (UNAM)	2012 -2015 Ongoing
All women who have given birth receive post natal care.	Awareness raising campaigns to popularise ante natal and post natal care. Follow up health visits to mothers who have given birth	Ministry of Health and Social Services; All other line ministries; Civil Society and Development partners	2012 -2015 Ongoing
All women who do not have access to health facilities are attended to by a skilled TBA.	Baseline study on TBA Training, support and monitoring of TBA's Registration and regulation of TBA's.	Ministry of Health and Social Services; Development partners MoRLGHRD Civil Society NAPPA Traditional Authorities	2010
Health facilities within 10km distance and 30 minutes in every Namibian district.	Lobbying to ensure that a full range of sexual and reproductive health-care services, are accessible and affordable to all women, men, girls and boys. Develop a comprehensive programme for sufficient accessibility to health and SRH services	Ministry of Health and Social Services; Department of Works, Department of Transport; Ministry of Information and Communi-cation Technology, Ministry of Youth, National Service, Sport and Culture; Ministry of Gender Equality and Child Welfare, NAPPA	2020

Strategies	Deliverable Output	KPI	Baseline
Ensure access to and knowledge on health, Integrated sexual and reproductive services including HIV and AIDS.	Programme to increase accessibility to healthy services	Percentage of women and men reporting accessibility to health and SRH services.	The 2006-2007 Demographic and Health Survey revealed that 70% of women report at least one problem in accessing healthcare ¹²
	Plan for reducing the gap between the quality of services in urban and rural areas.	Proportion of women and men in urban and rural areas who have access to a doctor.	Percentage of women and men accessing healthcare in rural and urban areas is similar (96.1% and 93.4% respectively), But 27% of mothers in urban areas receive antenatal care from a doctor compared with 7% of women in rural areas.
Ensure that health service providers are gender aware and responsive.	Gender training programme for health professionals ensuring.	Proportion of health professionals who receive gender awareness training.	UNAM has integrated gender training nurses
Establish youth friendly services to reduce teenage pregnancies, STD's, HIV and AIDS.	Plan for up scaling youth friendly facilities and services	Number of new adolescent friendly rooms and services established.	TBD
GENDER, HIV AND AIDS PREVENTION			
Establish programmes to redefine manhood and masculinity through SRH education	Education and awareness raising campaigns.	Number of campaigns rolled out and the change in attitude of male counterparts.	HIV prevalence is 18.8 for 15-49 age group; a decrease from 22% in 2002. ¹³ The percentage of young women living with HIV is 29 percent compared to 8 percent for young men.

¹² Ministry of Health and Social Services (MoHSS) and Macro International Inc. (Macro) (2008) *Namibia Demographic and Health Survey 2006-2007*. Windhoek, Namibia and Calverton, Maryland USA: MoHSS and Macro. Page 272

¹³ Ibid; page 128

Targets	Action	Responsible Institution	Time frame
50% of women and men report no obstacle in accessing health care by 2015 Triple the number of medical doctors in rural areas by 2020	Revive and Strengthen health committees	Ministry of Health and Social Services; Civil Society; Development partners MoRLGHRD	2010-2020
	Train and equitably distribute staff between urban and rural areas. Introduction of bush allowance. Provision of ambulances to all health facilities.	Ministry of Health and Social Services;	2010-2020
Gender is integrated into all training for health professionals by 2015	Integrate gender in all health-care training	Ministry of Health and Social Services; UNAM Ministry of Gender Equality and Child Welfare	2011 for existing training; 2015 for in-service training
70% health facilities to have youth friendly facilities.	Upscale youth friendly facilities using the Gobabis model and train parents and peer educators.	Ministry of Health and Social Services; Ministry of Youth, National Service, Sport and Culture; Society, NAPPA, LifeLine/ChildLine)	2010 - 2020
Gender sensitive strategies to prevent new infections.	Integrate gender into training curriculum across the board. Mass media interventions focusing on gender equality messages Promote male involvement in SRH and the prevention of HIV and AIDS. Strengthen organizations working on gender equality and women's empowerment.	Ministry of Education; Ministry of Justice; Ministry of Gender Equality and Child Welfare; Ministry of Youth, National Service, Sport and Culture; Community Support Organisation e.g. WAD, LL/CL, C-Change, Positive Vibes, Health Unlimited, SFH, FBO's, Civil Society Partners.	2010 - 2020

Strategies	Deliverable Output	KPI	Baseline
Establish programmes to redefine manhood and masculinity through SRH education	Education and awareness raising campaigns.	Number of campaigns rolled out and the change in attitude of male counterparts.	HIV prevalence is 18.8 for 15-49 age group; a decrease from 22% in 2002. ¹⁴ The percentage of young women living with HIV is 29 percent compared to 8 percent for young men.
Ensure that all survivors of sexual assault have access to PEP and related treatment (STIs, pregnancy) and information on the right to legal abortions.	Statistics on access to PEP.	Proportion of women and men who are sexually assaulted who have access to PEP, STIs and other treatments and counselling	To be determined
Ensure that all pregnant women have access to PMTCT; and that men are educated on PMTCT and its importance in order to obtain their support and buy-in.	Statistics on proportion of HIV positive women who have access to PMTCT.	Increase in proportion of HIV positive women who have access to PMTCT.	58% of women needing PMTCT receive this. 79% of pregnant women who delivered knew their HIV status and of all HIV positive mothers who delivered 64% took ARV prophylaxis. ¹⁵

¹⁴ Ministry of Health and Social Services (2008) Report on the 2008 National HIV Sentinel Survey. Windhoek, Namibia: Ministry of Health and Social Service. Pages vii and 15

¹⁵ Republic of Namibia (2008) 2nd Millennium Development Goals Report 2008 – Namibia; National Planning Commission; Page 34

Targets	Action	Responsible Institution	Time frame
Gender sensitive strategies to prevent new infections.	<p>Strengthen capacity and facilitate coalition building among women's groups, men's groups, and networks of women living with HIV; and introduce training of trainers.</p> <p>Capacity building and education on gender issues for key service providers through Gender Liaison Officers in the different regions.</p> <p>Develop and implement a targeted behaviour change communication program for older men ("sugar daddies"). and the general population</p> <p>Ensure a network for sex workers, MSM network, women living with HIV, youth (girls and boys), and rural women are primary actors in determining appropriate user friendly condom outlets.</p>	Ministry of Education; Ministry of Justice; Ministry of Gender Equality and Child Welfare; Ministry of Youth, National Service, Sport and Culture; Community Support Organisation e.g. WAD, LL/CL, C-Change, Positive Vibes, Health Unlimited, SFH, FBO's, Civil Society Partners.	2010 - 2020
100 % of survivors that report to WCPU access relevant treatment	<p>Create a system and process for use by all police stations and health clinics to support the referrals for both rape and sexual assault cases and to ensure non-discriminatory and supportive service to the victim.</p> <p>Collect and Provide accessible public information on the importance of PEP after sexual assault and on right to legal abortion.</p>	Ministry of Safety and Security; Ministry of Gender Equality and Child Welfare; Ministry of Health and Social Services; Ministry of Justice; Civil Society and Donor Agencies	2010 - 2020
All pregnant women have access to PMTCT	<p>Revisit and strengthen policy guidance to support HIV positive women wishing to have children.</p> <p>Research, design, Implement and monitor a program to empower pregnant women and their partners to make informed choices and decisions on sexual and reproductive rights, especially whether to have or not to have children.</p> <p>Develop and implement communication campaign on PMTCT.</p> <p>Make PMTCT readily available even in remotest areas.</p> <p>Put mechanisms in place to ensure that MC is part of a comprehensive HIV prevention package and not a stand alone.</p>	Ministry of Health and Social Services; Ministry of Gender Equality and Child Welfare; Ministry of Youth, National Service, Sport and Culture; Civil society partners, Development partners	

Strategies	Deliverable Output	KPI	Baseline	
TREATMENT				
Increased national access and adherence of ART's amongst women and men.	Plan to ensure national adherence to HIV and AIDS treatment by women and men.	Proportion of women and men living with HIV and AIDS receiving and adhering to ARTs.		
CARE AND SUPPORT				
Promote the delivery of quality home-based care and develop and put in place a monitoring and evaluation system for HBC volunteers	Plan to ensure implementation of care work policy	Extent of government support for care workers	Namibia has a policy on CBHC released in March 2008; it provides ample support and recognition of care-givers in the country. The new programme aims to standardise and professionalise home-based care.	
	Statistics on resources for care givers.	Number of care givers receiving the necessary resources.	Establish the current position in terms of resources available for care givers.	

Targets	Action	Responsible Institution	Time frame
Ensure universal access to HIV and AIDS treatment for infected women, men, boys and girls.	<p>Advocate for the use of other structures besides clinics to broaden the base of accessibility.</p> <p>Reduce stigma through awareness campaigns</p> <p>Education of potential clients.</p> <p>Education campaign for children born with HIV and are already taking medication - and make information accessible to them to minimize the spread of the virus.</p> <p>Implement projects that ensure nutritional needs of women and men with HIV and AIDS are provided for.</p>	Ministry of Health and Social Services; Red Cross, and other NGOs (YWCA, CAA)	2010 - 2020
Develop and implement policies and programmes to ensure the appropriate recognition, of the work carried out by care givers, the majority of whom are women;	<p>Capacity building of all CHBC service providers on gender mainstreaming in CHBC service provision.</p> <p>Training of CHBC service providers to be able to address and respond to violence against women.</p> <p>Raise awareness of Care work policy</p> <p>Database for care workers (number of care workers and current resources available; with the aim of developing a baseline)</p> <p>Raise status of care workers. e.g. grants for care workers</p> <p>Support groups and counselling for care workers.</p>	Civil society partners, Ministry of Health and Social Services; Regional HIV and AIDS coordinating committees	
	<p>Advocacy around a Care Work Policy.</p> <p>Emphasis on increasing number of male CHBC volunteers.</p>	Ministry of Health and Social Services; NGOs and FBOs; MGECSW; Civil Society partners	

CLUSTER THREE: GENDER, EDUCATION, TRAINING AND THE GIRL CHILD

Key issues

- **Namibia has recorded encouraging results in terms of the enrolment of girls compared to boys from primary school through tertiary education, however, dropout rates for girls remain high.** There are 102 girls for every 100 boys in primary school. For every 100 boys in secondary school, there are 113 girls. This trend continues right through to tertiary education where female students outnumber their male counterparts. However, the challenge comes at the point of retention. Girls tend to gradually drop out in upper primary and high school as a result of pregnancy, poverty, HIV and AIDS, sexual harassment, early marriages and other cultural practices. citation
- **Early marriage is a key factor in female school drop-out rates.** Although there are laws in place that set the minimum age for civil marriage at 18, girls as young as 13 years are married off under customary law¹⁶.
- **Educational marginalisation, gender insensitive teaching and learning methodologies are exacerbated by the low status accorded to women and girls:** The number of girls dropping out of school is still high, threatening the retention and completion of studies by girl-children at upper primary and secondary levels.
- **Overall there is a higher proportion of women than men in tertiary education and there has been a steady increase in several areas:** Women constitute 51.3% of those in tertiary education compared to 48.7% men. In Humanities and social sciences, the figure grew from 51% in 1997 to 67% in 2007; in medical and health services, it increased from 81% in 1997 to 89% in 2007; in Economics and management science it grew from 46% in 1997 to 58% in 2007; Education (52% in 1997, 75% in 2007); Science (37% in 1997, 49% in 2007); Law (45% in 1997, 60% in 2007); Agriculture (36% in 1997, 46% in 2007); Centre for External Studies (75% in 1997, 66% in 2007). In 2007, only 465 men graduated in comparison to 934 females¹⁷.
- **However, the proportion of women in Vocational Education and Training Centres is much lower, with more male than female students having enrolled in 2005/6, at 67% and 33% respectively¹⁸.**
- **Female learners face unique challenges in completing their education,** including inadequate prevention and management of learner pregnancies, economic pressures on young girls from family members and financial dependence on older men ("sugar daddies").
- **The girl child is also affected by bias stereotypes and harmful cultural practices.** Other challenges and constraints in relation to girl child education include: cultural practices, bias stereotypes which negatively influences access, retention and development of girls across the school curriculum; sexual harassment in educational institutions which could result exposure to HIV; and inadequate gender-responsive pedagogy in primary, secondary and tertiary institutions.

¹⁶ Republic of Namibia (2010) Namibia Country Report 1995-2009 on the Implementation of Beijing Platform for Action; Beijing+15, Ministry of Gender Equality and Child Welfare: Windhoek page 71

¹⁷ Republic of Namibia (2010), Statistical Profile on Women and Men in Namibia; Ministry of Gender Equality and Child Welfare: Windhoek pages 15-23

¹⁸ Republic of Namibia (2010), Statistical Profile on Women and Men in Namibia; Ministry of Gender Equality and Child Welfare: Windhoek pages 19-22

NOTES

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CLUSTER THREE MATRIX: EDUCATION, TRAINING AND THE GIRL CHILD

Policy Objectives:

- 1) Reduce gender inequality in education, improve school completion rates for girls and boys, and increase women's access to Vocational Training, Science and Technology;

Strategies	Deliverable output	KPI	Baseline
GENDER GAPS IN DECISION-MAKING IN THE EDUCATION SECTOR			
Develop, disseminate and implement a gender Policy for the education sector	Education gender policy	Education Gender policy developed, disseminated and implemented	There are 22 women at senior management out of a total of 70, 1909 women at middle management out of 3074, 414 women at specialised/senior levels out of 757 and 10,997 women at skilled level where most of the teachers and Principals are out of 17 832. Overall women form 62% of total permanent staff in the ministry. (Division of HR administration, 2008)
Ensure gender parity in decision making by 2015.	Plan of action to ensure gender parity.	Progress towards attaining gender parity in education decision-making at all levels and in all areas.	
GENDER GAPS IN THE TEACHING PROFESSION			
Ensure gender equity in all areas and at all levels of the teaching profession.	Gender equity plan	Gender parity at all levels of the teaching profession	A total of 22 072 teachers. 13 081 female; 8 271 male; ¹⁹
GENDER GAPS IN ENROLMENT			
Literacy: ensure universal adult literacy, and close the gender gap through ensuring higher participation by men in adult literacy.	Increased participation by men in adult literacy.	Percentage of men in adult literacy.	According to the Millennium Development Goals Second Progress Report for Namibia (2008), the national literacy rate target has been met and is higher for females (94%) than for males (91%). Women form about 70% of participants in the National Literacy Programme ²⁰ .

¹⁹ Ministry of Education, Education Management System (EMIS) 2010

²⁰ 2nd Millennium Development Goals Report Namibia 2008

- 2) Promote and protect the rights of girls and boys and eliminate discrimination against them in education and training.

Target	Action	Responsible Institution	Time frame
Education gender policy developed disseminated and implemented by 2015.	Ministry of education to mobilise funds for the development of the policy.	Ministry of Education; Ministry of Gender Equality and Child Welfare; FAWENA, Civil Society, UN agencies-UNAM, PON, IUM	2010 - 2015
Gender parity in all areas of decision-making by 2015.	Conduct mentoring and capacity building training programmes targeted at all levels of decision making.		
Gender parity of teaching profession by 2015	Facilitate through affirmative action so that female educators, teachers and professors take up managerial roles at various levels in the education hierarchy Offer Leadership courses to women in education Train women in interview, confidence building and communication skills. Provide scholarships on educational leadership and management to women.	Ministry of Education; Ministry of Gender Equality and Child Welfare; Training institutions; Trade Unions; Private Sector; NID; IPPR; Civil Society; LAC	2010 - 2015
Achieve Universal literacy EFA: Goal 5 aims at "achieving gender parity by 2005 and gender equality by 2015" MDG: The key indicator to be assessed is goal 2 of "achieving universal primary education and literacy amongst 15-24 year olds by 2015 and Goal 3 "Eliminate gender disparity at primary , secondary and at all levels by 2015"	Conduct needs assessment to develop programmes that speak to men's interests. Develop and implement programmes that change cultural mind-sets. Sensitise the traditional leaders. Encourage women to influence men to participate in literacy programmes.	Min of Gender Equality and Child Welfare; Traditional authorities; Ministry of Education; Faith Based organisations; Civil Society; Political councillors;	2010 - 2020

Strategies	Deliverable output	KPI	Baseline
Primary school: Strive for 100% retention rates for boys and girls at all levels.	Boys and girls retained at primary school.	<p>Increased Number of boys and girls completing primary education.</p> <p>Number of girls and boys enrolled and retained in primary school.</p>	<p>The total enrolment at primary level was 407,446 205,785 males and 201,661 females (2008)²¹</p>

²¹ Republic of Namibia (2010) Namibia Country Report 1995-2009 on the Implementation of Beijing Platform for Action; Beijing+15, Ministry of Gender Equality and Child Welfare: Windhoek page 20

Target	Action	Responsible Institution	Time frame
EFA, CRC and MDG goals	<p>Popularise mechanisms for exemption from SDF contributions for those who cannot afford (girls most likely to lose out if family resources are scarce).</p> <p>Enforce Constitutional promise of free primary education.</p> <p>Standardised school uniform to reduce costs (recommended at recent education conference).</p> <p>Enforce the legal instruments that promote equal access to and retention in primary education.</p> <p>Conduct research to establish why boys and girls are dropping out of schools.</p> <p>Enforcement of legislation that all children have a right to primary school education; addressing regional gaps.</p> <p>Mobilize Community on the importance of parental involvement in education.</p> <p>Compel families to send their children, including those with special needs and the vulnerable to schools.</p> <p>Establish bursary schemes</p> <p>Build more hostel facilities.</p> <p>Implement feeding scheme for all girl and boy learners at all schools.</p> <p>Lobby and campaign for the abolishment of the school development fund.</p> <p>Conduct empowerment programmes through boys clubs, girls clubs and Tuseme.</p> <p>Conduct Mathematics Science and Technology holiday school programme.</p> <p>Mentoring programmes at school.</p> <p>Life Skills teachers' participation and involvement.</p> <p>Make schools centres of care and support through the teaching and learning processes.</p>		2012-2015

Strategies	Deliverable output	KPI	Baseline
Secondary school Strive for 100% participation rates in secondary school.	Boys and girls retained in secondary school.	Number of girls and boys enrolled and retained at secondary school	Secondary F= 53.7% M= 46.3% (EMIS 2010)
TERTIARY EDUCATION			
Increase enrolment and retention rates for males and females including the disadvantaged and marginalised groups across all faculties.	National enrolment and completion data for tertiary education institutions.	Number of males and females enrolled and completing tertiary education.	Tertiary F=51.3% M=48.7% 50:50 professionals e.g. at College of Education female graduates exceeded males in 2003 (307 males versus 308). Recent data shows female enrolment rates are higher (52%) than that of males (48%) at Colleges of Education
VOCATIONAL EDUCATION			
Increase enrolment and retention rates for males and females in vocational education and the most disadvantaged and marginalised groups.	Increased enrolment and completion in VTC institutions.	Number of males and females enrolled and completing vocational education.	VTC males still dominate with 71% males and 29% females (MGECW, 2008). Women's enrolment increased over the years due to newly introduced subjects such as hairdressing, hospitality and tourism. ²²

²² Republic of Namibia (2010) Namibia Country Report 1995-2009 on the Implementation of Beijing Platform for Action; Beijing+15, Ministry of Gender Equality and Child Welfare: Windhoek pages 23-25

Target	Action	Responsible Institution	Time frame
MDGs, EFA and CRC Goals	<p>Roll out policy on prevention and management of learner pregnancy already approved by Cabinet in 2009, and enshrine it in law</p> <p>Lobby and campaign for the abolishment of the school development fund.</p> <p>Mentoring programmes at school</p> <p>Life Skill teachers participation and involvement</p>	<p>Ministry of Education; FAWENA; White Ribbon Campaigns; LAC;</p> <p>Civil Society; Office of the Ombudsman;</p> <p>Ministry of Gender and Child Welfare;</p> <p>NAWA; Student Organisation; Schools;</p> <p>Political leaders, Councillors. School Boards,</p> <p>Ministry of Safety and Security;</p> <p>Faith Based Organisation</p>	Annually 2012 -2015
MDGs and EFA Goals	<p>Enact laws that promote equal access to and retention in tertiary education</p> <p>Conduct surveys to establish reasons for gender imbalances in tertiary institutions at all levels;</p> <p>Develop appropriate strategies to curb the gender imbalances</p>	<p>Ministry of Gender Equality and Child Welfare; Ministry of Education; National Council of Higher Education; Tertiary Institutions</p>	Annually 2012 - 2015
<p>Enact laws that promote equal access to enrolment and retention in vocational education.</p> <p>EFA, MDGs.</p>	<p>Conduct surveys to establish reasons for imbalances in VTC especially for females in male dominated fields.</p> <p>Develop appropriate strategies to curb gender imbalances in intake.</p> <p>Create a positive perception towards vocational training system.</p> <p>Make Vocational training centres as a career path of choice not as a last resort for failures.</p>	<p>Ministry of Gender Equality and Child Welfare;</p> <p>Namibia Training Authority;</p> <p>Ministry of Education,</p> <p>Ministry of Youth, National Service, Sport and Culture;</p> <p>Vocational Training Centres</p>	Annually

Strategies	Deliverable output	KPI	Baseline	
TEENAGE PREGNANCIES				
Reduce the incidence and rate of learner pregnancies.	Report on the reduction of learner pregnancies in schools.	The percentage reduction in learner pregnancies.	Official statistics on pregnancy-related school drop-outs in Namibia for 2009 show a Total of 1732 learners dropped out for this reason – with 1671 (96%) of them being girls. ²³	
Sensitisation of boys, girls and parents and teachers on the consequences of teenage pregnancies.	Prevention programmes developed and implemented in schools and communities.	Number of programmes cascaded in schools and communities.	Establish baseline data and benchmark targets over time (EMIS 2010)	
Incorporate Sex education in the curriculum.	Sex education incorporated in curriculum and training materials developed.	Number of training materials developed. Sex education programmes offered in schools.	Ministry of Education Window of Hope, My future my Choice, FAWENA' Adolescence Reproductive Health, Star for Life	
GENDER BASED VIOLENCE, HIV, AIDS AND THE GIRL CHILD				
Promote zero tolerance for gender based violence and address stigma on HIV and AIDS in schools	Action plan for GBV, HIV and AIDS in schools.	Action plan developed, implemented and monitored Reduced cases of GBV, HIV infections in schools.	Survey to establish the number of cases reported.	

²³ Republic of Namibia (2010) Statistical Profile on Women & Men in Namibia; MGEW: Windhoek page 16

Target	Action	Responsible Institution	Time frame
EFA, MDG, Education Sector Policy for the Prevention and Management of Learner Pregnancy	<p>Implementation, compliance and sensitisation on the Policy.</p> <p>Encourage learner parents to go back to school.</p> <p>Incorporate parenting skills in the Life Skills curricula targeting both boys and girls.</p> <p>Offer training to Councillors on Education Sector Policy for the Prevention and Management of Learner Pregnancy.</p> <p>Establishing accessible and affordable child care facilities within the community and close to schools, and offer counselling facilities for learners and their families.</p>	<p>Ministry of Gender Equality and Child Welfare;</p> <p>Ministry of Education;</p> <p>Ministry of Health and Social Services; NGOs e.g. FAWENA; the Church;</p> <p>WAD; Political Councillors; LAC</p>	Annually 2012 - 2020
EFA, MDG, Education Sector Policy for the Prevention and Management of Learner Pregnancy	Develop, disseminate, implement and monitor learners' pregnancies prevention programmes for both girls and boys.		
	<p>Incorporate sex education in the curriculum.</p> <p>Develop sex education training materials.</p> <p>Address social and cultural barriers to sexual and reproductive health education.</p> <p>Promote the training of teachers and relevant stakeholders in gender-responsive education regarding the sexual maturation of both girls and boys.</p>	<p>Ministries of Education; Ministry of Health and Social Services;</p> <p>NAPPA;</p> <p>FAWENA; YWCA; Boys Clubs; Girls Clubs;</p> <p>Traditional Authorities; FBOs; CBOs;</p> <p>Other NGOs</p>	
National Policy on HIV and AIDS, Education sector policy on HIV and AIDS, EFA, MDG	<p>Conduct research to establish the magnitude of violence and cultural discrimination against girls and boys.</p> <p>Offer programmes aimed at training Life Skills teachers on GBV, rape and sexual abuse.</p> <p>Train teachers on how to deal with HIV positive children.</p> <p>Sensitise learners on issues related HIV and AIDS and GBV, rape and sexual abuse, child labour.</p> <p>Develop a comprehensive National Policy on Sexual Harassment for Education sector targeting teachers and learners.</p> <p>Reinforce and implement laws aimed at protecting the girl-child in the household and in society from all forms of physical and mental violence, injury and abuse, which includes sexual abuse and rape, child labour, maltreatment, neglect and exploitation.</p>	<p>Ministry of Safety and Security; NGOs;</p> <p>FAWENA; CBOs;</p> <p>LAC; FBOs;</p> <p>WAD; Ministry of Gender Equality and Child Welfare; Ministry of Education; Ministry of Regional and Local Government; Traditional Leaders Traditional Leaders</p>	Annually

Strategies	Deliverable output	KPI	Baseline
CHALLENGING GENDER STEREOTYPES IN TEACHING AND LEARNING MATERIALS AND SUBJECT (CAREER) CHOICES			
Review how the education system, curriculum, teaching and learning materials perpetuate gender stereotypes and career choices	Put in place a Gender responsive Education system.	Number of female learners enrolled in male dominated career choices at all levels of education.	Males dominate as science and agriculture degree holders: In 2007 at UNAM 2715 males versus 3576 females enrolled, in agriculture 124 males versus 81 females respectively, but females dominated in law and economics in terms of 219 females versus 203 males and 1096 females versus 901 males ²⁴ . Most female graduates enrolled in traditionally female subjects at Vocational Training Centres
Address educational needs of all persons with disabilities at all levels and ensure enrolment, retention and completion.	Increased gender responsiveness in the provision of education to persons with disabilities in terms of resources, infrastructure, curriculum, learning and teaching materials.	Number of gender responsive education provision for person with disabilities.	The provisions of the UN Convention on the rights of person with disabilities.
Promote Gender responsive pedagogy	Training manual and materials.	Increase in the number of teachers trained in creating a gender responsive learning environment.	Best practices of FAWENA in developing strategic partnerships that assist schools and regions to provide an enabling learning environment for disadvantaged children, especially girls

²⁴Republic of Namibia (2010) Namibia Country Report 1995-2009 on the Implementation of Beijing Platform for Action; Beijing+15, Ministry of Gender Equality and Child Welfare: Windhoek, page21

Target	Action	Responsible Institution	Time frame
Gender parity in all areas by 2015; EFA; MDG provisions	<p>Review teaching and learning materials from a gender perspective from pre- school to tertiary levels and address gender gaps.</p> <p>Conduct Career Guidance fairs for female</p> <p>Improve and enhance access and retention of female in science, mathematics and technology-related fields.</p> <p>Ensure that all Curricula and teaching and learning materials content is gender sensitive.</p> <p>Avail bursaries and study loans in the sciences for female using quotas.</p> <p>Introduce gender qualification at tertiary institutions – e.g. a degree course on gender studies.</p> <p>Train teachers on gender responsive pedagogy (processes) in pre-service training.</p>	<p>Ministry of Education; Tertiary and Vocational Institutions;</p> <p>NIED; Private Sector; Ministry of Labour;</p> <p>Ministry of Youth, National Service, Sport and Culture;</p> <p>FAWENA;</p> <p>Ministry of Gender Equality and Child Welfare; Namibia Voices for Development;</p> <p>NQA; NTA;</p> <p>Civil society organisations;</p> <p>Publishing houses</p>	2010 - 2020
Targets of the UN Convention on the rights of person with disabilities.	<p>Review teaching and learning materials, curriculum to ensure positive portrayal for PWDs and gender responsiveness.</p> <p>Encourage and build capacity of teachers and facilitators and peers to learn sign language and how to read brail.</p> <p>Provide feeding programmes and nursing care for people with special needs.</p> <p>Making facilities accessible and user friendly - Improve access to equipment that will support and encourage mobility of people who are physically challenged.</p> <p>Establish support structures for parents and caregivers of children with special needs.</p> <p>Ensure compliance to the available legal instruments – M & E strategy.</p> <p>Conduct a national survey of people with disabilities and establish how many they are.</p> <p>Mobilise community / pressure groups to challenge the authorities when they are not providing the necessary support and services.</p>	<p>Ministry of Education; Ministry of Health and Social Services;</p> <p>Organisation of persons with disabilities; National Disability Council; Ministry of Gender Equality and Child Welfare; Ministry of Labour and Social Services;</p> <p>Community – Councillors; Churches; NGOs; Traditional authorities;</p> <p>Namibian Voices for Development; National Planning Commission;</p> <p>National Disability Council</p>	Ongoing 2012 - 2017
Gender parity in all areas by 2015; EFA; MDG provisions.	<p>Integrate and reinforce gender awareness training in all teaching and training programmes so as to equip teachers (pre and in service) with the essential skills and materials for gender sensitive teaching.</p> <p>Introduce and have gender focal persons in schools at management level.</p> <p>Incorporate FAWENA to drive gender a in the Ministry</p> <p>Train teachers in gender sensitivity.</p>	<p>Ministry of Education; Ministry of Gender Equality and Child Welfare; FAWENA;</p> <p>Tertiary Institutions;</p> <p>WAD; Sister Namibia;</p> <p>LAC; Ministry of Health and Social Services</p>	2012 – 2015

Strategies	Deliverable output	KPI	Baseline
Promote Gender responsive pedagogy	Training manual and materials.	Increase in the number of teachers trained in creating a gender responsive learning environment.	Science Mathematics and Technology programme: is a FAWENA annual holiday programme organised in Schools for girls to excel in science, mathematics and technology and has benefited 290 girls from grades 10 and 12 since 2002.
Promote gender equity in different areas of education.	Lists of bursaries and loan schemes available.	An increase in number of bursaries and loans granted.	TBD.
IMPROVING PERFORMANCE AND CLOSING GENDER GAPS			
Enhance performance of girls and boys to achieve their maximum potential.	Improved performance in academic and co-curricular activities amongst girls and boys in school	Percentage improvement in performance by boys and girls at different levels.	To date 16 clubs have been established with 21 focal teachers.

Target	Action	Responsible Institution	Time frame
Gender parity in all areas by 2015; EFA; MDG provisions	Expand on the holiday programme initiated by FAWENA on Science, Maths, and Technology through ETSIP.	Ministry of Gender Equality and Child Welfare; Ministry of Education; Ministry of Labour and Social Welfare; Schools; FAWENA; WAD; Private Sector	2012 -2015
	Introduce bursary and loan schemes to support learners through tertiary education. Using a quota system to increase bursaries targeted at girls. Corporate Social Responsibility - private sector challenged to provide bursaries.	Min of Gender Equality and Child Welfare; Min of Education; NSF; NBC; NCCI; First Ladies – Foundation and Trusts; FAWENA; Publishers; Career Trusts and Foundation; Namibia Voice for Development	
Gender parity in all areas by 2015; EFA; MDG provisions	Diagnostic study on gender differences in performance levels and strategies for addressing this. Mentoring and motivational talks. The provision of psycho-social support within school structures. Establish platform for empowering girls through sports, arts, empowerment games.	Min of Gender Equality and Child Welfare; Min of Education; NSF; NBC; NCCI; First Ladies – Foundation and Trusts; FAWENA; Publishers; Career Trusts and Foundation; Namibia Voice for Development; Ministry of Health and Social Services	Ongoing 2012 -2020
	Train teachers on skills that assist in identifying children going through emotional distress, and equip them on mechanisms for reaching out to the children and providing support – through the Life Skills programme. Collaborate with the Ministry of Health and Social Services to carry out regular health checks within schools – to identify factors that may be preventing learners from reaching their maximum potential –e.g. testing for sight, hearing abilities. Strengthen, support, and revive social clubs within the schools.		

CLUSTER FOUR: GENDER, POVERTY, RURAL AND ECONOMIC DEVELOPMENT

Key issues

- **Most rural Namibians depend on subsistence agriculture**, often in conjunction with cash income and pension remunerations. However, 36% of rural Namibians have no source of income other than through subsistence agriculture. Studies show that 44% of female-headed households depend on subsistence agriculture.²⁵
- **Poverty is most pronounced among the 44% of female-headed households in rural areas.** Approximately 67% of the population lives in rural areas, a decline from 72% in 1991. About 52% of the population in rural areas are female.²⁶
- **Women are the main participants in subsistence agriculture and maintain rural homesteads.** In the populous northern regions of the country where 42.6% of the population live, women who care for children and the elderly are the main participants in subsistence agriculture and maintain rural homesteads, while many men are away in urban areas.²⁷
- **Due to Namibia's topography of arid and semi-arid areas, the country receives low rainfall and experiences frequent droughts.** The majority of Namibians lead a rural life style. Their livelihood depends mainly on the natural environment for food, shelter.
- **Women are the primary users of these environmental resources.** In most rural communities, women and girls constitute 75% of the workforce that fetches water and collects firewood. Fetching water is primarily a female task given that 36% of rural households have daughters fetching water, as compared to 15% which have sons fetching water.²⁸
- **Women's participation in the labour force is lower than that of men**, at 49% to 60%, respectively. Only 28% of women make a living from wage employment. In contrast, more than 50% of men depend on wage labour and only 29% from subsistence farming. The overall share of women aged above 15 years in wage employment in non-agricultural sectors is relatively low at 47%.²⁹

²⁵ Republic of Namibia (2008) Third National Development Plan 2007/2008-2011/2012 Vol. 1; National Planning Commission: Windhoek. p 20

²⁶ Republic of Namibia (2006) Regional Poverty Profiles, National Planning Commission: Windhoek. p 10

²⁷ Central Bureau of Statistics, Namibia Household Income and Expenditure Survey 2003/2004, p 25

²⁸ Republic of Namibia (2008) Third National Development Plan 2007/2008-2011/2012 Vol. 1; National Planning Commission: Windhoek. p 22

²⁹ Republic of Namibia (2010) Namibia Labour Force Survey, 2008: Report of Analysis; Ministry of Labour and Social Services: Windhoek

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CLUSTER FOUR MATRIX: GENDER, POVERTY, RURAL AND ECONOMIC DEVELOPMENT

Policy Objective:

1) Reduce gender inequalities and improve access to productive resources to enable poor women and girls to overcome poverty.

Strategies	Deliverable Output	KPI	Baseline	
GENDER, POVERTY AND RURAL DEVELOPMENT				
Review, analyse and modify policies and programmes on poverty reduction to ensure that these take women, and particularly rural women, into account in effective ways.	Gender aware poverty reduction Policies and Programmes include women as beneficiaries.	Proportion of women benefiting from poverty reduction programmes	HPI of women = 26%; men = 21% (ADB:6)	
FOOD SECURITY				
Create safety nets for the most vulnerable, the majority of whom are women.	Programme/plan to ensure food security.	Number of those who benefit versus the number of those in need.	A total of 26 308 people benefitted from the scheme (13 045 males and 13 263 females).	
AGRICULTURE				
Enable women's access, ownership and control (AOC) of land, affordable housing and sanitation.	Study and actions on obstacles to women's access to and control of resources such as land, credit, and training.	Percentage of women with access to and control of land Percentage of women with access to and control of affordable housing.	Employment of women and men by industry (2005) Agriculture: Women: 1058 (48%) Men: 1147 (52%)	
	Plan for addressing regional imbalances in women's access to land.	Closing of regional gap.	Regional imbalances with Oshikoto having the least numbers of women (2.9%) compared to Kunene 42.9%.	

2) Enhance the role and benefits of women in the environment

3) Improve access and control of productive resources and services such as land, credit, markets, employment and training for women

Targets	Action	Responsible Institution	Time frame
The proportion of severely poor men and women reduced to below 15%.	Devise a gender aware poverty reduction strategy. Capacity building on integration of gender in poverty reduction policies and programmes Introduce measures to integrate men and women living in poverty and socially marginalised groups into productive employment and mainstream economic activities.	Ministry of Gender Equality and Child Welfare; Ministry of Environment; and Tourism Min of Labour and Social Welfare; Ministry of Lands and Resettlement; , Ministry of Finance; CSOs; NGOs	2012 – 2017
Safety nets reach all the most vulnerable people especially women	Create a database on existing social safety nets for planning purposes. Analyse data on social safety nets from a gender perspective. Promote community driven gender responsive TIPEEG Programmes.	Office of the Prime Minister; Ministry of Health and Social Services; Ministry of Gender Equality and Child Welfare; Ministry of Lands and Resettlement; National Planning Commission, MRLGHRD, UN Agencies	2012 - 2017
Equal access to land by 2020.	Create awareness on land rights issues. Conduct national studies to identify obstacles to women's access and control of productive resources, especially how well the Communal Land Reform Act is working.	Ministry of Gender Equality and Child Welfare; WAD; LAC; Ministry of Justice; Ministry of Lands and Rural Settlement; Millennium Challenge Account (MCA))	2010 - 2015 Ongoing
	Strengthening the Communal Land Reform Act and enacting appropriate laws on other form of land tenure which will take women's into account.		2010 - 2015 Ongoing
Close regional gaps by 2015.	Review laws that prevent women from accessing and controlling land.	Ministry of Justice; Ministry of Gender Equality and Child Welfare; MAWF, Traditional Authorities, Ministry of Lands and Resettlement; National Planning Commission; Media	2010 - 2015

Strategies	Deliverable Output	KPI	Baseline
Increase agricultural services that improve knowledge, skills in farming and fishing practices of women, youth and farm labourers, by ensuring that extension service officers have a gender proportion which mirrors the population they serve and are trained to provide gender-aware services.	Equal proportion of men and women in the agricultural extension services.	<p>Number of women extension workers.</p> <p>Percentage increase in number of women in the extension service.</p> <p>Male extension Workers are gender sensitive.</p> <p>Improved knowledge and skills in farming and fishing practices by women.</p>	<p>Number of women extension workers.</p> <p>Percentage increase in number of women in the extension service</p> <p>Male extension Crop farmers are offered three forms of agricultural support services: ploughing services; weeding services and provision of farm inputs.</p> <p>Women farmers are deliberately targeted with the intention of promoting increased production.</p> <p>There is lack of sex disaggregated data to establish the level of participation.</p>
SUSTAINABLE DEVELOPMENT			
Involve women in the design, development and implementation of policies and programmes for natural resource management and environmental protection and conservation and climate change.	Records of consultations held with women.	Number of women involved in the implementation of policies and programmes	No sex disaggregated data to determine how many men & women are participating and benefiting from these projects.
	Quarterly Report available.	Number of reports submitted.	
Promote and protect use of the knowledge, innovations and practices of women of indigenous and local communities, and safeguard their existing intellectual property rights.	Training programmes to be rolled out.	Number of women benefitting from the indigenous practices	No baseline data available
	Community meetings.	Number of meetings held with community members.	
	Increased knowledge and awareness on women's intellectual property rights and the benefits thereof.		

Targets	Action	Responsible Institution	Time frame
<p>Equal participation by 2015.</p> <p>Provision of appropriate and affordable technology to rural women by 2020</p>	<p>Assess the gender proportion in agricultural extension services and address the gaps</p> <p>Provide gender-aware training for male and female extension workers</p>	<p>Min of Agriculture, Water and Forestry; Min of Gender Equality and Child Welfare through focal point, Traditional Authorities, Regional Councils</p>	<p>2010 - 2015</p>
<p>Ensure parity in the number of women involved.</p> <p>Equal Participation of women in sustainable development policies, programmes and decision making.</p>	<p>Awareness raising on the importance of women involvement in sustainable development activities</p>	<p>Office of the Prime Minister; Ministry of Agriculture, Water and Forestry; Ministry of Health and Social Services; Ministry of Gender Equality and Child Welfare:</p> <p>Min of Regional and local Government; Ministry of Environment and Tourism</p>	<p>2010-2020</p>
	<p>Build capacity of women to engage meaningfully and contribute to solutions on sustainable development issues.</p>		
	<p>Identify and promote the existing indigenous knowledge and practices.</p>	<p>Ministry of Gender Equality and Child Welfare; Ministry of Education; Ministry of Youth, National Service, Sport and Culture; Ministry of Information and Communication Technology; Ministry of Justice; Ministry of Trade and Industry; Ministry of Mines and Energy; Office of the Prime Minister; Ministry of Health and Social Services; Ministry of Regional and Local Government</p>	<p>2010-2015</p>
	<p>Create platform for women and men to share knowledge & skills.</p>		
	<p>Protect & preserve indigenous knowledge.</p>		

Strategies	Deliverable Output	KPI	Baseline
BASIC SERVICES			
Promote access by women and men to safe drinking water and sanitation by committing adequate resources, and working closely with civil society to engage in community education.	<p>Boreholes and taps sunk in designated areas</p> <p>Proper sanitation facilities erected in designated areas</p> <p>Community based education programmes of safe drinking water techniques.</p>	<p>Progress report for all initiatives and projects undertaken.</p> <p>Boreholes sunk in designated areas across the regions.</p> <p>Proper sanitation facilities erected in designated areas.</p> <p>Community based education programmes in place across the region.</p>	<p>Drinking water available on premises 81% urban and 32% of rural households.³⁰</p> <p>In 36.7% of households people travel 500m or less to collect water and in 4.6% of households people travel more than 1km to collect water.</p>
GREEN ECONOMY			
Encourage the design of projects in areas of concern regarding the environment that would specifically benefit women and create projects to be managed by women.	<p>Projects created to benefit women</p> <p>Projects managed by women.</p>	Number of projects created and managed by women.	To be determined
Ensure adequate research to assess how and to what extent women are particularly susceptible to, exposed to or affected by environmental degradation and hazards, including research and data collection on specific groups of women, particularly women living in poverty.	Research data and findings.	Recommendations made and the implementation thereof.	To be determined
Adopt and enforce laws and regulations including the sexual harassment of women in the workplace – as covered by the Labour Act 2007. Ensure that women are not denied employment and promotion due to pregnancy, breast-feeding or family responsibilities.	Report of discrimination related to maternity.	Number of women who have experienced discrimination.	A female worker who has worked continuously for 12 months for the same employer has a right to 3 months of unpaid maternity leave. The Social Security Commission will pay 80% of her normal pay. Maternity leave should be taken 4 weeks before the expected date of birth until 8 weeks after the birth.

³⁰ Ibid at page 16

Targets	Action	Responsible Institution	Time frame
80% access coverage to safe drinking water and adequate sanitation facilities across the regions	<p>Advocate for access to potable drinking water for communities without access.</p> <p>Popularise water harvesting techniques.</p> <p>Extension of rural water supply services to all communities.</p> <p>Construction of adequate sanitation facilities to communities in dire need.</p> <p>Training of communities in water resource management.</p>	<p>Min of Agriculture, Water and Forestry, NAMWATER, Min of Regional and Local Government; Ministry of Lands and Resettlement;</p> <p>NGO; CBOs; Development Partners;</p> <p>Donor agencies</p>	2010 - 2015 Ongoing
	<p>Small scale gardening projects.</p> <p>Tree plantation projects.</p> <p>Aqua Culture projects – ponds for breeding fish.</p> <p>Research to be conducted on how men and women are affected by environmental degradation and hazards</p>	Ministry of Environment and Tourism	2010 - 2015 Ongoing
	Lobby for the full enforcement of the Labour Act of 2007 and the Code of Best Practices cited in the Labour Act, but have not yet been prepared.	Min of Health and Social Services, Ministry of Gender Equality and Child Welfare	2010 - 2015 Ongoing

Strategies	Deliverable Output	KPI	Baseline	
GENDER, TRADE AND ECONOMIC EMPOWERMENT				
ECONOMIC DECISION-MAKING				
Review/strengthen existing policies relating to economic decision-making especially by women.	Action plan for ensuring women's equal participation in decision-making and public campaigns to popularise	Percentage increase in women in economic decision making	Proportion of women and men who own small and medium enterprises (2010) Women: 532 (20%) Majority women: 498 (18%) Men: 1,661 (62%) (MTI 2010) The tender board has 11 women and 26 men (20% and 80% respectively). Expand it to regional tender boards to understand the broader picture.	
Identify policy documents to be reviewed and made available.	Reports of the Employment Equity Commission, Gender sensitive economic policies in place by 2015.			
To ensure women's equal rights, access, ownership and control of economic resources, in order to reduce poverty.	Level of poverty reduction amongst FHH.	Number of women who have access ownership and control of productive resources.	National Housing, Income & Expenditure Survey (NHIES) data Baseline on Employment, base line on SME's from Ministry of Trade and Industry, and labour Force survey.	
ENTREPRENEURSHIP				
Encourage existing and upcoming businesses to engage in manufacturing and value-addition and market opportunities, especially for women and people who are physically challenged.	Plan for incorporating women and people who are physically challenged into trade.	Percentage increase in participation of women and people who are physically challenged in trade.		
PROCUREMENT				
Ensure that women and people who are physically challenged benefit equally from public and private procurement processes.	Plan for ensuring women and people who are physically challenged benefit equally from procurement.	Percentage of women and people who are physically challenged benefitting from procurement		

Targets	Action	Responsible Institution	Time frame
Equal participation by women and men in policy formulation and implementation of economic policies.	<p>Review and analyze relevant economic decision making policies and programmes; assess gender gaps in existing policies and propose amendments.</p> <p>Strengthen implementation frameworks to ensure gender compliance for all relevant, policies, laws and programmes.</p> <p>Capacity building and mentorship of women.</p>	Office of the Prime Minister; Employment Equity Commission; Ministry of Finance, National Planning Commission; BoN; DBN; Ministry of Agriculture Water and Forestry; Ministry of Regional and Local Government; Ministry of Finance; NGOs, MGECW, NCCI	2010 - 2015
5% reduction of unemployment rates amongst women and reduction of poverty amongst Female Headed Households (FHH) in urban and rural areas.	<p>Develop a strategy for women to benefit from economic activities and to maximize participation of women in economic programmes.</p> <p>Capacity building and mentorship of women.</p>	<p>Ministry of Gender Equality and Child Welfare;</p> <p>Ministry of Environment and Tourism;</p> <p>Ministry of Lands and Resettlement; Ministry of Mines and Energy; Ministry of Trade and Industry; Ministry of Finance; Regional Councils; LARRI, UNAM, Polytechnic, NCCI, DBN, Constituency offices.</p>	
	<p>Create more awareness through media and exposure.</p> <p>Training and mentorship.</p> <p>Create awareness of the creation of the SME Bank.</p>	Ministry of Trade	2010-2015
	<p>Ensure that affirmative action measures are implemented and compliance reports submitted</p> <p>Ensure that the reviewed procurement policy is gender sensitive and creation of awareness</p>	Min of Finance; Ministry of Regional and Local Government;	2010-2015

Strategies	Deliverable Output	KPI	Baseline
THE INFORMAL SECTOR			
Create a supportive environment for women and men in small and medium enterprises (SMEs) and the informal sector.	By laws reviewed and conducive environment created.	Increase in proportion and levels of women in SMEs.	Women constitute 52% of the self employed In 2008 a total of 38% of SMEs were run by women. ³¹ In 2010 a total of 20% of SMEs were run by women.
		Proportion of women accessing credit	
EMPLOYMENT			
Adopt specific measures to address women and youth’s unemployment, in particular their long-term employment status.	Plan for closing gender gaps in employment	Percentage reduction in women and youth unemployment.	Namibia Labour Force Survey (NLFS) 2008; 51, 2% Namibians are unemployed. ³² Male 44%, Female 58%
Redress the gender inequality division of labour in the work place.	Equal pay for equal work; eradication of occupational segregation.	Percentage decrease of division of labour inequality.	Health and welfare: Men: 148 (15%) Women: 867 (85%) Education, Training: Men: 605 (52%) Women: 549 (48%) Financial intermediation: Men: 2707 (39%) Women: 4152 (61%) Local government: Men: 2847 (80%) Women: 710 (20%) Manufacturing: Men: 2161 (84%) Women: 403 (16%) Construction: Men: 3144 (88%) Women: 445 (12%) Service Sector: Men: 4532 (42%) Women: 6342 (58%)
UNPAID WORK OF WOMEN			
Undertake time-use studies to provide statistical means to recognise and make visible the work done by women, including unpaid and domestic work, and their contribution towards national economies.	Recognition and quantification of women’s unpaid work by government.	Extend to which women’s unpaid work is recognised by government.	None

³¹ Republic of Namibia (2008) Third National Development Plan 2007/2008-2011/12; Volume I; National Planning Commission: Windhoek; page 259.

Targets	Action	Responsible Institution	Time frame
Review national trade and entrepreneurship policies, to make them gender responsive.	Conduct feasibility studies, Training in developing business plans, enhance business skills through hands-on training including business monitoring and mentoring.	Ministry of Trade and Industry, Local Authorities, Min. of RLGRD, SSC, DBN,NCCI, Fisheries, MGEWCW, Min of Mines and Energy	2010-2015
	Revise bye laws that are unfairly restricting informal businesses. Provide infrastructure for informal business to operate . Conduct Capacity building and training for the informal businesses. Fast tracking of the creation of the SME Bank. Finalize the trade Industrial Policy.	Ministry of Trade and Industry, Local Authorities, Min. of RLGRD, SSC, DBN,NCCI, Fisheries, MGEWCW, Min of Mines and Energy	2010 - 2020
Reduce unemployment for women to 44%	Special programmes and affirmative action steps to create jobs for women and youth. Review of tender policy.	Ministry of Gender Equality and Child Welfare Ministry of Trade and Industry; Ministry of Agriculture, Water and Forestry, Ministry of Labour and Social Welfare; Ministry of Finance, Ministry of Mines and Energy, Min. Fisheries and Marine Resources; Ministry of Regional and Local Government;	2010 - 2015
	Undertake women's time-use study to quantify women's unpaid work and its contribution to the national economy. Advocate for remuneration of unpaid work.	Ministry of Gender Equality and Child Welfare; Ministry of Labour and Social Welfare; UNAM, NEPRU	2014 - 2017

³² Republic of Namibia (2010), Statistical Profile on Women and Men in Namibia; Ministry of Gender Equality and Child Welfare: Windhoek; page 29.

CLUSTER FIVE: GENDER, GOVERNANCE, PEACE, SECURITY AND DISASTER MANAGEMENT

Key issues

- **Gender parity is a key commitment:** As a signatory to the SADC Gender Protocol, the Government has committed itself to achieving the target of 50% representation of women in decision making by 2015.
- **Women's representation and participation in decision-making in Parliament and managerial levels is less than 50/50 across most sectors.** Women's representation in the national assembly dropped in the 2009 elections from 30% to 26%; in the national council the figure stands at 27%; while in 2010 women in the regional council were 23%.
- **Women representation in Local Authority Councils in 2010 was 40%.³³** This is primarily as a result of affirmative action initiatives enacted in the Local Authorities Act. But women mayors only constitute 27% of the total.³⁴
- **Namibia is a signatory to UN Resolution 1325.** In this respect, the government has committed itself to mainstreaming gender in peace-keeping activities and promoting the participation of women in institutions and decision-making bodies that are involved in peace-keeping and crisis prevention missions.
- **Although Namibia is not engaged in any major conflict, Namibian citizens have participated in peace-keeping and conflict resolution missions in Africa and other parts of the world.** Gender sensitivity is important to ensure the protection of women's rights in conflict areas.

³³ Republic of Namibia (2010) Statistical Profile on Women and Men in Namibia; Ministry of Gender Equality and Child Welfare, Windhoek, page

³⁴ Republic of Namibia (2010) National Gender Policy 2010-2020; Ministry of Gender Equality and Child Welfare: Windhoek, page 15

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CLUSTER FIVE MATRIX: GENDER, GOVERNANCE, PEACE, SECURITY AND DISASTER MANAGEMENT

Policy Objective: increase women's participation at all levels of decision making and provide support for women in governance and decision making positions; Increase and strengthen women's participation in conflict resolution, promote women's contribution to peace-building, and involve women in natural disaster management.

Strategies	Deliverable Output	KPI	Baseline
GENDER, GOVERNANCE AND DECISION MAKING			
REPRESENTATION AND POLITICAL DECISION-MAKING			
Raising awareness of women to participate and claim their rights in society	Increased Representa-tion of women in decision-making structures	Number of women in politics, decision making and managerial positions (Government, NGOs, private, parastatal and traditional authority)	Women representation (2010)as follows: National Assembly: 26% National Council Cabinet: 19% Regional Councils: 23%
Encourage women's participation in political party structures and encourage political parties to institutes a 50/50 zebra system when preparing party lists.			Local Authorities: 42% Governors : 23% Mayors :27% CEOs: 4 (15%) 23% - Ruling Party Central Committee 14% - Ruling Party Politburo 24% Opposition party Central Committee 42% Opposition party - Politburo KPI: proportion of women in party structures Output: # of women in political structures
Mainstream gender into the manifestos and constitutions of political parties.	Engendered political party constitutions and manifestos	Extent to which political party manifestos and constitutions mainstream gender	Analysis of 2009 Party Manifestos & Constitutions conducted by International Democracy and Electoral Assistance (IDEA)

Targets	Action	Responsible Institution	Time frame
50 per cent of decision-making positions in all public and private sectors are held by women including through the use of affirmative action measures.	Capacity building workshop for gender sensitisation on women's rights to representation and participation in decision-making at all levels using provisions in the SADC Protocol Leadership skills training	Ministry of Gender Equality and Child Welfare; all other Government Ministries; All Political Parties; NGOs; Women's Wings; ECN; Parliament – Standing Committee on Gender and Women Caucus; Ministry of Labour and Social Welfare;	2012-2015
	Civic Education at school levels and onwards Constitutional amendment to reserve a quota for women representation in all decision making. Affirmative Action Act to be revised to be in line with SADC Protocol and amend constitution as proposed. ECN – to enforce compliance of the quota systems in the lists submitted. 50/50 representation. Awareness raising with the political parties to revise and engender their party basic documents and constitutions. Mentoring and Coaching programmes To be formulated. Civic education programmes.		
By 2014 all manifesto of political parties manifestos engendered By 2014 All party Constitutions analysed from a gender perspective	Gender sensitive Civic education programmes. Review of political party manifestos and constitutions to make them gender responsive and mainstream gender issue. Translate manifestos into indigenous languages.	Political parties; Human rights bodies	2010 - 2014

Strategies	Deliverable Output	KPI	Baseline
PUBLIC MANAGEMENT			
Ensure representation of women in regional and local decision making bodies.	Increase women in decision-making structures of regional , and local authorities	Percentage increase of women in management positions in the regional councils and local authorities and Parliament.	Kavango: 29% Caprivi: 0% Erongo: 33% Hardap: 20% Karas: 17% Khomas 17% Ohangwena: 43% Omaheke: 57% Omusati: 14% Oshana: 38% Oshikoto: 43% Otjozondjupa: 49% Kunene: 100%
Ensure women's representations at all levels of decision-making in the Public Service.	Increased number of women at all management levels within the public service.	Increase in the proportion of women in senior management cadre in the Public Service.	Proportion of women in the Government Ministry/Office/ Agency 2010 MGEW: 75% Labour & Social Welfare: 12% Fisheries & Marine: 36% NPC: 46% Info & Broadcasting: 50% PM's Office: 43% Justice: 40% Finance: 45% Trade & Industry: 43% Education: 33% Office of the President: 25% Agriculture, water & Forestry: 43% Works, Transport & Communication: 31%; Foreign Affairs: 33% Mines and Energy: 33% Environment & Tourism: 43% Youth, National Services, Sports & Culture: 46% Lands & Resettlement: 42%; Central Intelligence: 0%; Safety & Security: 9% Defence: 42% ³⁵

³⁵ Republic of Namibia (2010) Statistical Profile on Women and Men in Namibia, Ministry of Gender Equality and Child Welfare, Windhoek, pg 35

Targets	Action	Responsible Institution	Time frame
50% Representation of women in public management positions by 2015	Capacity building and skills training workshops aimed at gender-sensitisation through training and mentorship programmes.	All Government Ministries; Office of the Prime Minister; Public Service Commission	2010 - 2015
	Access to bursaries and loans targeted at local governance issues.		
50% Representation of women at all levels of management positions by 2015	<p>Capacity building and skills training workshops aimed at gender-sensitisation through training and mentorship programmes.</p> <p>Loans and grants to support for women to further educate themselves.</p> <p>Affirmative Action provisions – enforced.</p> <p>Head hunting policy to open opportunities for women to fill high level decision making positions.</p>	<p>Office of the Prime Minister; Ministry of Gender Equality and Child Welfare;</p> <p>Ministry of Finance; Ministry of Defence; Ministry of Safety and Security</p>	2010 - 2015

Strategies	Deliverable Output	KPI	Baseline	
WOMEN IN SENIOR POSITIONS IN PARASTATALS				
Ensure representation of women at all levels of decision making in parastatals.	Increased number of women at management level within parastatals.	Increase in the proportion of women in senior positions in parastatals.	Total number: 202 Total percentage: 21%	
WOMEN IN SENIOR POSITIONS IN PRIVATE SECTOR				
Ensure representation of women at all levels of decision making in private sector.	Increased number of women at management level within private.	Increase in the proportion of women in senior positions in the private sector.	Total number: 820 Total percentage: 33%	
WOMEN IN THE JUDICIARY				
Ensure representation of women at all levels of decision making in the Judiciary.	Capacity building and skills training workshops; and mentorship programmes for women in the Judiciary.	Increase in the proportion of women in the judiciary system.	Total number: 66 Total percentage: 41%	
WOMEN HIGH COMMISSIONERS / AMBASSADORS				
Ensure women representation in foreign missions.	Increased number of Ambassadors & High Commissioners.	Increase in the proportion of High Commissioner and Ambassadors.	50% of women in Foreign Missions but most are in supportive roles and not ambassadors or High Commissioners or Ministers ³⁶	
PARTICIPATION				
Create platforms for building women's self-esteem, empowerment and assertiveness.	Programmes designed to empower women.	Increase in the number of women appointed into decision making positions across all sectors.		

³⁶ Republic of Namibia (2010) Namibia Country Report 1995-2009 on the Implementation of Beijing Platform for Action; Beijing+15, Ministry of Gender Equality and Child Welfare: Windhoek, page 47

Targets	Action	Responsible Institution	Time frame
50% of representation of women at all levels of management positions by 2015	Sensitisation of parastatals on gender issues.	Ministry of Gender Equality and Child Welfare; all line other Government Ministries; Gender Focal Points; SOEs; WAD; NEF; Parastatals	2010 - 2015
50% of representation of women at all levels of management positions by 2015	Capacity building and skills training workshops aimed at gender-sensitisation through training and mentorship programmes. Head hunt women qualified to take on senior positions. Incorporate gender and quotas into HR and recruitment policies.	Private Companies; Ministry of Gender Equality and Child Welfare	2010 - 2015
50% of representation of women at all levels of management positions by 2015	Capacity building and skills training workshops aimed at gender-sensitisation through training and mentorship programmes. Provision of study loans and bursaries for women to facilitate further study and skills development programmes. Mentorship programmes.	Ministry of Justice	2010 - 2015
50% of representation of women at all levels of management positions by 2015	Capacity building and skills training workshops aimed at gender-sensitisation through training and mentorship programmes.	Ministry of Foreign Affairs; Office of the President; Ministry of Gender Equality and Child Welfare	2010 - 2015
50% of representation of women at all levels of management positions by 2015	Capacity building workshop based on the SADC Gender Protocol provision on Governance – representation and participation. Mentorship and coaching programmes. On-going refresher courses and programmes.	Ministry of Gender Equality and Child Welfare; all Government Ministries; NGOs; CSOs	2010 - 2014

Strategies	Deliverable Output	KPI	Baseline
Discourage cultural practices which perpetuate gender inequality.	Gender sensitisation workshops.	Positive change in cultural perceptions and practices on women's roles in decision-making	
Capacitate women to meaningfully engage and participate in governance and decision-making processes.	Leadership training programmes; skills development and capacity building programmes Number of pro-women policies and laws passed in councils and parliament.	Number of women leaders with increased self-esteem and assertiveness.	Best practice as demonstrated by the Ministry of Defence, Department of Police, and Ministry of Education.
Encourage and facilitate participation of women in traditional leadership structures.	Workshops and dialogues implemented. Number of women entering traditional leadership structures.	Change in perceptions and attitudes.	One woman Chief was inaugurated.
Strengthen the Parliamentary Gender Caucus and female Parliamentarians across political party lines.	Capacity building and mentorship programmes.	Noted increase in confidence levels.	Number of such initiatives in place.

Targets	Action	Responsible Institution	Time frame
50% of representation of women at all levels of management positions by 2015	Campaigns and workshops education men and women on cultural practices that perpetuate gender inequalities	Ministry of Gender Equality and Child Welfare; Ministry of Justice; NGOs; CSOs; CBOs; LAC;	2010 - 2020 Ongoing
	Design and make available, in collaboration with other stakeholders, leadership development and empowerment programmes for women of all ages. Provide on-the-job leadership training and programmes for women councillors and members of parliament. Training on corporate governance issues. Provide on-the-job skills training for Parliamentary Gender Caucus and women councillors on budgeting, speech-writing, public speaking, interviews with media, and advocacy and lobbying Training on corporate governance issues.		2010 - 2020
	Dialogues and workshops with traditional leaders to get buy-in and support. Leadership training for women on the traditional laws, etc. Ongoing campaign aimed at sensitising/ creating awareness to communities and traditional leaders to challenge and change mind sets. Dialogue and workshop with men and women in the communities.	MGE CW Min of Justice CBOs NGOs LAC	2010
	Provide training for women Parliamentarians on subjects such as budgeting, speech-writing, public speaking, interviews with the media; lobbying and advocacy skills. Develop and implement leadership, mentorship and coaching programmes. Provide training on Gender mainstreaming. Capacity building on issues politics and strategic voting. English skills for Parliamentarians – however they should be allowed to speak in their mother tongues and be supported by English translation.	Ministry of Gender Equality and Child Welfare; other relevant Government Ministries; Political Parties; ENC; NGOs	2010 - 2015

Strategies	Deliverable Output	KPI	Baseline	
Design and make available, in collaboration with other stakeholders, leadership development- and empowerment programmes for women of all ages.	Programmes designed.	Measurement of impacts attributed to programmes implemented.		
Strategies	Deliverable Output	KPI	Baseline	
GENDER, PEACE-BUILDING, CONFLICT RESOLUTION AND NATURAL DISASTER MANAGEMENT				
PEACE BUILDING				
Ensure gender mainstreaming in peace-keeping, peace-building and natural disaster management.	Plan for advancing gender parity in peace keeping.	<p>Percentage of women in managerial positions in Defence and Protection services.</p> <p>Percentage of peace-building institutions and committees.</p> <p>Number of women as part of the delegations.</p>	<p>Proportion of women and men in Peace Building in the Ministry of Defence (2010)</p> <p>Women: 16 (42%)</p> <p>Men: 22 (58%)</p> <p>Defence Act provision</p> <p>UN Resolution 1325 recognises women's equal participation in peace keeping missions.</p> <p>Beijing platform for action 1995 (4th Conference)</p> <p>Number of meetings and the women who have participated. (Ministry and Foreign Affairs)</p>	
	<p>Quota system for women in management positions/. Proportion of women in management positions.</p> <p>Attendance of statutory and non-statutory meetings of SADC, SACU, AU and the UN.</p> <p>Engendered recruitment policy in place.</p>			

Targets	Action	Responsible Institution	Time frame
The Protocol provides that State Parties shall ensure the equal participation of women and men in decision-making by putting in place policies, strategies and programmes covering the various aspects under actions.	<p>Conduct a needs assessment survey.</p> <p>Leadership, gender sensitivity training or mentorship.</p> <p>Support structures for women in decision-making.</p> <p>Establishment and strengthening of structures to enhance gender mainstreaming.</p> <p>Implementing programmes that seek to change discriminatory attitudes and norms.</p> <p>Inclusion of men in gender related activities including community mobilisation.</p>	<p>Ministry of Gender Equality and Child Welfare; and all line Ministries; Political Parties; ECN; LAC; NGOs; CBOs</p>	2010 - 2015
Targets	Action	Responsible Institution	Time frame
SADC Gender Protocol provides for equal representation of women in conflict resolution and peace building processes as well as the integration of a gender perspective in the resolution of conflict in the region.	Audit of the number of women in key decision-making position with the peace-keeping organs.	<p>Ministry of Gender Equality and Child Welfare;</p> <p>Ministry of Defence;</p> <p>Ministry of Safety and Security;</p> <p>Namibian Police;</p> <p>Ministry of Foreign Affairs;</p> <p>Office of the Prime Minister;</p> <p>University of Namibia</p>	2010 - 2015
	<p>Motivate for quotas in the composition of delegations who are attending statutory and none- statutory meetings.</p> <p>Sensitise forces participating in peace-keeping missions on gender issues.</p> <p>Career guidance programmes on peace building and peace conflict. Encourage women to consider career paths in these areas.</p> <p>Implement capacity building programmes to ensure that women rise within the ranks.</p> <p>Create favourable work environments for women in police and defence forces. Facilities and working hours.</p>		<p>2010 - 2015</p> <p>to be included in the NDP4 planning processes</p>

Strategies	Deliverable Output	KPI	Baseline	
DISASTER MANAGEMENT				
Develop an engendered Emergency and Management Unit (EMU).	Plan for enhancing gender awareness in disaster management.	Percentage of women involved in disaster management	To be determined	
PEACE KEEPING				
Ensure gender balance and sensitivity in peace keeping.	Plan for ensuring gender parity in peace keeping.	Percentage of women in peace keeping.		
Advocate for more women to be included in peace-keeping at all level of decision making and peace keeping processes.	Gender sensitised peace keeping units.	Number of trained women in the area of peace keeping, negotiation skills and conflict resolution.	50% by 2015 26% sourced from IIS Military balance 2010. Page 150. 43% women in peace keeping sourced from IIS Military (UNDPKO).	
	Training materials for gender main-streaming for peace keeping.		Number of trained women in negation skills and conflict resolution? Ministry of Foreign Affairs and Ministry of Defence.	
	Trained women on negotiation skills and conflict resolution. Knowledge of issues Gender balanced workforce.		Defence Act	

Targets	Action	Responsible Institution	Time frame
50% by 2015	<p>Ensure the continuity of family and community life during disaster times, and develop structures to meet the needs of men, women and children.</p> <p>Gender representation study in disaster management</p>	<p>Ministry of Gender Equality and Child Welfare; Ministry of Defence; Ministry of Environment and Tourism; NGOs; Private Sector Organisations; Department of Police; Office of the Prime Minister (EMU); Community leaders;</p> <p>Ministry of Regional and Local Government, Housing and Rural Development;</p> <p>Ministry of Information and Communication Technology; Media Institutions</p>	Ongoing as necessary
50% by 2015.	Advocate for more women to be included in peace-keeping missions at all levels of decision-making and peace-keeping processes.	Ministry of Gender Equality and Child Welfare; Ministry of Defence,	2010 – 2015 and on going
Ensure that personnel being deployed to conflict areas are aware of the causes of conflict and effective strategies of conflict management.	Capacity building interventions to empower women in peace keeping, negotiation skills and conflict resolutions.	Ministry of Safety and Security; SADC Secretariat – responsible Directorate; NGOs e.g. Institute for Security Studies;	
	Structured mentorship programmes for women to take over leadership positions.	Ministry of Foreign Affairs	
	<p>Skilled development programmes that are gender sensitive.</p> <p>Introduce quota system for delegation in peace keeping mission.</p> <p>Gender balancing into consideration when recruiting at all levels.</p> <p>Ensure measures are in place to punish members of Namibian peace-keeping forces and other peace-keepers present in Namibia who are violating human rights, including violations such as sexual exploitation, rape or other forms of gender-based violence.</p>		2010 – 2015 and on going

CLUSTER SIX: MEDIA, RESEARCH, INFORMATION AND COMMUNICATION

Key issues

- **While the majority of the population comprises women who live in rural areas, the local media display a strong urban bias in their coverage.** More than 40 percent of news stories in the media cover events or are related to events in the Khomas region, Windhoek, in particular.³⁷
- **Females comprise 60% of the media education and journalism training departments at PON and UNAM,** similar to the regional average of 61%. Women make up 47% of staff at both PON and UNAM, which is slightly more equitable than the regional average of 38% for female staff.³⁸
- **Gender mainstreaming in media education is low: At both PON and UNAM, gender is** incorporated into the content of courses such as specialised/advanced reporting, Language for the Media, Media Ethics, Contemporary Social Issues, and Advertising. However, the attention given to gender is dependent upon the lecturer's personal knowledge and commitment to mainstreaming the topic into lectures, readings and assessments
- **Men constitute 60% of employees in media houses compared to 40% women.** The audit of women and men in Namibia media houses is part of the *Glass Ceilings: Women and Men in Southern African Media* conducted by Gender Links (GL).³⁹
- **Women constitute 35% of senior management** in media houses in Namibia, higher than the regional average of 28%, but still pointing to a "glass ceiling" in the Namibian media.
- **There has been a marginal increase in the proportion of women as news sources. The Gender and Media Baseline Study of 2003 found that women constituted 19 % of news sources which increased slightly to 20% in the 2010 according to the Gender in Media Progress Study:** This is slightly higher than the regional average of 19%. But at 81% of all news sources, men in Namibia still predominate in the news.
- **Women's voices are mostly likely to be heard in the "soft" areas:** These include gender equality (82%) and gender based violence (60%). Women's voices are least heard in topics such as land and agriculture (9%), sports (11%) and economics (12%). Women's voices are glaringly absent even in topics like crime which have a marked impact on women's lives.
- **The voices of women start to disappear when they reach the age of 50:** The majority of women sources are in the age-group 35-49 years; after this age women virtually disappear from the news.
- **Gender based violence and stories that mention GBV account for a small number of topics covered in the media.** This suggests that GBV is not regarded as a major newsworthy issue in Namibia.

³⁷ Republic of Namibia (2010) Namibia Country Report 1995-2009 on the Implementation of Beijing Platform for Action; Beijing+15, Ministry of Gender Equality and Child Welfare: Windhoek page 51

³⁸ Made A. Patricia (2009) Audit of Gender in Media Education and Journalism Training: Namibia Country Report; Gender Links and Gender and Media Diversity Centre, Page 14

³⁹ Gender Links (2009) Glass Ceilings: Women and Men in Southern Africa Media-Namibia; Gender Links and Gender and Media Diversity Centre, Page 2

- **Current media coverage of women gives little insight into women's contributions to the development process.** Although there are a number of women working in the media industry in Namibia, they are still under-represented in decision-making positions, and the issues which affect women more than men are not given equal prominence in media coverage.
- **The media also fail to adequately cover issues of HIV and AIDS.** The HIV and AIDS, Gender and the Media Baseline Study found that only 4% of stories in all the media monitored focus on or mention HIV and AIDS, and stories of women with HIV and AIDS are almost non-existent. As an example of this extreme situation, a one-month analysis of media sources showed that men constituted 100% of all those living with HIV and AIDS quoted in the media, in sharp contrast to the rest of the SADC region, where women with HIV and AIDS constituted 52% of such sources (GMBS). However, media outlets are increasingly making an effort to be gender sensitive and to promote media diversity, pluralism, self-sufficiency and independence.

CLUSTER SIX MATRIX: GENDER, MEDIA, RESEARCH, INFORMATION AND COMMUNICATION

Policy objective: to promote women's access to information and communication technology and eliminate the negative portrayal of women and girls in the media

Strategies	Deliverable Output	KPI	Baseline
ACCESS TO INFORMATION			
To ensure that women and men in Namibia have equal access to the media and GRN information.	Plan for ensuring equal access to the media and GRN information.	Percentage of women and men accessing media and GRN information.	Percentage of women and men aged 15-49 who are exposed to media on a weekly basis Reads a newspaper at least once a week Women: 49.3% Men: 51.7% Watches TV at least once a week Women: 44.7% Men: 51.4% Listen to the radio at least once a week Women: 80.7% Men: 83.3%
To ensure that women and men in Namibia have equal access to the media and GRN information.	Plan for ensuring equal access to the media and GRN information.	Percentage of women and men accessing media and GRN information.	All 3 media at least once a week Women: 29.8% Men: 35.8% No media at least once a week Women: 11.8% Men: 10.5% ⁴⁰
REGULATION			
Encourage media bodies to review policies on ethical standards, including the principles of gender equality and commitment to gender-aware media portrayals of both men and women.	Codes of ethics on gender.	Codes of ethics adopted.	The Code of Ethics for the Namibian media.

⁴⁰ Republic of Namibia (2010), Statistical Profile on Women and Men in Namibia; Ministry of Gender Equality and Child Welfare: Windhoek page 39

Targets	Action	Responsible Institution	Time frame
An increase in the percentage of women and men aged 15-49 exposed to media on a weekly basis.	<p>Make community radio, access to television, public call-in stations, community Internet access, computer networking and alternative print media services accessible to both men and women.</p> <p>In collaboration with relevant stakeholders, avail resources and implement programmes that increase women's access to ICT-resources and knowledge, especially to new communication technologies, in a framework of respect for cultural diversity, as well as for regional and local needs and priorities.</p> <p>Consumer awareness campaign on digitalisation to be gender sensitive.</p>	MICT, CRAN; Namibian TELECOM; University Communication Centres in all 13 regions, civil society	2010 - 2015
An increase in the percentage of women and men aged 15-49 exposed to media on a weekly basis.	<p>Carry out social media campaigns targeted at the younger generation of women and men.</p> <p>Gender and media literacy targeted at the general public.</p> <p>Citizen journalism, SMS campaigns that enable women to make their voices heard.</p>	MICT, CRAN; Namibian TELECOM; University Communication Centres in all 13 regions, civil society	2010 - 2015
The Protocol calls on Member States to ensure that gender is mainstreamed in all information, communication and media policies, programmes, laws and training in accordance with the Protocol on Culture, Information and Sport.	<p>Need for advertising standards similar to those in SA to combat sexist portrayals of men and women (could be applied by existing CRAN without creating a new body)</p> <p>Encourage usage of in-house policies for the media houses.</p>	<p>Communications Regulatory Authority of Namibia (CRAN); Media Ombudsman;</p> <p>Namibian Editors Forum, GL, individual media houses</p>	2010 - 2015

Strategies	Deliverable Output	KPI	Baseline	
TRAINING				
Ensure that gender is mainstreamed in media training.	Plan for main-streaming gender in media training.	Percentage women and men in staff of media training institutions.	Women make up 47% of staff at both PON and UNAM, which is slightly more equitable than the regional average of 38% for female staff.	
		Percentage of women and men among media students.	Females comprise 60% of the media education and journalism training departments at PON and UNAM, similar to the regional average of 61%.	
		Extent to which gender is main-streamed into course content.	Number of gender specific courses: There are no gender specific media modules in the media education and journalism training diploma and degree programmes offered by PON and UNAM. However, a module on contemporary issues has been developed and offered at UNAM at first year level	
Quality control of media training.	Gender is main-streamed in media modules and course material.	Extent to which gender is main-streamed into course content.	There is currently gender sensitive assessment scheme.	
WOMEN IN THE MEDIA				
Ensure gender parity within the media through the adoption of gender policies as part of the Gender and Media Centres of Excellence initiative. Also adherence to existing recruitment policies and affirmative action act.	Plans within all media houses for achieving gender parity.	Progress towards achieving gender parity in the media.	Women constitute 40% of media employees; However in 2008, there were 182 women and 366 men working for media houses i.e. 49% for women and 51% for men, of which 3% of women were in management positions	

Targets	Action	Responsible Institution	Time frame
Increased percentage of women and men among media students	Follow up to GIME- UNESCO initiative to mainstream gender in curriculum, NIPAM, IUM, PON and UNAM.	PON, UNAM, media houses for in-house sessions, College of Arts	2012 - 2020
Gender module developed			
	Training to NQA, PON, UNAM, COTA officials to assess media with a gender lens.	Ministry of Gender Equality and Child Welfare	2010 - 2020
Take measures to promote the equal representation of women in ownership of, decision-making structures of the media, in accordance with Article 12.1 that provides for equal representation of women in decision-making positions by 2015.	Improve women's employment opportunities and career paths in the media industry with guidelines for encouraging women's participation at all levels of decision-making in media enterprises and in senior positions in technology-driven industries, and on government-convened advisory Boards. Media houses that are developing gender policies with support from GL.	Media houses, PON, UNAM, COTA	2010 - 2015

Strategies	Deliverable Output	KPI	Baseline	
GENDER IN MEDIA CONTENT				
Ensure gender parity in media content through the adoption of gender policies as part of the Gender and Media Centres of Excellence initiative.	Media Centres of Excellence	Percentage women sources	Women constitute 19% of news sources in Namibia (GMPS)	
	Contribution to the building of democracies based on pluralism and a culture of peace and gender inclusion.		Quantitative and qualitative indicators in coverage of GBV and HIV.	
Promote ownership of media and ICT houses by women.	Increase women ownership of media and ICT houses.	The presence of considerable amount of media and ICT houses owned by women	Currently only 4 media and ICT houses in Namibia are owned by women.	

Targets	Action	Responsible Institution	Time frame
<p>The SADC Protocol on Gender and Development calls on Member States to encourage the media to give equal voice to women and men in all areas of coverage.</p>	<p>Support gender training for journalists and media personnel and sensitise them on how women and men are portrayed, and to what extent and on which issues they are or are not given a voice, including how a lack of women in decision-making positions affect media portrayals through especially sources accessed.</p>	Media houses, PON, UNAM COTA	2010 - Ongoing
	<p>Undertake research to identify areas of concern in the media and undertake appropriate follow up actions. For example, are both women and men represented on panels for talk shows or are only males accessed to talk on issues – such as the national budget -affecting women and men equally?</p>	Media houses, PON, UNAM COTA	2010 - 2015
<p>The SADC Protocol on Gender and Development urges member states to take measures to discourage the media from:</p> <p>Promoting pornography and violence against all persons, especially women and children;</p> <p>Depicting women as helpless victims of violence and abuse;</p>	<p>Support media organisations in efforts to monitor development issues which are gender aware</p>	Media houses, PON, UNAM COTA	2013 - 2020
<p>Degrading or exploiting women, especially in the area of entertainment and advertising, and undermining their role and position in society; and</p> <p>Reinforcing gender oppression and stereotypes</p>			
<p>By 2015 women ownership of media and ICT houses should have increased</p>	<p>Awareness and encouragement for women to own media and ICT houses</p> <p>Encourage financial institutions to fund media and ICT houses by women.</p>	Ministry of Trade & Industry, Gender & Child Welfare, Information & Communication Technology	2010 - 2015

GENDER MANAGEMENT SYSTEM

Key issues

- **Responsibility for the implementation of the National Gender Policy lies with all stakeholders:** All partners are responsible for the implementation of the NGP, and will be accountable for gender equality results. It is incumbent on partners to develop plans, budgets and strategies to operationalise the Gender Policy at the sector programme level.
- **In 2003, the MGE CW developed the National Gender Mainstreaming Programme (NGMP) to guide the gender mainstreaming strategy at national and regional levels among all stakeholders:** The NGMP recommended the establishment of a Gender Management System (GMS) in order to operationalise the gender mainstreaming strategy in a systematic way in policies, programmes and structures of line Ministries and among other stakeholder-institutions.
- **A GMS seeks to establish a comprehensive framework of structures, mechanisms and processes for bringing a gender perspective to all government policies, programmes and projects:** Key components of a GMS include an enabling environment; GMS structures; GMS mechanisms and GMS processes. The structures suggested within the institutional framework will focus on coordination, research, monitoring and evaluation as well as capacity-building as the main mechanisms for implementing the Gender Policy.
- **The MGE CW is the Lead Agency responsible for coordinating and monitoring the implementation of the Gender Policy:** Its roles and responsibilities are to: provide a framework for the implementation of the NGP, and oversee the establishment of relevant coordinating structures/committees, at all levels; undertake capacity-building for gender responsive programmes by providing training on gender sensitisation, gender analysis, gender budgeting and gender planning to all focal points and stakeholders, at all levels; set standards for gender mainstreaming, provide and disseminate gender guidelines, and monitor how these are operationalised at sector levels;
- **The NGP tasks the MGE CW, in collaboration with sector institutions, to develop monitoring and evaluation tools.** The NGP also requires the MGE CW to ensure the establishment of appropriate and effective monitoring mechanisms, structures and processes. Other tasks include: identifying indicators to measure progress in policy areas of concern; coordinating the monitoring and evaluation of the NGP and Plan of Action and providing guidelines and technical support on gender mainstreaming to sector institutions, the private sector and civil society, in order to improve their effectiveness.
- **The NGP requires the MGE CW to establish a National Permanent Gender Taskforce as well as a similar structure for the regions:** The national and regional task force will oversee the implementation and monitoring of the National Gender Policy. This National Permanent Gender Taskforce will be an independent advisory, consultative and research body, comprising key stakeholders in the government, academic institutions, development partners, NGOs, faith groups, media houses and civil society.
- **Parliament and the Parliamentary Gender Caucus (PGC)** will be vital to enhancing communication between Parliament and other stakeholders. Parliament also has a key oversight role.

- **Development partners play an important role**, through financing and implementation of development programmes and coordination with the international community, to ensure greater support for gender policy objectives.
- **Gender Focal Points/Units need to be created (or strengthened) in all sectors, at senior level:** As part of their responsibilities, gender focal points should be able to make decisions regarding implementation of the National Gender Policy and to provide a supervisory role in departmental programmes to ensure that they are gender-aware and responsive. In larger ministries it is necessary to have a unit comprising gender focal persons within every directorate. The MGECSW is also required to create Gender Focal Points (GFP's) at regional level. GFP's should be at managerial levels.
- **Resources (financial/human/material) will be required** for coordination and review of existing laws, gender equality and women's empowerment programmes, capacity-building for service providers and others, law enforcement and legal machinery, and for training in gender mainstreaming, research, and monitoring and evaluation. Since gender is a cross-cutting concern, all stakeholders are expected to provide financial, human and material resources to ensure effective implementation of the National Gender Policy. The task of the MGECSW is to coordinate these processes to ensure that gender features in departmental plans, indicators, budgets, monitoring and evaluation.

GENDER MANAGEMENT SYSTEM MATRIX

Key Policy objective

To strengthen the coordination and monitoring of gender equality programmes in Namibia

Strategies	Deliverable Output	KPI	Baseline
EFFECTIVE STRUCTURES			
Ensuring that gender structures are established and effective	Gender structures in place.	Government Number of GMS structures established at national and regional level Clarity of roles and responsibilities Number of regional structures established. Number of GFP/ units in all line departments. Number of job descriptions at senior level that have gender incorporated. Civil society Number of organisations that join the Umbrella body Number of men’s groups in the umbrella body Number of MoUs	Gender Unit in Min of Defence and Namibia Police; GFPS in 27 OMAS
			MoU with WAD.
CAPACITY BUILDING			
To ensure that all members of the GMS are adequately equipped with gender analysis and implementation skills	Records and follow up of GMS capacity building initiatives.	Number of GMS members trained; impact of training	

Targets	Action	Responsible Institution	Time frame
Comprehensive GMS structure established from local to National level (see blue print structure) Umbrella body for women's groups established.	Assess the existing structure. Propose GMS structure and lobby for its adoption including drawing up a Cabinet submission. Draw up detailed Terms of References with PS's taking ultimate responsibility and not delegating any lower than Director. Establish gender clusters at the regional level. Gender focal points/units in all line departments per Directorate. Ensure the incorporation of gender in the performance agreements/job descriptions of the gender focal points/gender units. Umbrella body (Support the establishment of an All Namibia Women federation)	MGEWCW to lobby cabinet, parliament, office of the prime minister, Regional governor, All line Ministries	2012 - 2014
	Consult on the inclusion and strengthening of male groups working in the areas of gender. Set up and strengthen the gender secretariat at MGEWCW. MGEWCW to work with the umbrella body NANGOF and identify strategic partnerships	MGEWCW/ NANGOF Civil Society Organisations Faith Based Organisation CBOs	2012 - 2014
All GMS members receive advanced gender training	Collaboration and ongoing capacity building initiatives for all line ministries' gender focal points in the following areas: <ul style="list-style-type: none"> Sex and gender disaggregated data Gender mainstreaming and gender budgeting skills Coordination skills for lead ministries Lobbying and advocacy skills 	MGEWCW	2012-2015

Strategies	Deliverable Output	KPI	Baseline	
MONITORING AND EVALUATION				
Developing a monitoring and evaluation process for the NGPA.	M and E system for the NGPA.	Functional Clarity of M and E System	New M&E System	
Identify and mobilise financial and human resource for gender programs	Human and financial resources identified and mobilised	Amount of human and financial resources mobilised for gender programs	TBD	

Targets	Action	Responsible Institution	Time frame
M & E system in place and functional by 2014	<p>Review of existing tools from a gender and M&E perspective: e.g. Budget guidelines, Project identification forms, budget execution and accountability reports, Labor surveys.</p> <p>Ensure the integration of the NGPA and its M&E into NDP.</p> <p>Equip MPS with appropriate gender sensitive M&E tools and skills to monitor OMAs programs and activities</p> <p>Disaggregate statistics by sex.</p> <p>Standardize the available M&E forms used by the OMAs</p> <p>Collection of data to be reported on quarterly.</p> <p>Establish an M & E database and unit within the Ministry of Gender, linked to NPC, Central statistics.</p> <p>Annual progress report that answers to all national, regional and international commitments.</p>	<p>MGECW</p> <p>Ministry of Finance;</p> <p>Line Ministries;</p> <p>Development partners</p>	2012 - 2014
All OMAs allocate resources for gender activities	<p>Conduct gender Audits for key sectors and OMAs</p> <p>Line ministries to develop gender impact statement for budgets</p> <p>Capacity building for staff members to oversee the role of budgeting processes and attend budget hearings</p> <p>MGECW To be part of committees that deals with macro-economic policies and priorities.</p> <p>Round table meetings with donors to mobilise resources</p>	<p>MGECW</p> <p>Min of Finance</p> <p>Line Ministries</p>	2012 - 2017

GLOSSARY OF GENDER CONCEPTS

Gender: refers to social attributes that are learned or acquired during socialisation as a member of a given community. Women and men's gender identity determines how they are perceived and how they are expected to think and act. Gender is an analytical tool for understanding social processes and variable such as race and class, deployed in the distribution of privileges, prestige, power and a range of social and economic resources. Because gender attributes are learned behaviours, they can and do change over time.

Sex: It identifies the biological characteristics and differences between women and men. Only a small proportion of the difference in the roles assigned by gender can be attributed to physical differences based on sex (such as pregnancy and childbirth, or differences in physiology and bodily functions).

Discrimination: The Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) defines discrimination against women as: "any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis on quality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civic or any other sphere."

Dry Sex: It is the practice of drying the vagina through herbs, powders or cloth prior to having sexual intercourse. This practice can increase friction during intercourse and is claimed to be more pleasurable to the man. However, it leads to abrasion of the vaginal wall, increasing vulnerability to HIV infection. It also destroys healthy bacteria in the vagina and increases the probability of the tearing of the condom, if used during sexual act.

Gender equality: This means that women and men have equal opportunities and enjoy the same status. It means that both can realise their full human rights, their potential to contribute to national, political, economic, social and cultural development, and that both can benefit from such results. Gender equality, therefore, is the equal valuing by society of both the similarities and the differences between women and men, and the roles they play.

Gender equity: This implies fairness to women and men. To ensure fairness, measures are often needed to compensate for historical and social disadvantages that prevent women and men from otherwise operating as equals. Such measures could include affirmative action.

Gender analysis: This can be defined as a systematic process by which the differential impact on women and men can be discerned in development. It involves a systematic collection and use of sex disaggregated data – both quantitative and qualitative – which show the different status, conditions, roles and responsibilities of women and men.

Gender relations: These are concerned with how power is distributed between sexes. They create and reproduce systematic differences in men and women's position within a given society, and define the ways in which responsibilities and claims are allocated, and how each is given value.

Gender based violence: This means all acts perpetrated against women, men, girls and boys on the basis of their sex, which causes or could cause physical, sexual, psychological, emotional or economic harm, including the threat to take such acts, or to undertake the imposition of arbitrary restriction on or deprivation of fundamental freedoms in private or public life, in peace-time and during situations of armed or other forms of conflict, or in situations of natural disasters, that cause displacement of people.

Sexual harassment: This refers to any unwanted, unsolicited sexual advance, sexual derogatory statements, or sexually discriminatory remarks.

Sex Roles: These arise from the biological characteristics and differences between women and men and cannot be changed. Pregnancy is an example of a sex role for women as only women have the ability to bear children. Sex roles are universal and usually unchangeable.

Gender roles and responsibilities: These refer to tasks and responsibilities typically undertaken by either women or men as ascribed by society. Such allocation of activities on the basis of gender is also known as the gender division of labour, and is learned and clearly understood by all members of a given society. The gender division of labour is perhaps the most significant social structure governing gender relations.

Affirmative action: This is a policy, programme or measure that seeks to redress past discrimination against a specific group through active measures to ensure equal opportunity and positive outcomes for members of that group, in all spheres of life.

Gender Sensitive: This is the ability to recognise the differences between and the different needs of women and men.

Gender-aware: It recognises inclusiveness in terms of language pertaining to women and men, and the visual depiction of women and men as portraying a variety of roles in society, free of stereotypical or biased depiction of roles. Furthermore, the term implies a consciousness of mainstreaming gender wherever it is required.

Gender responsive: This refers to taking action to correct gender bias and discrimination in order to ensure gender equality and equity.

Gender mainstreaming: This is the process of and strategy for identifying gender gaps and making women's, men's, girls' and boys' concerns and experiences integral to the design, implementation, monitoring and evaluation of policies and programmes in all spheres so that they benefit equally.

Access to resources: Resources can be categorised as economic, political or time-related. Economic resources include credit, cash, income and employment while political resources include political representation and leadership. Time is also a critical resource which women often lack. Access gives a person the right to use resources e.g. land to grow crops. Control allows a person to make decisions about who uses the resources or to dispose of the resources e.g to sell land. All of this is important since it holds implications for the status and economic wellbeing of women as different to that of men. It is critical that access, control and ownership of resources are available to both men and women.

Human trafficking: means the recruitment, transportation, harbouring or receipt of persons, by means of threat, abuse of power, position of vulnerability, force or other forms of coercion, abduction, fraud or deception to achieve the consent of a person having control over another person for the purpose of, amongst other things, sexual and financial exploitations (SADC).

Sexual and reproductive rights: It refers to the universal human rights relating to sexuality and reproduction, including sexual integrity and safety of the person, the right to sexual privacy, the right to make free and responsible reproductive choices, the right to sexual information, and the right to sexual and reproductive healthcare.

Women's human rights: The recognition that women's rights are human rights and that women experience injustices because of their gender.

NOTES

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.