

NAMIBIA COUNTRY REPORT

BEIJING DECLARATION AND PLATFORM FOR ACTION (1995) AND THE OUTCOME OF THE TWENTY-THIRD SPECIAL SESSION OF THE GENERAL ASSEMBLY (2000)

Contents

Section One: Overview Analysis of Achievements and Challenges Since 1995.....	4
Achievements	4
1. Revision of the National Gender Policy 1997	4
2. Gender Responsive Budgeting (GRB)	4
3. Coordination Mechanism for the Implementation of the National Gender Policy.....	5
4. National Gender Based Violence Plan of Action 2012-2016	6
5. National Strategic Framework on HIV/AIDS (as evidence) (it addresses PMTCT and other areas below	7
Major Challenges/setbacks in achieving gender equality	7
High levels of Gender Based Violence (GBV)	7
Limited Gender Mainstreaming Capacity Contributing to the slowness of Sectors to Implement Gender Equality and women empowerment programmes	7
Insufficient sex disaggregated data, Gender Responsive Indicators and Targets.....	7
The Reversal in the Representation of Women in Decision Making.....	8
High rate of HIV and AIDS	9
Strategies to Address Major Challenges	9
1. High levels of GBV	9
2. Limited gender mainstreaming capacity contributing to the slowness for sectors to implement gender equality and women empowerment programs:	10
4. Insufficient sex disaggregated data, gender responsive indicators and targets	11
6. Reversal in the representation of women in decision making.....	11
7. HIV/AIDS	11
Main constitutional, legislative and/ or legal developments in the promotion of gender equality	12
Share of the National Budget invested in the promotion of gender equality.....	12
Gender Responsive Budgeting Initiative	13
Mechanisms in place for Regular Dialogue between Government and Civil Society	13
In-country, bilateral, sub-regional and regional cooperations.....	14
Role of MDGs in achieving the Beijing Declaration and Platform for Action targets.....	14
Section 2: Progress in the implementation of the critical areas of concern of the Platform for Action since 2009	15
Women and Poverty: Gender, Poverty and Rural Development	15
Table: Medium Term Sectoral Allocations 2009-2012.....	16
Obstacles and challenges	19
B. Education and Training of Women: Gender, Education and Training:	20
Obstacles and Challenges	25
C. Women and Health: Gender, Health, Reproductive Health, and HIV & AIDS	26
Obstacle and Challenges	32
D. Violence against Women: Gender Based Violence.....	32
Obstacles and Challenges	36
F. Women and the Economy: Gender Trade and Economic Development	38
G. Women in power and decision making	40
Human Rights of Women: Gender, Legal Affairs, and Human Rights	43
J. Women and the Media: Gender Media Research Information and Communication	45
Obstacles and Challenges	46
K. Women and the Environment: Gender and the Environment.....	46
L. The Girl Child.....	48
Section Three: Data and Statistics	51

Section Four: Emerging Priorities	52
Emerging issues for the next three to five years for accelerating the implementation of the Beijing Declaration and Platform for Action:	52
Reduction of Gender Based Violence (GBV):	52
Future programmes	53

Section One: Overview Analysis of Achievements and Challenges Since 1995

Achievements

1. Revision of the National Gender Policy 1997

The revised National Gender Policy was approved by Cabinet in 2010 and launched by His Excellency the President in 8 March 2012. Compared to the first National Gender Policy with 12 areas of concern, the new policy has 12 critical areas of concern, with two new areas of peace-building, conflict resolution and natural disaster management; and gender equality in the family context. Other areas have been made more comprehensive to address emerging issues. These areas also have a bearing in the achievement of the Beijing areas of concern.

The 2010-2020 Policy builds on the initial 1997 Policy which was revised to take into account a number of new emerged issues such as the worsening of the HIV/AIDS pandemic, globalization and climate change, human trafficking, escalating and worsening of GBV. As such the initial 10 critical areas of the Policy were revised to 12 and are as follow:

The key programme areas of the National Gender Policy are:

1. Poverty and Rural Development
2. Education and Training
3. Health, Reproductive Health and HIV/AIDS
4. Gender Based Violence
5. Trade and Economic Empowerment
6. Governance and Decision Making
7. Media, Research, Information and Communication
8. Environment
9. Girl-Child
10. Legal Affairs and Human Rights
11. Peace-building, Conflict Resolution and Natural Disaster Management
12. Gender Equality in the Family context

The National Gender Policy has been popularized and various sectors had a buy in since its inception. This National Policy is being used at national level to motivate the tabling and approval of the national budget for all state-owned programmes and projects. Out of this exercise the National Gender Budgeting Tool has drafted and will be used to all managers and finance personnel on gender budgeting and project evaluation and monitoring.

2. Gender Responsive Budgeting (GRB)

In 2014 Cabinet approved the GRB initiative and has given a directives which includes: the inclusion of GRB in to the Government budget circle; the Ministry of Finance to incorporate gender guidelines into the budget call circular; and Accounting Officers of all OMAs to ensure gender issues are incorporated in all sector policies, programmes, plans, budgets, implementation, monitoring and evaluation.

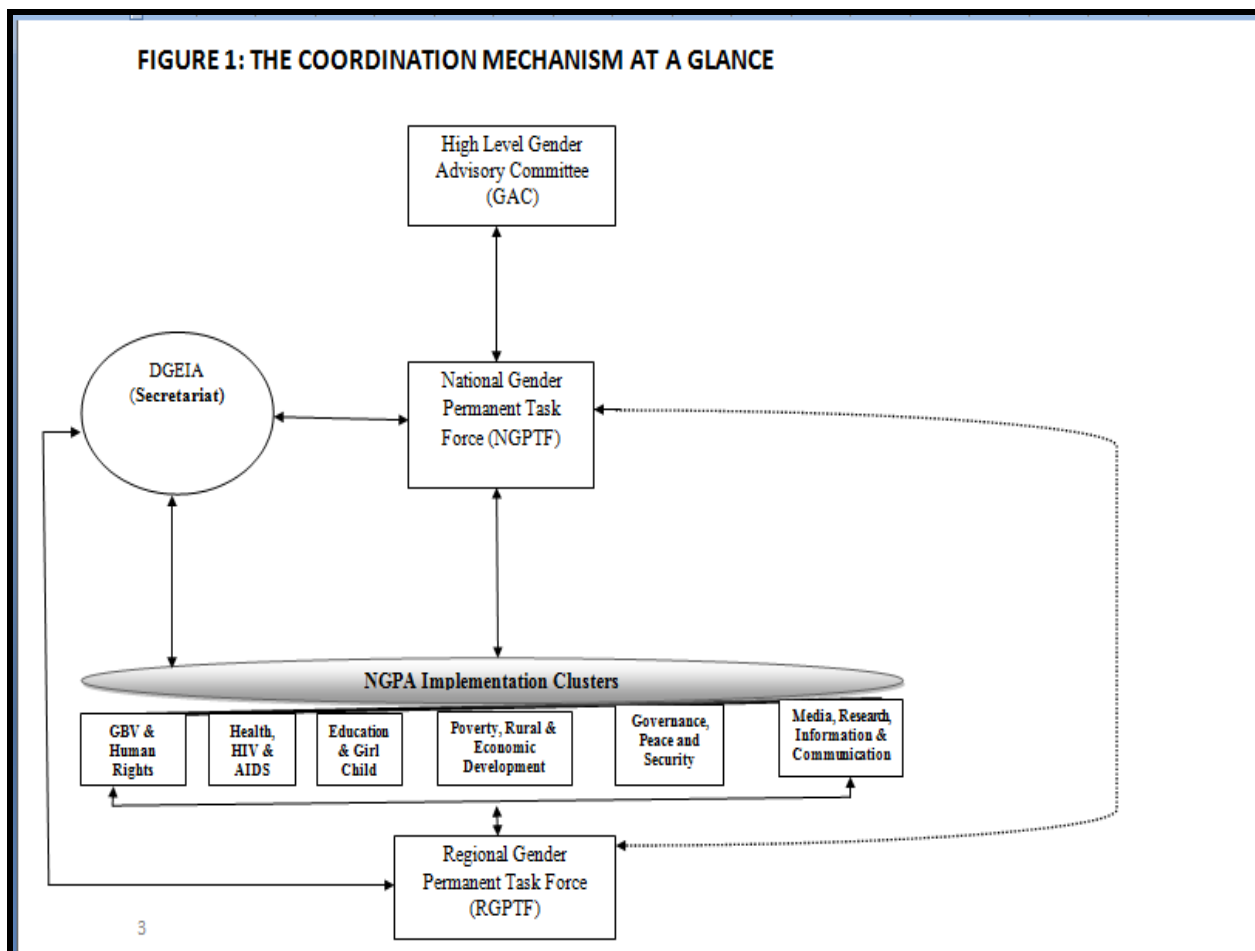
In 2010 the MGECW commissioned a participatory gender responsive budgeting analyses of four sectors namely education, health, finance and agriculture. These assessments indicated that adopting a gender

perspective can help to make government efforts in the named sectors more targeted and help to improve education and agricultural outcomes. In addition to developing GRB training manuals for higher institutions of learning, various stakeholders including Members of Parliament, Bank of Namibia, Agricultural Bank of Namibia, University of Namibia, Polytechnic of Namibia, and International University of Management were trained on GRB.

3. Coordination Mechanism for the Implementation of the National Gender Policy

In 2014, Cabinet approved the National Coordination mechanism under Cabinet decision No. 4th/08.04.14/003 the establishment of the coordination mechanism to ensure effective implementation of the National Gender Policy across sectors. The coordination mechanism consists of multi-level structures such as following:

- The **High Level Gender Advisory Committee (GAC)**: this is the highest advisory body to coordinate and monitor the implementation of the NGPA. The GAC is pitched at Cabinet level for effective and efficient political oversight provided by the highest political authority.
- The **National Gender Permanent Task Force (NGPTF)**: this is the highest technical consultative body comprising of Permanent Secretaries, representatives of higher institutions of learning, key private sector institutions, State Owned Enterprises (SOEs), development partners, NGOs, faith based groups and media houses
- **National Gender Plan of Action Implementation Clusters** this comprises of gender focal persons (GFPs) and representatives nominated by various government O/M/As, private sector, academic institutions, development partners, NGOs, faith based groups, media houses and civil society at technical level.
- **Regional Gender Permanent Task Force (RGPTF)**: this comprises of Regional Governor, Chairperson of the Management Committee, Regional and Local Authority Councillors, Chief Regional Officers and Chief Executive Officers of Towns, Head of line ministries, Representative from Traditional Authorities, Representatives of SOEs in the respective regions, Representative of Academic Institutions based in the regions, Representatives of Civil Society Organisations based in the regions, Representatives of Development Partners based in the regions, Representative from Churches, Representative from Business Communities.



4. National Gender Based Violence Plan of Action 2012-2016

The National Plan of Action on Gender-Based Violence 2012-2016 serves as a guide for the implementation of the National Gender Policy 2010-2020 especially the areas of GBV and Human rights. The plan contributes to the achievement of Vision 2030 through the National Development Plans, by contributing, firstly, to the Fourth National Development Plan (NDP4) goal of Gender Equality. The goals of the Plan of Action on GBV are to: reduce the incidence of GBV; and improve responses to GBV. The plan has four pillars, which include: 1) prevention; 2) responses to GBV; 3) data collection and research; and 4) coordination and monitoring. In addition, the envisaged outcomes of the Plan of Action are: 1) reduced GBV as a result of prevention initiatives; 2) improved services for survivors of GBV; 3) increased understanding of GBV in Namibia; and 4) more efficient interventions as a result of improved coordination and monitoring.

The National Plan of Action on Gender-Based Violence has identified key area of intervention such as research to understand the causes of GBV; National campaigns on GBV and community mobilization; and monitoring the implementation of the Plan of Action and assesses its effectiveness.

Due to increase in reported GBV incidences particularly intimate partner femicide/ killings, a second National GBV conference was held on 2-4 July 2014 to take stock of the implementation of the recommendation from the 1st National GBV conference held in 2007; engage with stakeholders on the causes and solutions on GBV.

5. National Strategic Framework on HIV/AIDS (as evidence) (it addresses PMTCT and other areas below

Implement gender specific programmes such as:

- Statistics on women accessing PMTCT
- Number of children born without the HIV virus
- VCT
- Male Circumcision

Major Challenges/setbacks in achieving gender equality

Despite major achievements highlighted above, Namibia still faces challenges that hamper the progress in achieving gender equality. Some of the challenges are: Insufficient sex and gender disaggregated data and statistics; Insufficient Gender Indicators and targets; Lack of local gender expert; Under-representation of women in politics and decision making and high rate of HIV and AIDS:

1. High levels of Gender Based Violence (GBV)

Many stakeholders and indeed, the general public in Namibia will agree that much has been done indeed, and the Zero Tolerance (communication) campaign succeeded in several aspects, including awareness creation and generation, as the public was made more aware of options available to them in various situations. However, the campaign was found lacking in the way of continuity, as the mass media materials developed were not aired continuously to sustain the momentum achieved by the launch activities. This could be attributed to the fact that the budgetary allocation to this initiative by the Government and other supporting agencies and stakeholders was insufficient or sporadic at best.

Challenges faced by the WCPU still remain in the area of securing its own budget vote, as the budgetary allocation to the WCPU does not, as yet, specify GBV alone, but is inclusive within the budget vote to the Ministry of Safety and Security.

2. Limited Gender Mainstreaming Capacity Contributing to the slowness of Sectors to Implement Gender Equality and women empowerment programmes

Namibia relies more on the international gender experts and this requires a lot of resources to sustain and maintain them in the country. This situation can be address by the introduction of the new gender programs at both University and polytechnic of Namibia.

3. Insufficient sex disaggregated data, Gender Responsive Indicators and Targets

The country has challenges to avail ***sex and gender disaggregated data*** to monitors the country 's progress in gender During the period under review, the government through the Ministry of Gender and Child Welfare has established and launched a National Database on Gender Based Violence (GBV) in Namibia in March 2006. The database was created to strengthen the efforts by the Ministry and its stakeholders at combating GBV which is on the increase in our society. However due to technical error on

the system, lack of capacity in the ministry and lack of data on GBV, this multi-sectoral approach could not function properly hence at present the ministry of Gender and Safety and Security are in process to upgrade the E policing system to take over the function of the GBV database system.

To address the situation, an attempt was made to integrate domestic violence into the study tools of the National Demographic Health Survey conducted in 2012. The results of the study have not yet been released. The extent of gender based violence needs to be ascertained, as the DHS only focused on domestic violence. These cases do not constitute other cases of gender based violence such as baby dumping, rape or defilement, trafficking of women and girls, battery or violence against women and girls that happen outside the domestic sphere. Another attempt is to conduct a national prevalence study of gender based violence in 2014/2015 financial year. The objectives of the national gender based violence prevalence study are: ascertain the magnitude of gender based violence in Namibia, including regional variations; identify the attitudes and practices that impact on men, women and children's lives, including traditional norms and practices with respect to GBV; and highlight lessons learnt from national gender prevalence studies from the SADC region and elsewhere.

Another challenge is the lack of integration of Gender Indicators and targets into National policies and programmes. Although the United Nations Statistics division provided gender indicators in the millennium Development Goals during the 58th session on the status of women march 2014. The country is yet to adopt and develop its national gender statistical system with clear indicators and target for all national programs to monitor and evaluate progress made toward gender equality. To close the gap the country has seek assistance from UN-women to provide the country with technical support.

4. The Reversal in the Representation of Women in Decision Making

Women are still underrepresented in politics and decision making positions. The proportion of women in Parliament had increased substantially since Independence from 6 percent in 1990 to 27 percent in 2005. However, during the most recent session of 2010-13, this percentage has dropped to 25 percent (Shejavali, 2013:8-9). Government committed itself to achieve gender equality (50/50) by 2015, as a signatory to the SADC Protocol on Gender and Development.

In terms of other decision-making bodies, the most recent data (Shejavali, 2013:7) citing Gender Links, 2011) reveals that only local authorities are coming closer to parity. Furthermore, there are relatively few women reaching high-level positions in the public and private sectors due to the glass ceiling. Representation of women in the management cadre of the public service improved from 25 percent in 2005 to 38 percent in 2010. In the private sector, women held only 21 percent of senior management positions (supervisors, section heads, managing directors and CEOs) in 2006 (MGECW, 2010:35).

Table 1 Statistics on Women Representation in politics in Namibia

Office	Members/ Councillors	Number of Women	Percentage of Women (%)
Cabinet	26	5	19
National Assembly MPs	78	19	24
National Council MPs	26	7	27
Regional Council	107	13	12
Regional Governors	13	3	23

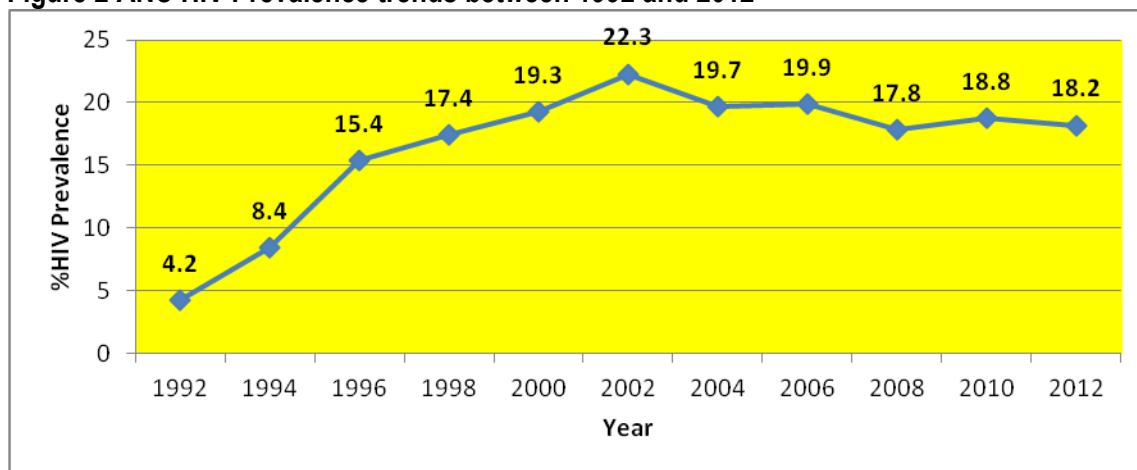
Local Authority	323	135	42*
Mayors	30	8	27

Source: Shejavali, 2013, p. 7 in IPPR citing Gender Links, 2011

5. High rate of HIV and AIDS

HIV and AIDS remains the gravest development challenge for Namibia. The HIV/AIDS rate with a prevalence rate of 18.2% in 2012 of which women are the hardest hit;

Figure 2 ANC HIV Prevalence trends between 1992 and 2012



Source: NSF, 2010/11-2015/16 (2010)

The figure above indicates that, HIV prevalence among pregnant women attending Anti Natal Care (ANC) rapidly increased from 4.2% in 1992 to 18.2% in 2012. HIV prevalence among pregnant women reached a peak of 22.3% in 2002, before it started showing some signs of stabilization and a statistically significant decline.

Approximately 131 158 of infected people need ARV treatment in the country, and 75 681 people were on ARV treatment as at March 2010 which increased to 110 053 people during 2012/13 financial year. The programme started in 2004 at all Government hospitals.

Strategies to Address Major Challenges

1. High levels of GBV

Namibia has developed a costed National Plan of Action on Gender-Based Violence 2012-2016 which serves as a guide for the implementation of the National Gender Policy 2010-2020 especially the areas of GBV and Human rights. Namibia is in the process of developing the 365 days campaign on GBV to be launched during the 16 Days of Activism against GBV in 2014. Implementation of the cabinet high level resolutions on addressing GBV such as the national day of prayer, hosting of 2nd Conference on GBV, , review the Criminal Procedure Act of 1977 to tighten requirements for bail in cases of GBV as well as the Correctional Service Act of 2012 to deny parole to persons convicted of GBV.

As part of the implementation of the GBV Plan of Action, government is embarking on various research such as in-depth study on the causes of GBV; economic effects of GBV, in-depth study on Human Trafficking

The Men against Violence against Women Movement in Namibia started around 1999 under the leadership of Civil Society in partnership with Government and Faith Based Organisations. Male engagement activities ranged from conferences, establishment of men and boys Organisations/groups and networks, street marches, training activities, media talk shows and school outreach. With the increase in reported cases of domestic violence and intimate partner killing, Government, Civil Society Organizations, Churches and Faith Based Organizations has pressed the need to engage men and boys as part of finding a solution to end GBV. During the reporting period, Government and partners supported the development of a national standard training manual on ME for the promotion of GE, SRH and addressing GBV and HIV; capacity development of TOTs on ME; established a national MenEngage network in order to improve coordination, implementation and monitoring of efforts on ME. While the movement had potential to have great impact, limited funding, weak coordination and non-functioning of key Men Organizations stalled the momentum.

Other national awareness initiatives include, **The 2009 National Zero Tolerance Mass Media Campaign for GBV**, which was launched by the Government of the Republic of Namibia, through the Ministry of Gender Equality and Child Welfare. This campaign focused on Baby Dumping, Passion Killing & Human Trafficking. Channels of dissemination include the mass media (Television, Print and Radio) and community based theatres which include a radio drama series in several Namibian languages. This campaign was initiated as a result of the increased record of femicide, baby dumping and human trafficking. The Radio Campaign (drama series) developed around the identified critical GBV issues encouraged the public to provide feedback on these materials, and an overwhelming public feedback was received, which assisted in the further evaluation of current GBV services and interventions available.

2. Limited gender mainstreaming capacity contributing to the slowness for sectors to implement gender equality and women empowerment programs:

The fourth National Development Plan (NDP4) for the first time acknowledges that gender equality is a prerequisite for sustainable development and that it permeates all spheres of life. We will, therefore, endeavor to create and promote an enabling environment in which gender equality and the empowerment of women are realized. Emphasis will be placed on mainstreaming a gender perspective in principal strategies identified for the achievement of key NDP4 outcomes.

In 2014, Cabinet approved the National Coordination mechanism under Cabinet decision No. 4th/08.04.14/003 the establishment of the coordination mechanism to ensure effective implementation of the National Gender Policy across sectors. The coordination mechanism consists of multi-level structures such as following from the **High Level Gender Advisory Committee (GAC) made up of Cabinet Ministers, the National Gender Permanent Task Force (NGPTF made up of permanent secretaries from all offices, ministries and agencies, National Gender Plan of Action Implementation Clusters and the Regional Gender Permanent Task Force (RGPTF at regional and local levels.** This mechanism is

envisaged to improve implementation, monitoring and evaluation of gender equality and women empowerment objectives.

The Gender Responsive Budget initiative was expanded in 2012-13 to include lobbying for its inclusion in the national budget call circular and this has been achieved through a cabinet directive of 2014. The participatory process of developing comprehensive sector specific GRB guidelines is starting in August 2014 targeting key sectors.

In 2013, the Ministry of Gender Equality and Child Welfare carried out a gender capacity gap assessment of its staff members as a focal point for mainstreaming gender in the country. About 350 four staff members that responded to the survey tool, of whom 72.9% are women while 27.1%, are men. Out of this figure only 9% apply gender equality gender to their work, only 3.6% of staff applies provisions of relevant gender policies and instruments to their work, and there is a massive gap between those with some gender skills (over 48%). The Gender capacity gap assessment resulted in the development of the gender capacity building programme in 2013.

3. Insufficient sex disaggregated data, gender responsive indicators and targets

The Establishment of the National Statistical Agency in Namibia and engagement of the MGEWC research unit to take part into major research studies will in the immediate future improve the availability and use of sex disaggregated data.

Namibia ratified the SADC Protocol on Gender and Development in 2009, this protocol sets out targets to be met by 2015. These targets were built into the National Gender Plan of Action for 2010-2020. Namibia has developed GBV module (indicators) have been incorporated in the 2013/2014 Namibia Demographic Health Survey and in 2010 Namibia produced its first National Statistical Profile on men and women to be updated biannually.

Gender analysis and awareness creation on the importance of sex disaggregated data for example in agriculture, education, health, finance sectors has been undertaken especially through the GRB module. In 2011 Namibia Adapted the SADC gender mainstreaming toolkit and training on the toolkit is ongoing.

4. Reversal in the representation of women in decision making.

In 2011/12, the International Institute for Democracy and Electoral Assistance (IDEA) in collaboration with MGEWC conducted research on identifying factors that were hampering women's participation in politics. The findings included among others gender blind political party constitutions. In addition the government carried out awareness and training of women party wings for nine political parties represented in parliament on engendering their manifestos and constitutions and on the need to take steps towards achieving 50/50 commitment of the SADC Protocol on Gender and Development by 2015. The ruling SWAPO party constitution has been reviewed to include the 50/50 measure and was launched in August 2013.

5. High rate of HIV and AIDS

Roll-out of the Male Circumcision program: In 2010, Namibia developed a policy on male circumcision for HIV prevention and currently in the process of rolling out the implementation phase to all 14 regions of the

country. MC is regarded as a cost-effective strategy and risk reduction for HIV is estimated to be between 51% and 60%. However, it is being implemented as part of a comprehensive prevention package (MoHSS: Policy on ME for HIV prevention, September 2010). By 2015, the country aims at having 450,000 males circumcised. To date, about 26,000 men and boys are circumcised. It is further anticipated that scaling MC to reach 80% by 2016 will avert in about 35,000 adult infects between 2008 and 2025 (Health Policy Initiative, "The Cost and impact of expanding MC in Namibia, 2009).

Prevention of mother to child transmission: Namibia can be said to have responded well to HIV situation, especially with regard to Prevention of Mother To Child Transmission (PMTCT) strategies, which have a direct impact on maternal and child health. The PMTCT programme commenced in 2002 and, by 2011, 314 out of 340 health facilities provided PMTCT, including all state hospitals and health centers. ¹ PMTCT has been integrated fully into routine antenatal, maternity and postnatal care services, and safe motherhood and newborn care interventions, with established linkages to antiretroviral treatment (ART) are also in effect. The National Elimination Plan for Mother To Child Transmission of HIV (MTCT) was launched in 2012 on World AIDS Day and spells out Namibia’s strategy and plan for eliminating MTCT and keeps mothers alive.²

Main constitutional, legislative and/ or legal developments in the promotion of gender equality

The Namibia Constitution provides the foundation for principles of gender equality in Namibia. Article 10 of the constitution state that “All persons are equal before the law. No persons may be discriminated against on the grounds of sex, race, color, ethnic origin, religion, creed or social or economic status. Other laws whose provisions remain in force include:

- Married Persons Equality Act (No. 1 of 1996)
- Combating of Rape Act (No. 8 of 2000)
- Combating of Domestic Violence Act (No. 4 of 2003)
- Maintenance Act (No. 9 of 2003)
- Prevention of Organized Crime Act (No. 29 of 2004)
- Children Status Act 6 of 2006
- Child Care and Protection Bill

In terms of Legal developments, the Government is currently reviewing the Procurement Bill to make provision for gender equality and economic empowerment of women. For example, section 2(e) of the proposed Bill) deals with the promotion of the empowerment of Namibian women and youth. Furthermore, section 11(2) on the qualification of the bidders specifies gender as one of the criteria. And that (50/50) or equal representation should be considered in all committees or boards proposed in the bill.

Share of the National Budget invested in the promotion of gender equality

Table 2: National Budget Allocation (2011-2014/15)

FINANCIAL YEAR	2011/12 FY (Mil)	2012/13 FY	2013/14 FY	2014/15 FY
----------------	------------------	------------	------------	------------

¹ Ministry of Health and Social Services, 2009

² MDG Report, 2013

		(Mil)	(Mil)	(Mil)
Allocation to directorate of gender equality and research	14,220,000	21,554,000	14,403,000	16,858,000
Total overall ministry budget	495,619,000	537,677,000	500,333,000	721,101,000
% Allocated to gender programmes	2.9%	4%	2.9%	2.3%

The table shows the trend of the budget allocated to the MGECW as a National Machinery responsible for Gender and Child Welfare issues as well as the for the specific directorate responsible for gender equality and research programs. In 2011/12 Financial Year (FY) the budget allocated for gender programs stood at 2.9%; in 2012/13 FY, the budget increased from 2.9% to 4%; while in 2013/14 FY it decreased by the same percentage to 2.9%; finally in 2014/15 FY it also decreased by 0.6% from 2.9% to 2.3%.

Gender Responsive Budgeting Initiative

Namibia is amongst the earliest African countries to pursue gender responsive budgeting. Unlike many country experiences where enormous prior advocacy was necessary, Namibia's effort started on a positive note with its first gender responsive budget (GRB) initiative of 1998 starting with the Ministry of Finance (MoF) cooperating with the Swedish Government, United Nations Women's Fund (UNIFEM), the Common Wealth Secretariat (CWS) and the International Development Research Centre (IDRC). In 2011 the MGECW with support of the Millennium Development Goals Achievement Fund (MDGF) through UNDP commissioned participatory gender responsive budgeting analyses of three sectors namely education, health and agriculture. These assessments indicated that adopting a gender perspective can help to make government efforts in the named sectors more targeted and help to improve education, agricultural development and health outcomes especially regarding maternal health. In addition to developing GRB training manuals for higher institutions of learning, various stakeholders including Members of Parliament, Bank of Namibia, Agricultural Bank of Namibia, University of Namibia, Polytechnic of Namibia, and International University of Management were consulted; various MOAs were trained on GRB in 2010, 2011 and 2013. At present Namibia is in a process of drafting the GRB guidelines to guide sectors during budget process for the next financial year. The guidelines will provide OMA's with a standard tool to use in identifying gender issues corresponding to respective mandates by undertaking a gender analysis of the respective sectors to identify activities, cost them and incorporate in budget proposals within the medium term expenditure framework.

Mechanisms in place for Regular Dialogue between Government and Civil Society

Namibia has put in place a National Coordination Mechanism for the Implementation of the National Gender Policy (2010-2020) which takes into consideration all critical areas of concern for the Beijing Platform for Action. This coordination mechanism consists of the High Level Gender Advisory Committee (GAC) which is the highest advisory body to coordinate and monitor the implementation of the NGPA; the National Gender Permanent Task Force (NGPTF) as well as the National Gender Plan of Action Clusters. The National Gender Permanent Task Force (NGPTF) is the highest technical consultative body

comprising of Permanent Secretaries of line ministries, representatives of higher institutions of learning, key private sector institutions, State Owned Enterprises (SOEs), development partners, Non-Governmental Organisations (NGOs), Civil society organisations, Faith Based Organisations (FBOs) and media houses.

In-country, bilateral, sub-regional and regional cooperations

Namibia launched the SADC and Namibia Chapters of the African Women's Decade (2010-2020) and the SADC Africa UNiTE Campaign to end Violence against Women and Girls 2nd June 2011. These instruments have been harmonized and are being implemented within the existing gender equality frameworks such as the National Gender Policy and its plan of action, as well as the National GBV Campaign. Results are embedded in all the areas of the report under section 2. Namibia also usually participates in the annual meetings of SADC Ministers responsible for gender/ women affairs.

Role of MDGs in achieving the Beijing Declaration and Platform for Action targets

For Namibia, achievement of the MDGs contributes directly to the achievements of the Beijing Platform for Action's critical areas of concern. MDG focuses on the following areas of concern which are also part of the Beijing Platform for Action³:

Goal 3: Promote Gender Equality and Empower Women

Of the seven targets, three have already been achieved; two were on target to be achieved by the year 2015, while two were not on target. Gender parity targets have been reached for secondary education, literacy rates for 15 to 24 year olds and pre-primary education. The ratio of girls to 100 boys for secondary education was 112.3 in the year 2012, 101 for literacy in 2011 and 101.2 for pre-primary education in 2012. The target to have gender parity in primary education is on target to be achieved at 96.4 girls per 100 boys. Namibia was also on target to achieve 50 percent share of women in wage employment in the non-agricultural sector, having achieved 48 percent in 2008 and 35 percent in 2012. The gender parity target for tertiary education will likely not be achieved, taking current trends into consideration. The proportion of seats held by women in Parliament was 25 percent in 2013, still 25 percentage points from the targeted 50 percent. The Namibian Constitution is the starting point for gender equality in Namibia. Unlike many other national constitutions, Namibia's Constitution explicitly forbids sex discrimination. Numerous milestones toward gender equality can be mentioned, but the establishment of the Ministry of Gender Equality and Child Welfare was certainly one of the most significant, cementing Government's commitment to the cause of gender equality.

A major bottleneck slowing down progress is the poor implementation of legislation, policies and plans, possibly due to low capacity and poor funding priorities. However, some key plans in Namibia, such as the NDPs, pay insufficient attention to gender issues. Other challenges include insufficient resources to mainstream gender equality adequately across different sectors, increased gender-based violence, the seeming inability of Namibia to translate gender parity on some levels into formal jobs and negotiation powers of women, inadequate disaggregation of data in national management information systems, and inconsistencies in data sources, research methodologies and data presentation.

³ Republic of Namibia. (2008). *2nd Millenium Development Goals Report for Namibia*. Windhoek, Namibia: National Planning Commission

Section 2: Progress in the implementation of the critical areas of concern of the Platform for Action since 2009

Women and Poverty: Gender, Poverty and Rural Development

Namibia has created an enabling environment and effective policy framework for the implementation of poverty reduction strategies and programmes by the enactment of several laws and policies that support the economic advancement of women, such as **Article 95 of the Namibia Constitution**, which stipulates the Government's assurance to actively promote and maintain the welfare of Namibians by adopting and acceding to policies aimed at redressing issues of inequality.⁴

Within the period under review, Namibia has recorded remarkable developments in reducing gender gaps in the area of poverty and rural development, reinforced by the implementation of various intervention measures as well as further revisions to intervention strategies such as the National Gender Policy (2010-2020), which now requires all sectors to implement gender responsive programmes and provides necessary resources to ensure gender equality and women's empowerment.

Government continues to pursue macroeconomic stability, including fiscal discipline, which directly benefits women, especially rural women who are currently classified as vulnerable and extremely poor. The country is currently implementing the fourth National Development Plan (NDP4), a five-year development plan guided by the long-term vision of Namibia, Vision 2030, and gender sensitive developmental approaches spearheaded by different ministries, and relevant stakeholders. These NDP4 intervention strategies are geared towards reducing the proportion of severely poor individuals, especially rural women, from 15.8% in 2009/10 to below 10% by 2017. Such measures include the expanded protection system which comprises benefits towards maternity and sick leave among others. In addition, Government has introduced a progressive tax system that has been recently adjusted upward to account for inflation also comprises a tax threshold, which exempts low-income earners from having to pay income tax.⁵ In recognition of the role agriculture plays in socio economic development, and the involvement of women, especially in the rural areas, various gender sensitive laws and policies are in place, such as the National Agricultural Policy and National Food and Nutrition Policy (1995), designed to address gender inequality and household food insecurity and the revised Water Supply Sanitation Policy(2008), which provides for the participation of women on the advisory council to ensure women representation and participation in the development of their communities.⁶

Acknowledging that health and education are key determinants of poverty alleviation, Namibia continues to allocate substantial proportions of its annual budget to the Ministry of Education (MOE) and Ministry of

⁴ Namibia Constitution

⁵ NDP4 2012/13-2016/17

⁶ Gender Assessment and Strategy for the MIN of Agriculture, Water and Forestry, 2013

Health and Social Services (MOHSS) with the aim of creating a healthy and well-educated population. Trends as reflected by the budget allocations in table below reflect Governments commitment and prioritization of these areas.

Table 3: Medium Term Sectoral Allocations 2009-2012

Sector	FY 2008/09		FY 2009/10		FY 2010/11		FY 2011/12		Growth over period in %
	N\$ M	Perce nt	N\$ M	Perce nt	N\$ M	Perce nt	N\$ M	Perce nt	
Police	1290	6.1	1428	6.0	1559	6.3	1565	6.4	0.3
Defence	2372	11.2	2598	10.9	2934	11.8	3040	12.4	1.2
Finance	2818	13.3	2418	10.1	2253	9.0	2318	9.5	-3.8
Education	4783	22.6	5375	22.5	5833	23.4	5739	23.4	0.8
Gender Equality & Child Welfare	265	1.3	299	1.2	455	1.8	464	1.9	0.6
Health & Social Services	2131	10.1	2415	10.1	2440	9.8	2547	10.4	0.3
Mines & Energy	152	0.7	164	0.7	176	0.7	129	0.5	-0.2
Regional, & Local Govt, Housing & Rural Development	594	2.8	797	3.3	834	3.3	815	3.3	0.5

Source: MTEF 2009/2012, Republic of Namibia

Table above indicates the four main priority areas to be: education (22.6%); finance (13.3%); defense (11.2%); health and social services (10.1%)⁷. 2013/2014 budget also shows that Education remains the top priority and continues to receive the lion's share of the national budget with a total of N\$9.4 billion, 23.6% of total expenditure in 2013⁸ and N\$13.1 billion, about 22.7%.⁹

In addition, 8 Million USD was allocated to the Joint Gender MDG Partnership (JP) Programme currently being implemented by Government, which address the issue of poverty among women in the rural areas. These programmes have been implemented over a three-year period (2009 to 2012) with the aim of economic empowerment of rural women, increasing food security through the introduction of appropriate

⁷ MTEF 2009-2012

⁸ MTEF, 2012/13 (Budget Statement)

⁹ MTEF, 2014/15 (Budget Statement)

technology, and the provision of training and agricultural inputs.¹⁰ Three hundred and seventy-four (374) Female-Headed Households benefitted from this JP food security and livelihood initiative, through which they received gardening seedlings and supplies and small livestock as chickens, goats and cattle for rearing. These communities in Kunene reported improved health in their children since consuming milk from the goats. At Ongha in Ohangwena, the female Heads of Households at the Community Garden reported having more frequent meals and adding fruits and vegetables to their diet as a result of the project.¹¹

Other programmes, projects and interventions that have played a key role over the years include the Green Scheme, Food/cash-for-work programmes, micro-grants, the Equipment Aid Fund, Small and Medium sized enterprise development, community-based management of natural resources, rural water supply and sanitation programmes, mining, the German Special Initiative, the Rural Poverty Reduction Programme, the San Development Programme, the Constituency Development Fund, and the Decentralized Build Together Programme (DBTP). The intervention measures mentioned above, among several others have led to Namibia successfully achieving a reduction in the poverty levels ahead of the 2015 target.

There has been remarkable improvement in the area of access to support services for rural women and their participation in decision-making processes, as several laws and policies remain relevant and continue to address women issues. The Communal Land Reform Act (Act No. 5 of 2002), which ensures the equitable allocation of land. The Married Persons Equality **Act (No. 1 of 1996)** also provides women married in community of property equal access to bank loans and equal power to administer joint property and stipulates that immovable property should be registered in both spouses' names. This Act is still regarded as a land mark law, as it now translates to several sectors. For instance, most banking institutions in Namibia require the signature of both spouses (married in community of property) before entering into any major transaction with either party. The revised Communal Land Reform Act has been revised, and is now more gender responsive, in that the regulations to the Communal Land Reform Act now require that the names of both applicants (husband and wife) to appear on the application form.

This new development ensures that women's right to land is secure in the event of the spouses separating or dying. Under the registration of Communal Land Rights / the Rural Poverty Reduction Programme conducted by the Ministry of Lands and Resettlement between 2007 and 2013, the indicators show that 45% of land rights which were registered belong to women. Between 2011/2012, forty six (46) previously landless women have also been resettled.¹² In the beginning of 2012 the Ministry of Lands and Resettlement inaugurated 12 Land board members for a period of 3 years towards facilitating land administration in various regions, which includes women in farming.¹³ A Land Rights Registration Awareness Campaign (Omaheke Region) was undertaken to create awareness amongst communities and to explain the importance of communal Land Rights Registration through the use of physical theatre.¹⁴

¹⁰ MDGIF Final Narrative Report-Namibia 2013

¹¹ MDGIF Final Narrative Report-Namibia 2013

¹² Annual Report 2011-2012 Ministry of Lands and Resettlement, p.22

¹³ Annual Report 2011-2012 Ministry of Lands and Resettlement, p.9-10

¹⁴ Annual Report 2011-2012 Ministry of Lands and Resettlement, p.8

The country is currently implementing the fourth National Development Plan (NDP4), which strives for a prosperous and industrialised Namibia, and seeks to achieve high and sustained economic growth, job creation and reduction of income inequality. The implementation of the strategy recommendations from the current MDG, which include increasing agricultural production and rural cash-for-work opportunities which will create employment and improve infrastructure for economic and social development, and provision of more support to SMEs, especially start-up capital and technical support, accompanied by monitoring and evaluation to mention a few, is well underway.¹⁵ These measures have resulted in the establishment of the Small and Medium Enterprise Bank (SME) in 2012, which is geared towards providing assistance with facilities such as Easy Loans targeting small scale entrepreneurs and first time/start-up business owners. Other measures with effective results include the Women Economic Empowerment (WEE) Programme, delivered through the implementation of Income Generating Activity Fund (IGA). IGA provides financial support to viable income generating projects for women (although men are not excluded). Since its inception, over 6000 people have benefited either directly or indirectly by way of employment, 70% of which are women.

Government through the Ministry of Gender Equality and Child Welfare is in the process of finalising the construction of Fourteen (14) Community Centres, one in each region. At the time of this review, (9) have been completed and these serve as business training centres for start-up business women, business incubation hubs, and a platform for the sharing of regional practices and ideas as well as coaching and mentoring. Training Centres focus on different areas such as Women in Hospitality and Catering Services; Women in Agricultural Crop Production and Animal Husbandry; Women in Fabric and Tailoring and Women in Weaving & Basket making. Although actual figures of beneficiaries could be determined due to lack of evaluation and monitoring, it can be concluded that majority of women who have been trained at these centres have started their own business ventures through access to financing and skills acquired.¹⁶

Another tremendous achievement recorded during the period in review is the establishment of **Namibia Chamber of Commerce Women's Business Desk (2012)**. This is a focused project that targets assistance in the start-up and improvement of women (owned) enterprises. It aims at promoting and creating an enabling environment for female entrepreneurs through capacity development and access to capital. Currently, an economic empowerment programme for women is being piloted in the southern region (Karas and Hardap regions), targeted at developing 16 different business activities. All the business activities form a group with 80 women, who are supported through training and seed money. The objective of this programme is to increase the of the final products in order for them to access better market value.

Gender Responsive Budgeting (GRB) in Namibia was initiated in 1998 by the Ministry of Finance (MOF) and the Ministry of Gender, Equality and Child Welfare (MGEWCW), and piloted across the education and agriculture sectors, after which a gender budget analysis was undertaken. With support from the United Nations Development Programme (UNDP), the MGEWCW has embarked on a current gender responsive budgeting initiative for four sectors: agriculture, water and forestry; education; health and social services and finance including National Planning Commission. One of the activities under the initiative is the gender analysis of sector policies and budgets, aimed at highlighting the existing gender inequalities in the

¹⁵ MDG Report, 2013

¹⁶ OECD (2012) Promoting Pro-poor Growth: The role of empowerment: The OECD DAC Network on Gender Equality.

situation, policy framework and the associated budgets of the four sectors. A report on this GRB analysis is currently underway, and will be published in 2014

Research has also been targeted as one of the three high-level strategies to be implemented based on the recommendations of the NDP4, towards addressing the root cause of poverty rather than its symptoms.¹⁷

Obstacles and challenges

Data from the NHIES reveal tremendous progress in this regard, especially in the reduction of poverty levels from 30% to 22% for female headed households and 26% to 18% for male headed households. The 2012 target of reducing the number of severely poor households in the country has already been achieved, according to objectives set. Indicators reveal that poor households (including the severely poor) which currently make up around 28% of all households in the country, and severely poor households which stand at 4% have decreased significantly since the beginning of the 1990s.¹⁸ Even with this visible improvement, Namibia still has a long way to go in eradicating poverty, as according to the NHIES, female headed households constitute 42% of all households, but only consume 30% of total consumption. Consequently consumption per capita is 55% lower in female headed households compared to male headed households.¹⁹ Poverty is most pronounced among the 44% of female-headed households in rural areas. 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 and 36% of rural Namibians have no source of income other than that which comes from their involvement in subsistence agriculture.²⁰

The causes and effects of poverty are extensive, complex and multifaceted. The challenges faced by Namibia in responding to poverty lie mainly in the implementation of existing policies, plans and strategies as Namibia has created an enabling policy environment for poverty alleviation. The test now is to make programmes work on the ground and in areas where the needs are urgent and concentrated. Serious attention, therefore, needs to be paid to those regions with the highest poverty and inequality levels: rural areas, female-headed households, children, the disabled and pockets within well-off regions such as informal settlements in urban settings.

More remains to be done in the area of equitable distribution of income and complete elimination of eradication of hunger. The percentage of Namibia's population who live in 'poor' and 'severely poor' conditions have decreased by more than half over the past 13 years. This is a commendable reduction in poverty and means that less than one third (28.7 percent) of the population currently lives below the poverty line. Namibia has at the same time, significantly reduced the poverty gap ratio, surpassing the target to halve the poverty gap by 2015. However, inequality remains a serious challenge, with high poverty levels in rural areas, and among female-headed households, older pensioners and subsistence farmers.²¹

¹⁷ NDP42012/13 TO 2016/17

¹⁸ National Gender Policy, 2010/20

¹⁹ National Household Income Expenditure Survey 2012

²⁰ National Gender Policy 2010/12, p.12-13

²¹ MDG Report, 2013

Unemployment rate, widely regarded as one of the key labour market indicators and a good measure of current economic activity continues to be a burgeoning issue in Namibia. ²² Unemployment in Namibia, which records show is significantly higher amongst women (33.1%), is critically higher among rural women who tend to engage in non-paid work such as child-care and home-making.

B. Education and Training of Women: Gender, Education and Training:

The Government, through the Education Sector has committed itself to the objectives of addressing gender gaps with the implementation of broad policy goals derived from the Namibian constitution, Global and regional policy agreements related to Education for All, the MDG goals and the SADC protocol on Gender and Development. The broad objectives cover access, equity, efficiency democracy and lifelong learning, aimed at benefitting girls and boys, equally in terms of enrolment, career options, study bursaries, high learning opportunities, and good employment prospects.

Primary education enjoys an enabling policy environment with the following policies focusing on access, quality and equity: the Education Sector Policy for OVC, the Textbooks Policy, the School Cluster Policy, a draft Education Sector Policy for Inclusive Education, the Policy for Open and Distance Learning in Namibia, and the Special Needs Education Policy. Namibia is also very proud of her very advanced **Education for All Policy (EFA), through which education from Grade 0(pre-primary) to Grade 7 has become Free for all since January 2013. It is also envisaged that by 2015, free secondary education will be made possible.** The Education for All Policy also addresses issues related to accessing education, which specifies actual distance from home clusters to schools, ensuring that primary and secondary schools are built within 5km walking distance.

Early Childhood Development (ECD) has been reinstated and rolled out under the auspice of the Ministry of Gender Equality and Child Welfare (MGE CW). The fourth NDP retains ECD as one of the targeted sub-sectors and foresees increased ministerial capacity to support ECD centres. Training for ECD educators has been put in motion, with the plan being to have 75 percent of all educators trained for at least one month by 2017. It is worthy to note here that by 2015, Namibia plans to support all ECD centres with school feeding.

The Policy for the Prevention and Management of Learner Pregnancy in the Education Sector was introduced in 2009 and strongly emphasizes prevention, along with support and encouragement to learners who are mothers (and fathers) to complete their education and be good parents. This policy allows pregnant learners to remain in school until four weeks before their due date, encourages learners to keep up with their lessons and homework, and allows the mother to return to school as soon as the school is satisfied that both she and the baby are in good health and have a plan for the baby's care, while allowing for absence from school for a maximum of one year.

Other enabling laws which continue to be effective include the Namibia Student Financial Assistance Fund Act, 2000 (Act No. 26 of 2000) which is currently still operational, and provides for the establishment of the Namibia Students Financial Assistance Fund (NSAF). NSAF, which has been implemented since 1997 is a loan scheme designed to ensure Government's continued involvement in addressing human resources need of the country in general. From time of implementation to date, the fund pays student loans/grant

²² Namibia Labour Force Survey 2013, p. 73

monies directly through the institution or provider of services every year as long as the student passes his/her academic year. The tables below show payments made to institutions to continuing students (students already in the system) and awards to new students for the period under review.

Table 4: Continuing students

Financial year	No of students	Amount N\$
2007/08	8 914	89 935 939
2008/09	9 955	112 935 939
2009/10	11 050	225 734 771
2010/11	6 886	111 226 834 19

Source: Performance Audit Report of the Auditor General on the Administration of Government Student Loans (MoE, NSFAP) For the Financial Years (2008, 2009, 2010 & 2011)

Table 5: New Awards

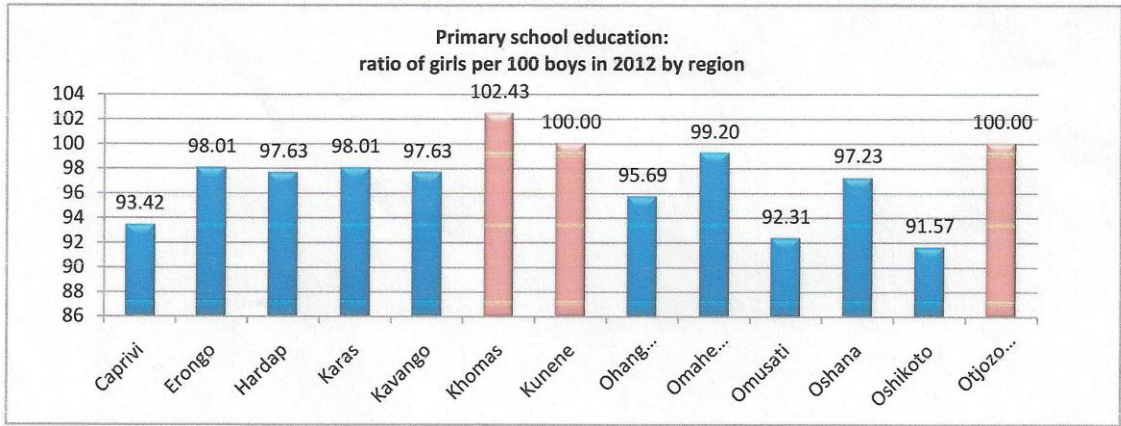
Financial year	No of students	Amount N\$
2006/07	1 628	17 289 050
2007/08	3 562	31 162 484
2008/09	4 302	38 649 357
2009/10	5 487	58 946 762
2010/11	6 330	111 226 834

Source: Performance Audit Report of the Auditor General on the Administration of Government Student Loans (MoE, NSFAP) For the Financial Years (2008, 2009, 2010 & 2011)

Although there is no sex disaggregated data to ascertain the actual number of women beneficiaries, it is safe to conclude that based on the increased enrolment figures, more women accessed this loan.

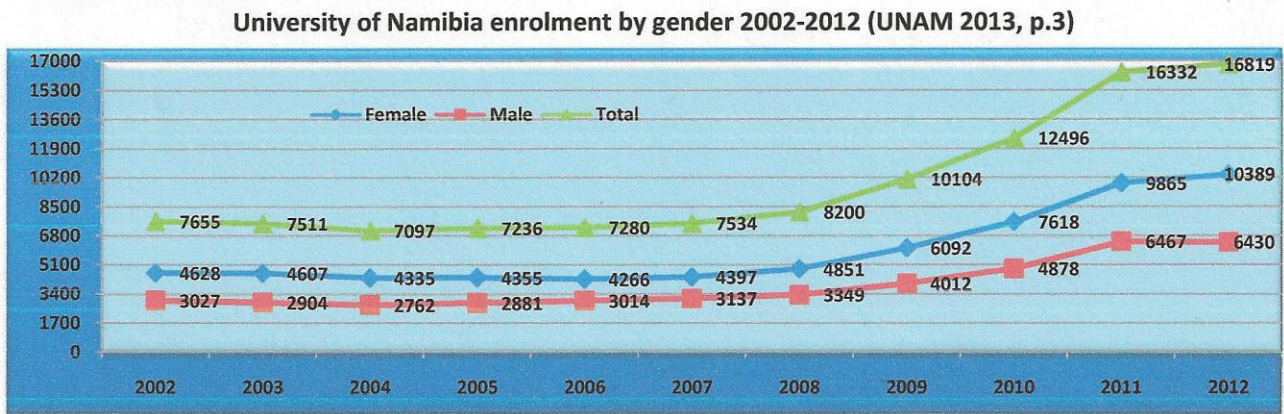
The National School Feeding Programme (SFP) is another important milestone, not only because of its nutritional benefits, but because it encourages children to come to school, especially those from poor and marginalized households. The SFP was initiated in 1991 with support from the World Food Programme (WFP). Although there are still challenges, the programme has developed over the years to provide more nourishing food, better infrastructure for distribution, and enhanced monitoring and evaluation.

These interventions have certainly paved the way for the Female Learner, especially in the rural areas, in terms of access to education.



Source: Author's calculations from EMIS 2012, p.28

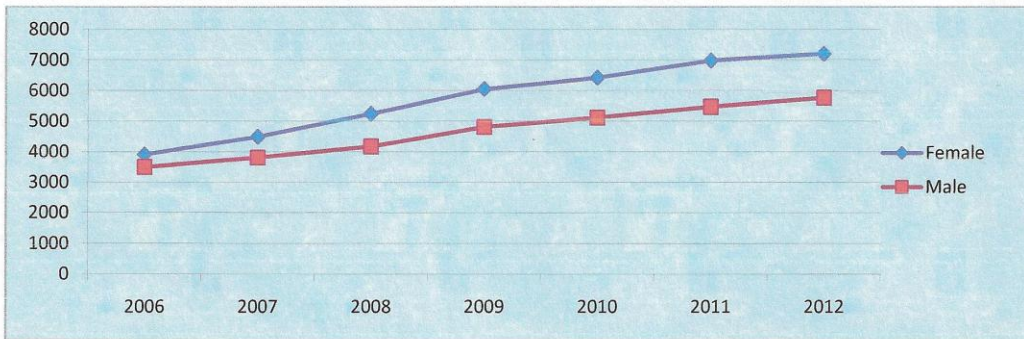
Namibia has also recorded encouraging results in terms of the enrolment of girls compared to boys from primary school through to tertiary education. There are 102 girls for every 100 boys in primary school. For every 100 boys in secondary school, there are 113 girls. This trend continues to tertiary education level, with female students outnumbering their male counterparts.²³



Overall one could conclude that high female enrollment, high female survival rates and high female literacy rates demonstrate the fact that gender disparity has been addressed at certain levels of the education sector.

²³ National Gender Policy 2010/20

Polytechnic of Namibia enrolment by gender 2006-2012 (PoN, raw data, 2013)



Even though it is still too early to assess the full impact of the introduction in late 2012 of universal access to primary education and the abolition of School Development Fund fees under the same policy, the resultant effect on enrollment shows tremendous milestones that could be attributed to greater access to education. This progressive trend on female enrolment continues at tertiary level, as represented in the enrolment data of males and females per faculty from 2002-2012 at the University of Namibia. Based on 2012's enrolment data, the Faculty of Agricultural & Natural Resources enrolled 45% male and 55% female, Faculty of Economic & Management Science 44% male and 56% female, Faculty of Education 45% male and 65% female, Faculty of Humanity & Social Science 30% male and 70% female, Faculty of Law 46% male and 54% female and School of Nursing and Public health 19% male and 81% female, and Faculty of Science 46% male and 54% female. Opportunities for further improvement remain, as other courses recorded very low levels of female enrolment (Engineering and IT 76% and female 24%), (Newly established School of Medicine male 31% and female 69%).²⁴

Table: 6 University of Namibia Enrolment by faculty and gender

Faculty School Name	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011		2012	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
AGRICULTURE & NATURAL RESOURCES	83	126	89	116	104	115	100	130	103	124	81	124	78	125	194	220	228	246	282	262	358	288
ECONOMICS & MANAGEMENT SCIENCE	627	655	709	708	717	686	813	746	867	771	1021	937	1123	989	1330	1147	1678	1331	1922	1490	1964	1543
EDUCATION	682	480	665	465	572	422	525	373	502	346	535	371	552	373	591	365	697	357	1911	1191	2026	1093
HUMANITIES & SOCIAL SCIENCES	548	334	502	317	493	300	523	321	559	339	667	353	756	372	934	424	1121	515	1255	585	1302	562
LAW	143	177	91	95	130	131	138	127	184	178	210	188	273	252	340	318	368	367	417	380	427	369
MHS SCHOOL OF NUR & PUB HEALTH	345	110	386	140	455	101	493	138	577	143	595	173	679	201	695	207	745	193	818	218	883	202
SCIENCE	241	384	261	405	264	407	314	470	329	525	352	552	387	504	473	524	687	642	788	680	876	742
EXTERNAL STUDIES - UNAM	1959	761	1904	658	1600	600	1426	540	1117	556	904	405	934	435	1427	655	1946	980	2213	1298	2217	1259
UNAM FOUNDATION PROGRAMME							23	36	28	32	32	34	40	33	66	34	71	50	87	59		
ENGINEERING & IT													29	65	42	118	45	174	80	258	83	267
MHS: SCHOOL OF MEDICINE																32	23	92	46	169	77	
OFFICE OF THE REGISTRAR																					84	28
Grand Total	4628	3027	4607	2904	4335	2762	4355	2881	4266	3014	4397	3137	4851	3349	6092	4012	7618	4878	9865	6467	10389	6430

Source: University of Namibia, Report (2012)

Although certain fields like Nursing and Teaching are still traditionally regarded as feminine fields, and Science, Agriculture and Natural Resources continue to be regarded as masculine fields of study, it is

²⁴ University of Namibia, Report 2012

however notable to observe great improvement in the Faculty of Law which was previously regarded as a masculine field of study, but now has male students outnumbered by female students.

The Vision 2030 target to increase overall literacy rate to 90% by 2015, and eventually to 100% by the year 2030, coincides with the MDG's expedited literacy target of achieving 100% illiteracy by 2015 (for ages 15 – 24). Namibia is on target in terms of achieving the 100 percent overall literacy target, as the overall literacy rate has increased steadily from two-thirds in 1991 to close to 100 percent in 2011. The literacy rate for youth (15 to 24 year olds) generally follows the same trend as the national literacy rate, although it was lower (at 94.4%) by 2012.²⁵ This achievement can be attributed to the implementation of measures, which target adult literacy and life/long learning. These include the National Literacy Programme (NLP) and the Adult Skills Development for Self-Employment Programme (ASDSE) which is being implemented by the Ministry of Education (MOE), under the Directorate of Adult Education (DAE) About 20 000 to 30 000 adults attend literacy classes every year, with women accounting for about 80 percent of the literacy promoters and about 70 percent of students are women.²⁶ From 1999 to 2012, on average about 64 percent of those tested at the end of one of the adult literacy education phases were females. Of the females tested, on average 72 percent passed. The overall literacy rate for all Namibians 15 years and older increased from 76 percent in 2001 to 81 percent in 2001 and to 89 percent in 2011.²⁷

In addition to the three institutions of higher learning, 12 Vocational Training Centres (VCTs) exist in the country, offering a range of courses and upgrading in auto mechanics, commercial studies, hairdressing, joinery and carpentry, plumbing & pipe fitting among other. Towards continued improvement to education access, an open-entry system to Vocational Education and Training (VET) programmes has been implemented in Namibia. This allows for recognition of prior learning and enhanced articulation between Community Skills Development Centres (COSDEC) and Youth skills Training Centres, VET providers and institutions of higher learning. In 2010, 9,018 persons were enrolled in various VET Centres in the country, although the absence of a sex disaggregated data provides a challenge in ascertaining the percentage of women enrolment within this number. This enabling environment is enhanced by the Vocational and Training Act of 2008, which is overseen, managed and implemented by the Namibia Training Authority (NTA). In 2011, the NTA initiated an advertising campaign to promote the value of vocational training and to encourage more women to take trades training leading to good careers and jobs in the economy. The objective was also to increase the percentage of women taking vocational training programmes, particularly in trades traditionally occupied by men, such as motor mechanics, welders, plumbing and pipefitting. In 2011, 1,452 trainees were enrolled in COSDECs youth skills training centres, with 59 percent being women.²⁸

Meeting set goals on education and literacy as it concerns the Namibian woman continues to be a collaborative effort between several stakeholders such as civil organizations like the Forum for African Women Education in Namibia (FAWENA). FAWENA has implemented a number of programmes, some of which have been highlighted below²⁹:

²⁵ Namibia Statistic Agency Report, 2013

²⁶ Gender Needs Assessment and Gender Strategy Report for the Min of Education, 2010

²⁷ EMIS data 1999 to 2012

²⁸ MDG Report, 2013

²⁹ GRA&P Annual Report, 2012

- **Girls and boys scholarship programme:** This programme pays direct costs for school to which date, 1200 girls (including 200 girls with special needs) and 100 boys have benefited. 262 teachers have been trained to implement the programme in 12 regions.
- **Girls Empowerment Clubs:** This is a social platform that is aimed at improving academic performance of girls but also creates an avenue for them to discuss and take action against critical issues as HIV/AIDS, sexual harassment, teenage pregnancies and the “sugar daddy syndrome”. To date, 16 clubs with 21 focal teachers have been established.
- **San Girls Programme:** This is aimed at empowering girls from the San community through an annual conference that discusses issues related to access to school and drop-out rates. A total of 135 girls have participated to date.
- **Gender Responsive Pedagogy:** This is a tool to prepare both female and male learners for equal opportunities. 293 Teachers have been trained in gender concepts to promote teacher gender responsiveness in teaching and interaction with teachers.

Namibia remains invested in the Education sector as proven by the fact that this sector has consistently received the largest share of the National budget through 2010 to 2013. Governments resource commitment and political backing has enabled steady growth in indicators such as access, enrolment rate and financial support. Education sector remains a top priority and special attention as indicated by the 2012/13 budget, whereby education received 23.6% of the total budget.

Aside from the budget allocations, another key milestone which reflects Government’s commitment to providing sufficient resourcing for the education sector is the directive in 2002 to approach the World Bank to support educational reform. 2005 saw the development and commencement of the Strategic Plan for the Education and Training Sector Improvement Programme (ETSIP) 2005-2010 budgeted at N\$2.4 billion, with support from the UN and other development partners. The Programme was based on an acknowledgement by Government and other stakeholders that the education sector was weak in terms of preparing Namibia to achieve the goals and targets of Vision 2013. ETSIP was implemented to reformulate the education sector in order to achieve the objective of EFA and the MDGs. The ETSIP Review noted that the important achievements were adoption of new policies, improved institutional efficiencies, curricula development, research, and provision of teaching/learning materials.

The Education Management Information System (EMIS) collects and compiles sex disaggregated data on an annual basis taking into consideration a variety of indicators (enrollment and flow of learners, national examination results, teacher qualifications, physical facilities and adult literacy)³⁰. This data is meant to direct programme planning, implementation, monitoring and evaluation.

Obstacles and Challenges

Milestone achievements have been recorded in the area of education, as it relates to women. However more remains to be done, as there are still regional disparities across the regions, with Kunene and Omaheke recording the lowest rates (65% and 73 % respectively) while Erongo (97%), Karas (97%), and Khomas (97%) recorded the highest.³¹

³⁰ Gender Needs Assessment and Gender Strategy Report for the Min of Education, 2010

³¹ Namibia 2011 Population and Housing Census Indicators

Despite the high enrolment of females at primary and secondary levels, female learners face unique challenges in completing their education. Factors such as; inadequate prevention and management of learner pregnancies, economic pressures on young girls from family members and financial dependence on older men still hamper the progress in this area.

Statistics on pregnancy-related school drop-outs in Namibia for 2007 show that a total of 1465 learners dropped out for this very reason (96% female). To address the situation, the government of the republic of Namibia has put in place a School Policy on Learner Pregnancy in Namibia which provides “that a pregnant girl should be allowed to attend regular classes at least until her pregnancy is visible; and that girls who fall pregnant should be allowed to return to normal schooling after spending at least a year with the baby”. The same conditions should apply to the schoolboy who is held responsible for the pregnancy. Although the one-year absent rule is supposed to also apply to schoolboys who impregnate girls, school boys are rarely identified and older men who impregnate school girls do not face any consequences.

Summations from the ETSIP Review conducted in 2011 leads to the conclusion that the country's education and training system still suffers from various weaknesses despite high allocations from the Government budget. Although general improvements were recorded within the period in review, a lot remains to be done towards improving the low overall quality and internal efficiency of the tertiary level and of the vocational and training systems. Other gaps include inequalities in the distribution of educational inputs, the negative impact of HIV across the system, and also in the actual use of sex disaggregated data collected in the design of gender sensitive action plans/work plans budgetary allocation to programmes, among others.³² Even though many females are educated in Namibia, the same challenge continues as it has been since Independence: how to translate this education of women into formal jobs, and further into higher-level positions of management, decision-making and political leadership. Women's representation and participation in these areas are critically important to ensure that their interests and voices are heard at a powerful and strategic level.

Whilst the Ministry of Education has responses in place to address gender disparity, further improvement is still required in strengthening existing efforts in terms of policy and strategy refinement from a gender perspective and alignment of such measures with international commitments. It is also important to stress that while gender parity has been reached in several fields of education, there are still areas of concern in terms of female retention, completion and overall career guidance.

C. Women and Health: Gender, Health, Reproductive Health, and HIV & AIDS

Increased Government interventions, and budgetary allocations and spending has yielded a number of improvements in terms of output to improve health such as the newly established School of Medicine in Namibia, increased access to Ante natal and Post natal care, the increase in the number of births attended by skilled health professionals and improved ART and to Health Several interventions, among several.

Table below summarizes the health sector's performance under the NDP3 in terms of the set primary health targets which were guided by Namibia's Vision 2013, the National Health Policy Framework, international and regional frameworks are in place, such as the Sexual and Reproductive Health Strategy (2006-2015) and National Strategic Framework on HIV & AIDS 2010/11-2015/16. As is evidenced,

³² MGECSW CEDAW Namibia Country Report 2012

performance has been encouraging, especially in relation to high-level outcomes such as life expectancy, infant mortality, HIV prevalence among pregnant women.³³

Table 7: Health Sector Performance Indicators NDP3 (2007-2011)

Indicator	NDP3 target	Out-turn	Year
Infant mortality rate (per 1,000 births)	38	34	2009
Number of people with advanced HIV infection receiving anti-retroviral therapy	81,686	95,670	2010/11
Malaria mortality (per 1,000 populations)	21	2.4	2010/11
Population with sustainable access to safe water (%)	95	95	2010/11
Population with access to improved sanitation (%)	65	33	2008
HIV prevalence among pregnant women (%)	-	18.8	2010

Source: NDP4 (2012/13-2016/17)

Existing and continuously effective guiding national Policies and programmes which govern the health sector measures include the recently expanded Primary Health Care Programme (PHC), which addresses amongst others, critical health issues such as HIV and AIDS, safe motherhood, tuberculosis and malaria. Others include the National HIV/AIDS Policy 2007, the National Policy on Disability, the National Community-Based Care and Rehabilitation Programme 2006, the National OVC Policy 2005, the National Plan of Action for Children 2007 and the National Community Based Health Care Policy 2008.

The Ministry of Health and Social Services (MOHSS) facilitated the establishment of the Maternal and Child Health Committee in 2008 under the Primary Health Care Department, to coordinate and harmonise the speedy implementation of evidence based maternal and child health interventions in the country.³⁴ Represented on the committee are government departments, UN agencies, development partners, NGOs, FBOs, Tertiary hospitals and training institutions.

Namibia's public health sector aims to provide universal coverage for health services, and currently consists of one national referral hospital, three intermediate hospitals, 30 district hospitals, 44 health centers, 265 clinics and 6 faith-based health facilities (5 district hospitals and 1 health center).³⁵ Another significant milestone implemented within the period in review was the Life Saving Skills/EmOC Training-of-Trainers course for Doctors, Nurses and Midwives, which commenced in 2010. The main purpose of the training was to upgrade the skills and knowledge of health professionals in the provision of emergency obstetric and neonatal care. Representatives from all thirteen regions were trained, ensuring that training can be rolled out to others in the regions. Eighteen health workers were also trained as Trainers on Community-Based Maternal and Neonatal Care in Kavango Region. Other achievements recorded during the period in review include:

- Availability and provision of quality maternal and neonatal healthcare services across all regions

³³ NDP4, 2012/13 TO 2016/17

³⁴ MOHSS Report, 2011

³⁵ Namibia Operational Plan Report (MOHSS) 2012

- Institutionalisation of Routine Maternal Death Reviews overseen by a National Maternal and Perinatal Death Review Committee, established in 2010 and following the WHO guideline, 'Beyond the Number Reviewing Maternal Deaths and Complications to Make Pregnancy Safer'
- Establishment of a National System for Confidential Enquiry into Maternal Deaths
- Regional campaigns, such as the Accelerated Reduction of Maternal Mortality launched in Gobabis in 2010, to raise awareness of maternal and child health issues
- Establishment of a referral system between communities, clinics, health centres and district hospitals
- Strengthening of the capacity of national, regional and district health systems in planning, implementing, monitoring and evaluating maternal and neonatal care services
- Resource development for strengthening MNH services
- Integration of neonatal care within other health programmes
- Strengthening of services that address adolescents' sexual and reproductive health and rights
- Improved recruitment of Health Professionals from within and outside Namibia
- Improved health infrastructure, coupled with improved procurement of equipment
- Improved male involvement in prevention of parent-to-child transmission of HIV.

The Ministry of Health and Social Services (MoHSS) has adopted a National Policy on CBHC, which details the policy framework of roles and responsibilities of all key stakeholders. Other policies, guidelines and standards exist to complement technical aspects of CBHC such as: Reproductive Health Policy; Prevention of Mother-to-Child Transmission of HIV Guidelines; Nutrition Management for people living with HIV/AIDS Guidelines; Infant and Young Child Feeding Guidelines; Voluntary Counseling and Testing Guidelines; National HIV/AIDS policy; Mental Health policy; Community Based Rehabilitation Programme Document; Integrated management of childhood illness Approach; Integrated management of Adolescent & Adulthood illness Approach; School Health Policy; Tuberculosis Guidelines and Policy on Malaria.

During the review period, these collaborative and concerted measures have yielded several achievements, including but not limited to the details below:

- Training of HCWs cervical cancer screening for HIV positive women has since commenced and has been supplemented with early identification at community level within a local partner's home-based palliative care programs by community-based palliative care nurses.
- Full immunization coverage and other child health services for HIV positive children including appropriate infant and young child feeding (IYCF) practices were ensured.
- The national roll out of the facility and community-based PHDP interventions commenced with the completion of training curricula and training of trainers (TOT)
- The promotion of Voluntary Medical Male Circumcision(WMMC), an overall prevention response guided by evidence-based strategies to prevent STIs was rolled out to 30 district hospitals

Other preventive interventions included MFMC, Window of Hope, FAWENA programme, Wings of Life, Communications for Behavioural Impact Strategy for HIV and AIDS (COMBI), interpersonal communication at workplaces, the Break the Chain (BTC) campaign (the first campaign to address MCP), NawaSport, the Stand Up campaign against alcohol misuse, VCT campaigns such as the National Testing Day, the Be

Strong Get Tested campaign, the Condom Social Marketing and Distribution Programme (NASOMA) to mention a few.

Healthy Lifestyles Day was first launched in February 2010 in response to an increasing trend of Non-Communicable Diseases (NCDs) such as cancer, cardiovascular, diabetes and chronic respiratory diseases, largely brought on by poor lifestyles, such as unhealthy diets and physical inactivity. Although not focused primarily on women, the objectives of the Healthy Lifestyle Day include health issues, which also affect women adversely, especially rural or disadvantaged women. The focus in 2012 was in raising awareness on prevention interventions such as knowledge on nutrition, physical exercise, stress management and ensuring regular health check-ups.

Other initiatives by the Government and relevant stakeholders include:

- Passing the **Tobacco Products Control Act in 2010** to address issues related to reduction of demand for and supply of tobacco products and protection from exposure to tobacco smoke.
- **Drafting the National Health Promotion Policy**, which outlines ways for reducing NCDs risk factors while improving health services to address the situation.
- Implementing the **Health-Promoting Schools Initiative (HPSI)** to enhance the emotional, social, physical and moral wellbeing of school children and wider community through health and physical education programs focusing on: HIV/AIDS, nutrition, hygiene, environmental health as well as psychological and counseling support.

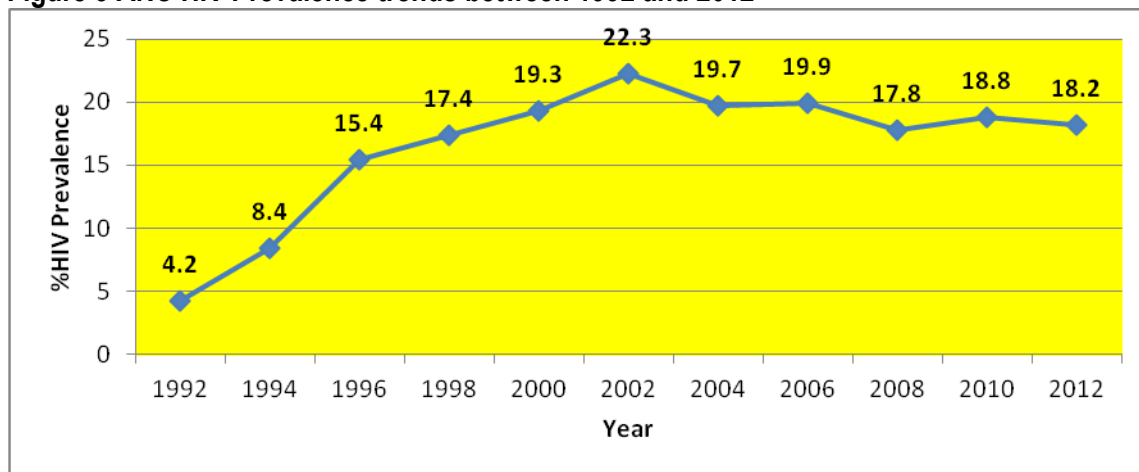
The overall national HIV and AIDS response in Namibia is targeted at women, men, the youth and the Namibian child, and is guided by several frameworks and policies such as the National Strategic Framework on HIV and AIDS and the National Policy on HIV and AIDS. In June 2011, Namibia re-committed itself to continuing its active response to HIV and AIDS by endorsing the “Political Declaration on HIV and AIDS: *Intensifying our Efforts to Eliminate HIV and AIDS*”, at the UN General Assembly High Level Meeting on AIDS. Over the years, Namibia has learned that HIV is not only a health challenge but a developmental challenge across different sectors, giving rise to the National AIDS Coordinating Programme and several other cross cutting interventions, responding to the epidemic. A coordination structure was established for a multi-sectoral HIV response at national, regional and local levels, and also extending into workplaces. The overall multi-sectoral approach focuses on prevention, treatment, care and support, impact mitigation and management and coordination. The medium term plan called on all sectors to mainstream HIV in their plans, strategies, programmes and projects, and all 33 public service offices, ministries and agencies are guided by the Public Service HIV and AIDS Workplace Policy, with about 10 out of 28 having specific Workplace HIV and AIDS Policies. Total population targeted with the Public Service Workplace programmes is 240 000 (staff members and dependents). The extension of the HIV and AIDS Workplace Programmes to Comprehensive Employee Wellness Programmes is expected to assist in the elimination of discrimination and stigmatisation, and ensure effective management of chronic diseases at the place of work, including ART. The development of comprehensive national policy on employee wellness, for both the private and public sectors, is also expected to increase the scale of financial investment and contribution towards employee wellness and improved service delivery.

As a result of implemented strategies, the Government provided 75 681 HIV positive people with ARV treatment as at March 2010, and this number has increased to 110 053 people during 2012/13 financial year. The Center for Disease Control and Prevention (CDC) in Namibia continues to work closely with

Government and Ministry of Health and Social Services (MoHSS) to support the national response to the HIV epidemic. In 2012, CDC directly supported the provision of antiretroviral treatment to 1,797 HIV positive pregnant women to prevent transmission to their infants.

Concerted efforts and initiatives by the government of Namibia and other collaborative ministries/agencies continue to yield results, especially as HIV prevalence among pregnant women attending Anti Natal Care (ANC) has begun showing signs of significant decline(See date below). Although the decline to 18.2% in 2012 might not be classified as substantial, this is a laudable improvement from 2002 when HIV prevalence among pregnant women reached an all time high at 22.3%.

Figure 3 ANC HIV Prevalence trends between 1992 and 2012



Source: NSF, 2010/11-2015/16 (2010)

Namibia can be said to have responded well to HIV situation, especially with regard to Prevention of Mother To Child Transmission (PMTCT) strategies, which have a direct impact on maternal and child health. The PMTCT programme commenced in 2002 and, by 2011, 314 out of 340 health facilities provided PMTCT, including all state hospitals and health centers.³⁶ PMTCT has been integrated fully into routine antenatal, maternity and postnatal care services, and safe motherhood and newborn care interventions, with established linkages to antiretroviral treatment (ART) are also in effect. The National Elimination Plan for Mother To Child Transmission of HIV (MTCT) was launched in 2012 on World AIDS Day and spells out Namibia's strategy and plan for eliminating MTCT and keeps mothers alive.³⁷

It is estimated that about 80% of the estimated HIV positive expectant women are receiving retroviral prophylaxis. The prevalence of HIV among children younger than a year has also decreased from 13.5% in 2006 to 7% in 2009, representing a reduction of 50%. About of babies who were exposed to HIV to received anti-retroviral prophylaxis during 2009/2010.

Namibia made steady progress towards providing access to high quality clinical and community-based HIV care services, as by September 2011, 57,430 were enrolled in Pre-ART care and 97,983 in ART. These

³⁶ Ministry of Health and Social Services, 2009

³⁷ MDG Report, 2013

services were provided to all pre-ART clients, ART clients, and affected family members including OVC, at service outlets including 181 health facilities, military settings and community organizations. ³⁸ Antiretroviral treatment is now provided in 181 decentralised sites, which include 40 full ART sites, 111 outreach and 30 Integrated Management of Adult Illnesses sites, and reaches over 75 000 people. ³⁹ In addition to several interventions to encourage women, men and youths to be tested for HIV, Namibia coordinates National Testing Days (NTDs) for HIV, three of which have been held since 2008, during which thirty thousand (30 000) people were tested and received their results. The number of people tested recorded an increase to eighty thousand (80 000) during the 2009 NTD, and exceeded its target in 2010 by one hundred and twenty-nine percent (129%). ⁴⁰

The relationship between TB and HIV creates challenges and meeting these continues to be a high priority of Namibia's HIV treatment care and support programme. This has led to the establishment of the TB/HIV Technical Working Group, responsible for coordinating TB and HIV response activities. The achievements in the coordinated TB/HIV response include the establishment of ART and TB guidelines and revisions thereof, trainings especially in co-management of HIV and TB, making prophylaxis for opportunistic infections available at all health centres, improvement in Isoniazid Preventive Therapy provision, and roll-out of HIV Quality Care (HIVQUAL) to more ART facilities. During this reporting period, the international target for TB case management has shown a treatment success rate of at least 90% among new patients with infectious TB; and Namibia reached a treatment success rate of 85% in 2010. The death rates among the new sputum smear positive Pulmonary TB patients have reduced from 8% in 2004 to 4% in 2010. Coverage of HIV counselling and testing for TB patients has continued to improve; 84% of TB patients registered in 2011 had an HIV result, compared to 76% in 2010. Prevalence of HIV among the TB patients remained relatively consistent at 50%⁴¹.

The Monitoring and Evaluations System for HIV in Namibia has expanded over time, with a well-established framework and effective organisational structure that includes different stakeholders, encompassing development partners, CSOs, FBOs and the private sector. Routine monitoring of the epidemic, such as through the HIV Sero Surveillance Survey, has been conducted every two years since 2002, and triangulation of data from different sources is carried out.

Namibia is one of only a few countries in Africa that has a well-established social support system for children orphaned and made vulnerable by HIV and other social determinants. Monthly social grants have supported OVCs to gain access to vital social services. Taking overall child poverty into consideration, Namibia is reviewing the current child grant system with a plan to expand it to include all vulnerable children. Development partners have contributed extensively in the form of financial and technical support, which is greatly appreciated by the Namibian people. The two main external sources for funding and technical support are the Global Fund to Fight AIDS, Tuberculosis and Malaria, and the President's

³⁸ Namibia Operational Plan Report (MOHSS) 2012

³⁹ MOHSS, 2010

⁴⁰ MOHSS Report, 2010

⁴¹ *Ministry of Health and Social Services, National Strategic Framework (NSF) for HIV and AIDS Response in Namibia, 2010/11-2015/16 (2010), Solitaire Press (Pty) Ltd, Windhoek, Namibia*

Emergency Plan for AIDS Relief (PEPFAR). Other external support is provided by the UN, European Union/GIZ, and Spanish Cooperation for International.

Namibia's commitment to responding effectively to HIV is evident in the increased proportion of Government's share of funding of the overall response. Namibia's share of funding increased from 49.7 percent of total HIV and AIDS expenditure in 2009/10 to 60.4 percent in 2010/11. International assistance for HIV response decreased from 50.2 percent of total spending in 2009/10 to 39.5 percent in 2010/11.⁴²

The paradigm shifts in HIV prevention have been based on lessons learned from the early stages of the epidemic. Namibia acknowledges that effective prevention strategies are as essential as all other components of the overall HIV response, and should continue to receive attention and resources equal to those for treatment and support. The programmes implemented have included information, IEC and use of the mass media at local, regional and national levels. Some interventions included MFMC, Window of Hope, FAWENA programme, Wings of Life, Communications for Behavioural Impact Strategy for HIV and AIDS (COMBI), interpersonal communication at workplaces, the Break the Chain (BTC) campaign (the first campaign to address MCP), NawaSport, the Stand Up campaign against alcohol misuse, VCT campaigns such as the National Testing Day, the Be Strong Get Tested campaign, the Condom Social Marketing and Distribution Programme (NASOMA), HIV 69 control activities for commercial sex workers and several others.

Obstacle and Challenges

Namibia has one of the highest HIV prevalence rates in the world, and women account for 53% of all reported new HIV cases. In 1992, the HIV prevalence among pregnant women was 4.2%, and rose to 22% in 2002. The 2004 prevalence rate stood at 19.7%, while the 2006 prevalence rate increased to 19.9% in 2006. Women who die from HIV and AIDS are an average of 5-10 years younger than men. The percentage of young women living with HIV is 29% compared to only 8% 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 and time to spend. In this respect HIV and AIDS constitutes a serious challenge not only to health but to development of the country as a whole.

D. Violence against Women: (Gender Based Violence)

GBV in Namibia is being tackled through multiple channels involving the government, through-line ministries, UN agencies, traditional and youth leaders, civil organisations, individuals, and the society at large. Various laws and legal framework form a background for the advancement of gender equality and total elimination of GBV such as: Married Persons Equality Act (No. 1 of 1996), Affirmative Action (Employment Act (No. 29 of 1998), Combating of Rape Act (No. 8 of 2000), Combating of Domestic Violence Act (No. 4 of 2003), Maintenance Act (No. 9 of 2003) and Criminal Procedure Amendment Act (No. 24 of 2003).

A landmark achievement during the period in review was the actualization of a 2nd National Conference on Gender Based Violence, which took place on the 4th of July, 2014. 1037 delegates were in attendance, of

⁴² MOHSS Report, 2013

which 72% were female. The objective of this 2nd National conference was included a review of the implementation of recommended strategies from the 1st National Conference on GBV, among others.

Government continues to provide preventive and mitigating services via 15 Women and Child Protection Units (WCPU), which have been established and are operational in all regions to provide frontline service for victims and survivors of GBV and related issues. As a result of fact finding missions to several Best Practice GBV response units, the WCPU is currently involved in the remodeling of all units into One Stop Model Safety Units, to serve as a comprehensive and integrated response unit by ensuring that all GBV safety related services can be obtained within one location. This project was embarked upon in 2011, and by early 2012, Five WCPUs were upgraded to this model whereby response personnel including Social Workers, Investigating Officers and, Health professionals are located in close proximity. In addition to these 15 Women and Child Protection Units located in all regions of the country, a gender sensitization curriculum has been introduced into Police Training Colleges, to provide new entrants with basic knowledge on how to handle sensitive cases as rape, domestic violence and other related GBV issues. This is in response to the reality of the situation where it is impossible to have a WCPU close to every community in the rural areas. Training and sensitization of police officers on issues pertaining GBV such as statement collection, investigation and overall handling of victims and perpetrators, is also ongoing in all regions.

Other national awareness initiatives include, **The 2009 National Zero Tolerance Mass Media Campaign for GBV**, which was launched by the Governemnt of the Republic of Namibia, through the Ministry of Gender Equality and Child Welfare. This campaign focused on Baby Dumping, Passion Killing & Human Trafficking. Channels of dissemination include the mass media (Television, Print and Radio) and community based theatres which include a radio drama series in several Namibian languages. This campaign was initiated as a result of the increased record of femicide, baby dumping and human trafficking. The Radio Campaign (drama series) developed around the identified critical GBV issues encouraged the public to provide feedback on these materials, and an overwhelming public feedback was received, which assisted in the further evaluation of current GBV services and interventions available.

Combating GBV in Namibia remains a collaborative venture involving the government, line ministries, UN agencies, civil society and other stakeholders. The Legal Assistance Centre (LAC) in Namibia have produced and distributed literatures on burning GBV issues. These are continually produced in the form of educational short films, comics and animations in multiple languages, which illustrate getting protection orders to combat domestic violence, marital rape, equality in relationships, bail in rape cases, corporal punishment, child abuse, and date rape / rape cases in general. The Government, in collaboration with all other Stakeholders, continues efforts on awareness creation for GBV issues by periodically producing and distributing pamphlets and posters on different gender issues. Many of these were printed and disseminated into communities: These include:

- (i) Background on Gender Based Violence in Namibia,
- (ii) National Gender Based Violence Conference Recommendations,
- (iii) Pocket Guide: The Combating of Domestic Violence Act,
- (iv) Child Welfare Grants,
- (v) Human Trafficking/Trafficking in Persons,
- (vi) Guide to Successful Income Generating Activities, etc.

Assorted booklets were also published to provide statistics on different fields such Public Service of Namibia, National Statistical Profile of Men and Women 2010, GBV National Plan of Action 2012-2016.

Despite and increased awareness of most Namibians of at least one law or policy that is intended to protect people from GBV, according to findings from a Knowledge, Attitudes and Practices: Study on Factors and Traditional Practices that may Perpetuate or Protect Namibians from Gender-Based Violence and Discrimination MGEW 2008⁴³, mindsets, coupled with traditional beliefs or perceptions still pose a major challenge with regards taking the necessary action. Even though Findings from this Study was reported in the previous review, its recommendations remain valid even today.

Other studies in progress which covers critical GBV issues include (The Intimate Partner/Femicide research by University of Namibia, with the objectives of identifying root causes of Femicide within intimate relationships), (Resultant Economic Effects of GBV, currently ongoing ad spearheaded by UNAM, and several others.

Studies have revealed that GBV and HIV are mutually reinforcing epidemics, with GBV being both a risk factor for HIV infection as well as a consequence of being infected with HIV. ⁴⁴ Physiological factors and other related gender inequalities, including unequal legal, economic and social status, insufficient access to health care services are consistent with various other studies on the link between HIV and GBV. For example, studies find that women who experience violence in intimate partnerships face a four times higher risk of acquiring HIV. ⁴⁵In addition, fear of violence may hinder individuals from getting a HIV test, disclosing their HIV status, and seeking HIV treatment and care and may also deter them from negotiating safe sex. In Namibia, the prevalence of HIV is significantly higher among females with fifty eight percent (58%) of people living with HIV (PLHIV) being women and girls.⁴⁶

Trafficking in persons is a significant human rights and development issue worldwide that affect men, women and children, and Namibia is no exception. To this effect, in 2003, Namibia ratified the United Nations Convention against Transnational Organized Crime and the additional Optional Protocol to Prevent, Suppress and Punish Trafficking in Humans, Especially Women and Children.

the Namibian Constitution continues to form a strong legal framework to address various forms of gender based violence and sexual exploitation through the Combating of Rape Act No. 8 of 2000 and the Combating of Domestic Violence Act No. 4 of 2003, Prevention of Organised Crime Act 29 of 2004.

⁴³ MGEW (2008) KAP Study

⁴⁴ Gender-Based Violence (GBV) in Namibia: An exploratory assessment and mapping of GBV response services in Windhoek: UNAIDS Namibia 2013

⁴⁵ Gender-Based Violence (GBV) in Namibia: An exploratory assessment and mapping of GBV response services in Windhoek: UNAIDS Namibia 2013

⁴⁶ Gender-Based Violence (GBV) in Namibia: An exploratory assessment and mapping of GBV response services in Windhoek: UNAIDS Namibia 2013

However, problems with ineffective implementation and inconsistent criminal enforcement remain significant barriers to overcome.

Trafficking in humans and smuggling of persons has also been criminalized in Namibia's Prevention of Organized Crime Act (POCA), 29 which came into effect in 2009. POCA does not address human trafficking and the smuggling of persons comprehensively in line with the international Conventions and Protocol, although this is being addressed by MGE CW together with relevant stakeholders.

The MGE CW is also actively involved the process of the review of the Child Care and Protection Bill, which is expected to cover child trafficking and other forms of exploitation of children in Namibia. This expected child protection Bill is in line with the United Nations Convention on the Rights of the Child and a number of other international agreements, which stipulate that child trafficking, has to be prevented. A new working draft of this Bill defines trafficking, and also covers the adoption of a child facilitated or secured through illegal means. This provision will include trafficking for purposes such as prostitution or other forms of sexual exploitation, forced labour or services, prohibited child labour or other economic, exploitation, slavery or practices similar to slavery, including debt bondage or forced, marriage, servitude, or the removal of any body parts. This law further makes it a crime for individuals or companies to assist child trafficking in any way, such as by providing accommodation for children who are being trafficked or supplying information to potential traffickers. The Bill also provides for assistance to children who are victims of trafficking, including steps to return children who have been moved across borders to their home countries, safely, and with the least possible trauma.⁴⁷

During the period under review, the Ministry of Gender Equality and Child Welfare have implement human trafficking programmes focusing on Prevention (Awareness raising); developing of a compressive Legislation; Training of frontline professionals such as police officers, Immigration officers, Custom Excise officers and Social Workers on the concept of human trafficking, standard operation procedures, psycho social support of human trafficking victims. These awareness and training programmes are still ongoing, and complemented with the Zero Tolerance Media Campaign on Gender Based Violence including Human Trafficking which started in 2009, with strengthened focus on passion killing, baby dumping and human trafficking.

In addition, an in-depth study on Human Trafficking, aimed at generating deeper understanding of trafficking patterns, risk factors or gaps in counter- trafficking efforts, commenced in 2013. The study also focuses on particular problem areas, target groups or areas of the country, so as to enhance the accuracy of initiatives and programmes to meet the identified challenges. In addition the Government in collaboration with the University of Namibia is also conducting a study on understanding the root causes of intimate partner killings (Femicide)

The government and key stakeholders are in the process of drafting the National legislation on human trafficking. Progress has been made in this regard; several consultative meetings took place with the assisted of UNODC. Currently human trafficking cases are prosecuted under the Prevention of Organised crime.

⁴⁷ Hubbard, D. 2009. Namibia's Draft Child Care and Protection Bill: Process for public awareness and input. Windhoek: Legal Assistance Centre.

Obstacles and Challenges

Many stakeholders and indeed, the general public in Namibia will agree that much has been done indeed, and the Zero Tolerance (communication) campaign succeeded in several aspects, including awareness creation and generation, as the public was made more aware of options available to them in various situations. However, the campaign was found lacking in the way of continuity, as the mass media materials developed were not aired continuously to sustain the momentum achieved by the launch activities. This could be attributed to the fact that the budgetary allocation to this initiative by the Government and other supporting agencies and stakeholders was insufficient or sporadic at best.

Challenges faced by the WCPU still remain in the area of securing its own budget vote, as the budgetary allocation to the WCPU does not, as yet, specify GBV alone, but is inclusive within the budget vote to the Ministry of Safety and Security.

E. Women and armed conflict: Gender, Peace Building, Conflict resolution and Natural Disaster Management

As signatory to UN Resolution 1325 on Women, Peace and Security, the government of Namibia remain committed to mainstreaming gender in all sectors, including 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. Namibia is also signatory to the SADC Protocol on Gender and Development, which encompasses commitments made in all regional, global and continental instruments for achieving gender equality, and addressing gaps in areas such as peace building and conflict resolution.

During the period in review, Namibia embarked on extensive baseline research with all line ministries, and with the support of the Spanish government's MDG 3 Fund. This prepared the way for two capacity building, strategy and planning workshops, that yielded a comprehensive costed action plan. Namibia has strengthened its national gender machinery through the process. The gender ministry is now part of the panel constituted by the Ministry of Finance to review every budget vote.⁴⁸ The Barometer benchmarks progress by SADC countries' towards achieving each of the 28 targets of the SADC Gender Protocol by 2015, as illustrated in the table below;

Table 8: Trends table - Peace building and conflict resolution

Parameter	2010	2011	2012	2013	Target 2015
Defence					
Number of countries with sex-disaggregated data	5	8	9	10	15
Highest proportion of women in defence	South Africa (24%)	Namibia (26%)	South Africa (27%)	South Africa (27%)	50%
Lowest proportion of women in defence	Botswana (1%)	Madagascar (0.1%)	Madagascar (0.1%)	Madagascar (0.1%)	50%
POLICE					
Number of countries with sex-disaggregated data	5	8	13	13	15
Highest proportion of women in the police force	South Africa (21%)	Lesotho (29%)	Namibia (31%)	Seychelles (38%)	50%

⁴⁸ SADC Gender Protocol Barometer, 2013

PEACE-KEEPING					
Number of countries with women in peace-keeping forces	7	8	8	8	15
Highest proportion of women in peace-keeping	Namibia (46%)	Namibia (46%)	Namibia (46%)	Namibia (46%)	50%

Source: SABC Gender Protocol Barometer

The key trends table shows that by 2013, Namibia maintains a key top position alongside South Africa with regard to women's representation in peace keeping force and defence, while also registering improved progress in the area of women representation in the police force. Although Namibia is not engaged in any major conflict since attaining independence, Namibian citizens have participated in peacekeeping and conflict resolution missions in Africa and any other part of the world. Namibia's security forces is composed of dedicated women and men who have participated and are still participating in the regional or African conflict resolution for peace building missions in several countries either through the Army or the Police Force.

Namibia is a signatory to the 1951 UN Convention relating to the status of refugees and the African Union Convention for the Protection and Assistance of Internally Displaced Persons in Africa, also known as the Kampala Convention. The Namibian Government by law, does not discriminate among women and men, and as such provide assistance to all refugees irrespective of gender. With the United Nations High Commissioner for Refugees (UNHCR) phasing out its operations in Namibia, the government is gearing towards shouldering the responsibility of caring for thousands of refugees within Namibia, by ensuring no negative impact on how refugees are received and treated in the country. According to records from the Namibian Commission for Refugees, the refugees under the protection of the Government are mostly women and children, who are displaced because of armed conflict, natural disasters, human trafficking or other issues in their countries.

Internally, Namibia, like several other countries, is experiencing an increase in frequency and severity of natural disasters. The potential losses due to disasters is set to increase as the impact of climate change continue to unfold. Most common hazards with potential for disasters in Namibia include floods, droughts, veldt fires, and human and animal disease outbreaks. These have had adverse effects on Namibians, especially the rural women, with regards the economy, infrastructure and the environment, as well as the development priorities of the country. To mitigate the effect of these issues, Government has put a revised National Gender Policy (2010-2020) has included a chapter on gender, peace building, conflict resolution and natural disaster management with the objective to increase and strengthen women's participation in conflict resolution and promote women's contributions to peace building. The Resolution has been mainstreamed also in the revised National Gender Plan of Action and the newly developed National Plan of Action on Gender Based Violence (2012-2016).⁴⁹ Proactive steps have also been taken in the area of disaster prevention, preparedness, response and recovery planning through the National Policy for Disaster Risk Management in Namibia (2009), which takes a holistic approach to disaster risk management.

⁴⁹ National Gender Policy 2010-2020

This holistic approach implies that the Namibia's Disaster Risk Management System (NDRMS) brings together the efforts of all governments, development partners, private and civil society organizations and agencies to deliver coordinated disaster risk management across all hazards. In recognition of the potential for both small and large disasters, the National Disaster Risk Management System has also developed the Disaster Risk Management Plan (NDRMP) to ensure that appropriate actions are taken prior, in the event of and after disasters. This plan provides disaster managers with a set of disaster prevention priorities, guidelines for disaster preparedness, response, recovery and emergency procedure guidelines. The plan also provides a framework for Disaster Risk Management planning for various sectors as well as for the regional councils, local authorities and local levels.

Other measures include the simplification and translation of the United Nations Resolution 1325 on Women, Peace and Security into 6 local languages (*Oshiwambo, Afrikaans, Damara>Nama, Otjiherero, Rukavango and Silozi*) and Basic English to be easily understood by the public.⁵⁰

*Namibia participated in peace-keeping and conflict resolution missions in Africa and beyond (Angola, DRC, Sudan and Liberia). Out of a contingent of 610 peacekeeping troops deployed to Liberia, 58 were women representing (10%). 4 were Staff Officers, 2 were Military observers. Ivory Coast (ONUCI) 1 as a Military Observer, Burundi (UNMIB) 1 as a Military Observer, Sudan (UNAMID) 3 as Military Observers and another 3 as Staff Officers. Chad (MINURCAT) 1 as Staff Officer. Staff and Military Observers are selected as individuals on a rotational basis and not as part of a contingent on a 12 Months calendar. Moreover, plans are under way by the Ministry of Defense to increase the number of women in its peacekeeping mission abroad. The Ministry of Defense has established a Gender Unit whose purpose is to mainstream all Gender related issues into the Defense forces. In addition, the country participated in the SADC peacekeeping training and exercises in preparation for the SADC Standby Force, which will also form part of the African Standby Peacekeeping Force.*⁵¹

F. Women and the Economy: Gender Trade and Economic Development

Several legal and constitutional backing towards achieving equal economic rights for women and men, as well as closing the gap in the economic independence of the Namibian woman remain relevant and effective in addressing women issues. The **Married Persons Equality Act (No. 1 of 1996)** provides women married in community of property equal access to bank loans and equal power to administer joint property and stipulates that immovable property should be registered in both spouses' names. **Affirmative Action (Employment) Act (No. 29 of 1998)** identifies affirmative action as a set of measures to ensure that all Namibians have equal employment opportunities and are equitably represented in the workforce, focusing on previously disadvantaged groups such as women and the disabled. The government of Namibia stands firmly on its constitutional and legal policies which promote equal rights of women and

⁵⁰ MGEWCW Progress report on the implementation of the Solemn Declaration on Gender Equality in Africa, 2013

⁵¹ MGEWCW Progress report on the implementation of the Solemn Declaration on Gender Equality in Africa, 2013

men, and prohibits any form of discrimination in the place of employment as is exemplified in the revised Labour Act No. 11 of 2007.

Government continues to pay special attention and recognition to gender related issues, and its cross cutting effects on development, as is evident in the fourth National development Plan (NDP4), which gives impetus to gender mainstreaming as a strategy to achieve equality in all sectors. NDP4 has earmarked four strategic economic priorities, which will focus on logistics, tourism, manufacturing and agriculture. These NDP4 strategies have prioritized aggressive investments towards the development of Namibia's internal resources, market and product development, increase support for local producers and provide preferential Government procurement to Namibian owned enterprises. NDP4 focus on agriculture goes beyond production to include industrialization and development of the agricultural sector.

The Government of Namibia in collaboration with the Ministry of Trade and Industry established a Small and Medium Enterprise Bank (SME) in December 2012 which currently provides small and medium entrepreneurs with access to credit, with focus on women-especially rural women. Although legally women were neither denied access to loans, mortgages and credit nor required to have consent from their husbands or male partners to obtain credit, but the demand for high level of collateral, as well as high interest rates put formal credit beyond the reach of many women, especially in the rural areas.

In addition, government through MGEWCW embarked upon a Gender Responsive Budgeting (GRB) programme to ensure financing for gender equality and the empowerment of women. This programme included the analysis of sector budgets, conducted in the following sectors: Education, Agriculture, Water and Forestry, Health and Social Services, Finance, National Planning Commission and other related Parastatals such as Bank of Namibia and Agricultural Bank of Namibia. To augment this exercise and increase understanding towards better implementation and realization of intended results indicators, training on GRB was also conducted with members of Parliaments and senior officials of government institutions. Other efforts by the MGEWCW include annual Trade Fairs organized and directed at creating business platforms for women in general. MGEWCW also continues to facilitate women attendance in regional and international Trade Fairs.

Namibia has also **established the Women in Business Associations (WIB)** based on the SADC Women's Economic Empowerment Programme, which operates on both national and local levels, and serves as a forum for women entrepreneurs. WIB assists women by providing training and technical assistance; access new markets; sharing of information, networking and forming mentoring relationships. Within the review period, 13 regional and 1 National WIB have been established.

Civil organizations continue to play an active role in the implantation of several interventions which target the rural woman in Namibia, which are currently being implemented with successful results. The Women's Action for Development (WAD) embarked on a Training of Trainers programme in the rural communities. This programme, which was launched in August 2011, involved the training of identified women in each community in Food Processing, drying of Fruits and Vegetables, the production of Peanut Butter and the professional packaging thereof for the local and export markets. **The trainers in turn, were assigned to their respective communities regions to train other unemployed women in these skills so** as to kick start income-generating ventures. This programme yielded 20 unemployed trainers in Gobabis, and 15 in

Rehoboth by November 2011. The produce from this initiative has since been packaged for the local market, as well as international markets.

The Development Bank of Namibia (DBN) has targeted a new product, specifically focused at providing financing for women and youth entrepreneurs as beneficiaries. This product was a key venture which is built into DBN's 2014-2015 Strategic Vision.⁵²

Government programmes, projects and interventions that have continued to play vital roles over the years include the Green Scheme, food/cash-for-work programmes, micro-grants, the Equipment Aid Fund, small and medium sized enterprise development, community-based management of natural resources, rural water supply and sanitation programmes, mining, the German Special Initiative, the Rural Poverty Reduction Programme, the San Development Programme, the Constituency Development Fund, the Decentralised Build Together Programme (DBTP) and TIPEEG. TIPEEG as defined under the NDP4, which advocates continued support to the TIPEEG's strategic high-growth sectors, is aimed at promoting job creation through expanded public works programmes, thus its implementation will result in the immediate creation of jobs during the execution of public works. TIPEEG continues to promote employment creation via public works programmes and by addressing supply-side constraints.

G. Women in power and decision making

Namibia became the first SADC country to ratify the SADC Protocol on Gender and Development in October 2009, and is also signatory to the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) along with several other international, regional and sub-regional instruments, in her commitment to addressing gender related issues.

The Government of Namibia continues to create an enabling environment through existing gender sensitive policies and laws such as the **Local Authorities Act 23 of 1992**, which requires that more than 30 percent of every party list be women, as well as, at least three women for councils of ten or fewer members, and at least five women for councils with 11 or more members. This law has worked extremely well in practice. At the moment, 42 percent of Local council members are women. In contrast, Regional Councils (where there is no legal requirement for affirmative action) currently have only 11 percent women.⁵³

Other laws still effective and being implemented include the **Affirmative Action (Employment) No. 29 of 1998**, which ensures that all Namibians have equal opportunities and are equitably represented in decision making levels of the Namibian workforce, the **Traditional Authorities Act 17 of 1995** among others.

These laws and policies continue to be augmented with advocacy and targeted measures from other line ministries and stakeholders. The MGEWC, in collaboration with several UN agencies hosted a National Conference in November 2013, titled "Women in Politics and Decision Making", which targeted the women's wing of all political parties. During this Conference, several workshops addressing gap areas in achieving 50:50 gender parity at various decision making levels, was actualized, with sixty (60) women from several political parties in attendance. The conference also addressed several tools of influence such as political party manifestos, with focus on identifying how these could be utilized towards improving this gap area. This conference was observed to be timely, due to the fact that it was implemented as Namibia was in preparation for the 2014 general and presidential elections in 2014.

⁵² www.dbn.com.na

⁵³ MDG Report, 2013

Civil society in Namibia continues to play a vital role in improving women’s capacity to participate in decision making and leadership roles. During the period in review, the Legal Assistance Centre (LAC), Women’s Action for Development (WAD), Konrad-Adenauer-Stiftung, together with the Ministry of Gender Equality and Child Welfare launched several workshops in all 107 constituencies of the country, towards addressing and improving this area of concern. Other measures include the ongoing Gender Research and Advocacy Project (GR&AP), among others.

As a result of the collaborative efforts of all stakeholders, certain improvements can be said to have been achieved, although with challenges still remaining, as reflected in the trends exhibited by the data presented below. Representation of women in the management cadre of the public service has improved from 25% in 2005 to 38% in 2010, although only three Ministries; Ministry of Veteran Affairs, Ministry of Information Communication Technology and the Ministry of Health and Social Services) have achieved a 50% by recruiting equal number of women and men in their management cadre.⁵⁴ The appointment of women in management cadre at the Regional Councils is still skewed though showing improvement. Women represent 41% of the management cadre. The regions Oshana, Karas, Oshana have the highest number of women in management positions and Caprivi, Hardap, Omaheke and Oshikoto have the lowest number of women.⁵⁵ Women participation in decision making in NGOs is impressive, data shows that women and men command 50 percent of managerial and other decision making positions in NGOs and 37 percent of women are serving on the Boards of Trustees compared to 62 percent men.

Table: Women Diplomats/Ambassadors

Portfolio	Total	Male	% Male	Female	% Female
Ambassadors/High Commissioners	26	22	85%	4	15%
Councillors/Minister Councillors	12	9	75%	3	25%
First Secretary	41	27	66%	14	34%
Second Secretary	22	6	27%	16	73%
Third Secretary	23	0	0%	23	100%
Total	122	61	50%	61	50%

Source: Ministry of Foreign Affairs (2012)

There is gender parity (50/50) with regard to women representation in foreign missions. However, very few women are appointed as ambassadors and as minister councilors. They are mostly appointed in supportive roles.

H. Institutional Mechanism for the advancement of Women

The National Gender Machinery (NGM) which started as a women’s desk within the office of the President in 1990 was finally elevated to a full Government Ministry in 2000, and is now addressed as the Ministry of Gender Equality and Child Welfare (MGECW), giving it a broader national gender focus. The MGECW is currently implementing a five year strategic plan (2010-2014), that encompasses the development of gender focused strategic plans for all Government Offices, Ministries and Agencies, towards ensuring gender equality and equitable socio-economic development in Namibia. This strategic plan, focuses on

⁵⁴ Statistical Profile on Women & Men in Namibia, Ministry of Gender Equality and Child Welfare 2010

⁵⁵ Statistical Profile on Women & Men in Namibia, Ministry of Gender Equality and Child Welfare 2010

eighteen (18) strategic objectives, defined within four strategic themes; Gender Equality and Equity, Child Welfare, Community and Integrated Early Childhood Development and Operational Excellence. Alongside the NGM, 15 Women and Child Protection Units (WCPU) still remain operational in all regions, and are currently being upgraded into comprehensive and integrated safety Units, which will ensure that all GBV safety related services such as Social Workers, Investigating Officers and Health professionals are located within one location. In addition, Government has identified and renovated places of safety in various regions, whereby survivors of GBV can be safely rehabilitated. These places of safety were implemented as a result of the regular and ongoing audits of the implementation of various laws and policies as the Rape Act and Domestic Violence Act, which revealed that when Protection Order is issued, survivors had nowhere to take refuge. By January 2014, seven (7) places of safety have been completed in Rundu-Kavango East, Zambezi Region, Ohangwena, Omusati, Opuwo, Khomas and Karas. These seven aforementioned places of safety are fully equipped and ready to be operationalised, while seven (7) others are in various levels of progress. The WCPU, through support from the Government and Joint Partnership (JP) Programmes have also acquired Post-Exposure Prophylaxis (PEP) kits, which is now administered at all WCPUs. MGECSW also provides support to WCPU through continuous provision of training to WCPU Social Workers, Police Officers and other WCPU personnel.

The **Office of the Prosecutor-General** has also set up specialized units within its establishment, such as the **Sexual Offences Unit, Domestic Violence Unit and the Maintenance Unit**. These units work in collaboration with the police by giving them guidance in their investigations. The relevant unit also assists women who are experiencing difficulty in claiming maintenance from their partners. The units in collaboration with the prosecutors in the regions where these women are domiciled ensure that the maintenance claims are obtained, and that Maintenance orders are enforced. Where there is non-compliance with Maintenance orders, the unit assists the women in invoking criminal proceedings in terms of the Maintenance Act.

In order to coordinate the efforts of all stakeholders, Government Namibia has put in place a National Coordination Mechanism for the Implementation of the National Gender Policy, which takes into consideration all critical areas of concern. This coordination mechanism, which is operational at the highest level (Cabinet), also consists of a High Level Gender Advisory Committee (GAC) which is the highest advisory body. The GAC is mandated to coordinate and monitor the implementation of the NGPA(2010-2020); the National Gender Permanent Task Force (NGPTF) as well as the National Gender Plan of Action Clusters. The National Gender Permanent Task Force (NGPTF) is also a high level technical consultative body comprising of Permanent Secretaries of line ministries, representatives of higher institutions of learning, key private sector institutions, State Owned Enterprises (SOEs), development partners, Non-Governmental Organisations (NGOs), Civil society organisations, Faith Based Organisations (FBOs) and media houses.

Namibia's development planning process is based on medium-term, five-year National Development Plans which are formulated under the overall framework of the country's Vision 2030. The 4th National Development Plan (NDP4), which runs from 2012/3-2016/7, presents a high-level development strategy that emphasises Government's commitment to development, empowerment of women, environmental sustainability, among others.

During this reporting period, the National Gender Policy 2010/2010 has been reviewed to address remaining challenges and gaps of its predecessor. The guiding principles for this reviewed National Gender

Policy continues to be informed by Namibia's Vision 2030 and other international legal instruments for the promotion of gender equality, which the Namibian government has signed. These include the SADC Declaration on Gender and Development and its Addendum on the Prevention and Eradication of Violence against women and children; the SADC Protocol on Gender and Development; 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. The reviewed NGP has been expanded to include strategies to deal with two new areas of concern; Peace-building and natural disasters and Gender Equality in the family context.

Furthermore, the Ministry of Gender Equality and Child Welfare (MGECW) with support from Government and key stakeholders is implementing a gender mainstreaming strategy into four sectors, through its line ministries - Agriculture, Water & forestry; Education; Health & Social Services and Finance, which includes the National Planning Commission. This strategy includes a situational assessment and analysis to determine gender issues, ascertain gaps in policies and programmes, strategies and budgets, aimed at highlighting the existing gender inequalities towards successful targeting and improvement. At the time of reporting, key findings received from the Ministry of Agriculture & Forestry ascertains that various gender sensitive laws and policies are in place, some of which have been mentioned in the body of this report such as the Affirmative Action Act (Employment) (1998) and the Water Supply and Sanitation Policy (2008). Key findings also detail projects and programmes in place, gaps and challenges, including recommendations on how to close these gaps. MGECW has also developed a gender mainstreaming tool kit, which is being implemented, towards successfully mainstreaming gender. As a result of the gender assessment and analysis carried out, the MGECW has developed of a Gender Responsive Budget (GRB) Training Manual for line ministries, which according to Cabinet directive, now forms part of the budget call circular for Namibia.

Gender mainstreaming has also been extended into tertiary level of education, and now forms part of a compulsory course for all first year students being enrolled into the University of Namibia. Below table presents the number of students who have completed this gender course since 2010:

Table 9: Year One Students for University of Namibia 2010-2012)

Year	No of Female	No of Male
2010	7618	4878
2011	9865	6467
2012	10389	6430

Source: University of Namibia (2012)

Human Rights of Women: Gender, Legal Affairs, and Human Rights

Namibia is recognized to have one of the most progressive legal systems in Africa, founded upon a comprehensive Constitution, which prohibits sex discrimination and authorises affirmative action for women. Article 144 of the Namibian Constitution solidifies Government's commitment towards the protection of human rights of women by the establishment of a Security Commission with its detailed functions. This High Level Security Commission consists of the Chairperson of the Public Service Commission, Chief of the Defence Force, the Inspector General of Police, Commissioner of Prisons and two members of the National assembly- to be appointed by the President on the recommendation of the

National Assembly⁵⁶. Notwithstanding, Namibia also accedes to various international and regional frameworks such as the Beijing Declaration and Platform for Action, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and its Optional Protocols (2002), The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (2003), SADC Declaration on Gender and Development and its Addendum on the Prevention and Eradication of Violence against Women and Children (1997), Convention on the Rights of the Child (1990), and the African Charter on the Rights of the Child (1990), among others.⁵⁷ These instruments have also been harmonized in the objectives and strategies of the reviewed NGP4 (2010-2020), and is being implemented through the National Coordination Mechanism for Gender.

Namibia continues to be guided by other legal and policy frameworks that remain effective in ensuring equality and non-discrimination, such as Article 10 of the Namibian Constitution, which states that "All persons are equal before the law" and strictly prohibits discrimination on any ground such as sex, race, colour, ethnic origin, or religion; the **Combating of Rape Act No. 8** which has widened the definition of rape to cover several other situations; the **Combating of Domestic Violence Act, No. 4 of 2003** which criminalizes violence within the domestic sphere and has been broadened to cover a wider scope of domestic violence; the amended **Criminal Procedure Act, Married Persons Equality Act (No. 1 of 1996)**; the **Affirmative Action (Employment) Act (No. 29 of 1998)**; the **Communal Land Reform Act (No. 5 of 2002)** which gives widows who reside in rural areas the right to remain on land allocated to their deceased husbands; and the **Labour Act (No. 11 of 2007)**.⁵⁸ These provisions in the constitution continue to form the basis of commitment of the Namibian government to ensuring equality, eradicating any form of injustice, and the improvement of the status of women.

The constitution of Namibia contains the Bill of Rights in which 15 fundamental human rights and 10 fundamental human freedoms are enshrined. The Ombudsman Act imposes a duty on the Ombudsman to investigate allegations concerning the breach of fundamental human rights and freedom. Every Namibian has legal rights (every citizen has right to legal representation) as protected by the Constitution and the Ombudsman's office. In 2012, more than 36 000 people were sensitized on gender and related laws. In addition legal literacy workshops were conducted targeting 228 (119 female and 109 male) Regional and Local Authority Councilors, traditional leaders and school teachers. ⁵⁹

Namibia, through several stakeholders including Civil organizations such as the Legal Assistance Center (LAC) collectively strive to make the law accessible to those with the least access through education, law reform, research litigation, legal advice, representation and lobbying, with the ultimate aim of creating and maintaining a human rights culture. In addition, there exist a number of organisations in Namibia that are responsible for promoting and advocating women's empowerment. These include among others: Women Action for Development (WAD), Women's Leadership Centre, Namibia Girl Child Organization, Women at Work, Namibia Voices for Development, Namibia Planned Parenthood Association, Khomas Women in

⁵⁶ Namibian Constitution

⁵⁷ MGECW: Progress Report on the Implementation of the Solemn Declaration on Gender Equality in Namibia

⁵⁸ The Namibian Constitution

⁵⁹ Gender Budget Analysis of Namibia for the Sectors of Agriculture, Water & Forestry And Finance(Draft Report) MGECW, 2011

Development, Namibia Women’s Association (NWA), Women’s Solidarity, Ecumenical Women of Namibia and Forum **for African Women Educationalists Namibia (FAWENA)**.

Since 2002-2013 one thousand four hundred and ninety-four citizens (1,494) have been trained: Constitution and Constitutional Law, Legislative Process, Family Law, Combating of Domestic Violence Act (No 4 of 2003), Combating of Rape Act (No 8 of 2000), Will writing and Administration of E state and Maintenance Act (No 9 of 2003). This programme specifically targets Community members, Traditional Leaders, Youth, Learners, Police, Namibia Defence Force, and Church Leaders.

Civil Societies such as the Legal Assistance Cente (LAC) continue to implement awareness promoting programmes such as the Gender Research and Advocacy Project (GR&AP) which has recorded tremendous achievements such as the distribution of educational publications annually. In 2012 alone, GR&AP distributed over 430 000 publications, including training guides for service providers, and posters/pamphlets aimed at the general public. The GR&AP is also involved with the writing of newspaper and magazine articles and conducting workshops for service providers and community groups, which raise awareness of gender laws.⁶⁰

Table 10: Number of people reached through Legal Literacy trainings

Year	Female	Male	Total
2002	19	14	33
2003	69	60	129
2004	158	137	295
2005	218	215	433
2006	148	67	215
2007	37	31	68
2008	179	141	320
2010	114	95	209
2012	119	109	228
Total	1061	869	1930

Source: MGECW, *Legal Literacy Workshops (2002-2012)*

In addition the Government with support of UN Women is working together with the University of Namibia to introduce a Masters Degree course in Gender and Development, which will improve knowledge in gender and women’s rights.

J. Women and the Media: Gender Media Research Information and Communication

Gender stakeholders in Namibia implement a multipronged approach whereby intervention programmes target current media and journalism industry, alongside future career journalists and media personnel via critical entry points (tertiary institutions). Under the JP Programmes implemented between 2009 and 2012, a Gender Audit in Journalism and Media Education was conducted. On recommendations based on findings from this audit, several workshops were conducted towards successfully mainstreaming gender into journalism and media education. The workshop, which was attended by major gender stakeholders

⁶⁰ GRAP Annual Report, 2012

served as platform for gathering further insights and inputs from relevant participants. As a result of these measures, gender mainstreaming in media at tertiary institutions has since achieved milestones and filled certain previously noted gender gaps. During this reporting period, both tertiary institutions (University of Namibia and the Polytechnic of Namibia) have since successfully mainstreamed gender in courses related to media, journalism as well as related courses like psychology. Currently, Media as well as Journalism students at the University of Namibia are introduced to more theoretical courses on gender as a core requirement for all first year university students. University of Namibia has also introduced a compulsory module; “Contemporary Issues” to all first year university students. The module covers issues such as Gender Based Violence, HIV and AIDS and Peer Pressure. The main objective of this module is to familiarise first year students on Gender Equality and its stigmatisation in the area of Education and Sustainable development. The University of Namibia has also introduced a Master’s Degree programme in Gender and Development Studies which is aimed at providing for the local capacity in gender studies.

MGECEW developed a National Gender Monitoring toolkit, which was piloted in various media houses in Namibia in 2012. The objective of the toolkit is to train media houses and personnel on gender sensitive reporting and coverage. It also serves as an advocacy tool to balance female stereotyping in media, and increase the female voice share (women as a source of information). Thirty media personnel from several media houses have been trained on the use of this toolkit. Gender focal points have also been appointed in some media houses, thus resulting in improvements in reporting on gender issues especially on gender based violence. The development and implementation of this tool is a recent occurrence, thus results have not been reviewed nor detailed within this report.

Obstacles and Challenges

The absence of limited, regular audits in this area of concern continues to be a challenge.

K. Women and the Environment: Gender and the Environment

Government of Namibia remains committed and resolved to achieve gender equality by 2015, as a signatory to the SADC Gender and Development Protocol and other protocols. The passing of the **Environmental Management Act (EMA) of 2007**, and the appointment of an Environmental Commissioner in 2012, has institutionalised the framework for environmental impact assessment for development projects, as well as strategic environmental assessment. The Climate Change Policy was published in 2011, guided by several research and analytical studies which pointed to the need for flexibility in future development to enable adaptation to climate change.⁶¹ During the period in review, Government has amended the **Nature Conservation Ordinance 4 of 1975** thereby allowing for a gender sensitive and progressive policy on Community-Based Natural Resource Management, which will ensure increased female representation at decision making levels. It is expected that adequate female representation in the implementation of intervention programmes will further minimise the gender gap in the protection, management, and use of the environment.

Namibia’s small population, low human density, and low level industrialisation has had minimal impact in terms of carbon dioxide emissions and consumption of ozone-depleting chlorofluorocarbons (CFCs)⁶².

⁶¹ Annual Report 2011 Ministry of Environment and Tourism

⁶² MDG Report, 2013

Nevertheless, Namibia remains committed to the Montreal Protocol and continues to reduce its ozone depleting potential (ODP) from 20 ODP tonnes in 2002 to zero in 2010.⁶³ The **Import and Export Control Act of 1994 (Act No. 30 of 1994)**, which prohibits importation into Namibia of ODS, in compliance with the obligation under the Montreal Protocol, has facilitated reduction of ODSs, and in particular CFCs. In order to achieve such a significant reduction, Cabinet approved a request from the Ministry of Trade and Industry for an incentive scheme to subsidise (by about 60 percent) the conversion cost to Namibian companies that intend to convert their refrigeration installations from CFC based technologies to non-CFC based technologies.⁶⁴

Provision of water supply for household and agricultural purposes in rural areas is provided through the rural water extension services, and according to the 2009/10 Namibia Household Income and Expenditure Survey (HIES) about 94% of urban households have less than 1 Kilometre to travel to their source of water.⁶⁵ The proportion of rural households with access to clean and safe drinking water has also increased from 45 percent in 1991 to 78 percent in 2003 and to 90 percent in 2010.⁶⁶

In line with vision 2030, Namibia is committed to the objectives of ensuring the development of Namibia's land resource capital and its sustainable utilization for the benefit of Namibians, including ad especially women and previously disadvantaged people in terms of their social, economic and ecological well-being. NDP3 translates this Vision through its goal of Productive Utilization of Natural Resources and Environmental Sustainability, and corresponds to MDG-7, which pertains to ensuring environmental sustainability.

During the period in review, the government has amended the **Communal Land Reform Act. No 5** to tackle gender gaps in the customary law. The amended act provides that a widow is entitled to stay on her husband's land if she wishes, and is entitled to keep the land even if she re-marries. The **amended Married Persons' Equality Act** also now provides women Married in Community of Property with equal access to bank loans and compulsorily requires land and/or immovable property to be registered in both spouses' names. The **Communal Land Reform Act** is gender responsive, and under this law, land is being allocated equitably as it also now requires applicants names (both husband and wife) to appear on the form. This new development ensures that women's rights to land are secured in the event of the spouses separating or dying.

Under the registration of Communal Land Rights / the Rural Poverty Reduction Programme conducted by the Ministry of Lands and Resettlement between 2007 and 2013, the indicators show that 45% of land rights were registered to women.⁶⁷ Other notable strides include the inauguration of a Land Board Committee by the Ministry of Lands and Resettlement. 12 Land board members were inaugurated for a

⁶³ (<http://ozone.unep.org>)

⁶⁴ (<http://www.trading economics.com/namibia>)

⁶⁵ Gender Assessment and Strategy for the Ministry of Agriculture, Water and Forestry, 2013

⁶⁶ MDG Report, 2013

⁶⁷ Werner Wolfgang, Protection for Women in Namibia's Communal Land Reform Act: is it working? Legal Assistance Centre, March 2008.

period of 3 years (2012-2015) towards facilitating land administration in various regions. The Land Boards Committee is selected from divergent stakeholders which includes women in farming.⁶⁸

Table 11: Resettlement on commercial areas/ farms in 2012⁶⁹

Regions	Male allocated	Female Allocated	Cooperative and others	Total Allocated
Karas	2	5		7
Hardap	6	4		10
Khomas	7	6		13
Erongo	2	4		6
Omaheke	11	8		19
Otjozondjupa	3	5		8
Kunene	1	1		2
Omusati	2	2		4
Oshana	1	0		1
Ohangwena	0	2	1 (Cooperative)	3
Oshikoto	0	1		1
Kavango	0	0		0
Caprivi	2	1		3
	37	39	1	77

Source: Ministry of Lands and Resettlement Report 2012

The table above indicates that in 2012, a total of 77 people were resettled in 2012 of which 37 were male and 39 were female.

L. The Girl Child

Namibia is party to several instruments and human right treaties which have gender issues as their core objectives, such as the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), complemented by the Protocol on the African Charter on Human and People's Rights on the Rights of Women in Africa (African Women's Protocol).

Section 208(1) of the Namibian Constitution guarantees every child the right not to be subjected to harmful social, customary and religious practices. Section 208(2) provides that no person may give a child in marriage or engagement who is below the minimum age for a valid marriage set by any law or custom related to civil or customary marriages. At present the Married Person's Equality Act only sets a minimum age of 18 years for civil marriages. Customary law sets different lower ages for a lawful marriage and on the current wording only these age limits would have to be compiled with.

The Namibian Constitution contains express provisions that promote the protection of children's rights. Article 15 specifically guarantees children's rights to name and a nationality; the best interests of the child; protection against economic exploitation and hazardous work (for children under 16 years old), against work in factories or mines (for children under years old), and against forced labour on farms; and protection

⁶⁸ Annual Report 2011-2012 Ministry of Lands and Resettlement

⁶⁹ Ministry of Lands and Resettlement Report 2012

for children under 16 years old against detention. In addition Articles 10, 20 and 95 focuses on the rights of the Namibian child as it relates to education, welfare, health and development.

The reviewed NDP4 2010-2020 has a stand-alone area on the Girl-Child, aimed at promoting and protecting the right of girls and eliminates all forms of discrimination especially in the area of education and training. Education is regarded as a key entry point to address all forms of discrimination in all spheres of life hence the area has strategies that are overarching such as campaigns on the importance of girl's health, elimination of harmful traditional practices against the girl-child, protection of girls against economic exploitation, trafficking and all forms of violence including sexual abuse. Recognizing the importance of the family, NGP4 has expanded its critical areas of concern to include an area on Gender Equality in the Family, which consists of strategies regarding the right of the child within the family.

Laws protecting girls against violence which are still enforced include the Combating of Rape Act No. 8 of 2000 introduced to strengthen the protection of children against sexual abuse. In terms of revisions to this Act, the crime coercive rape has been introduced, which attracts harsher sentences in the case of sexual activity (whether consensual or not) between a child between the ages of 14 and 16 years and a perpetrator three or more years older than the victim.

Coercive rape draws a harsher punishment and further provides stiff minimum sentences, with the heaviest sentences being applicable to the rape of children.

Table 12 Reported cases of rape, 2009-2013

Year	Juvenile females (below 18 yrs)	Juvenile males	Total
2009	386	11	397
2010	380	20	400
2011	393	16	409
2012	373	24	397
2013	253	9	262
Total	1785	80	1865

Source: MGECW Report (2013)

The Combating of Immoral Practices Amendment Act No. 7 of 2000 makes sexual contact with girls and boys under the age of 16 years a criminal offence where the other party is more than three years older. Prior to the amendment, the law protected girls but not boys from such abuse. For the period in review, one thousand eight hundred and sixty-five (1865) statutory rape cases were reported.

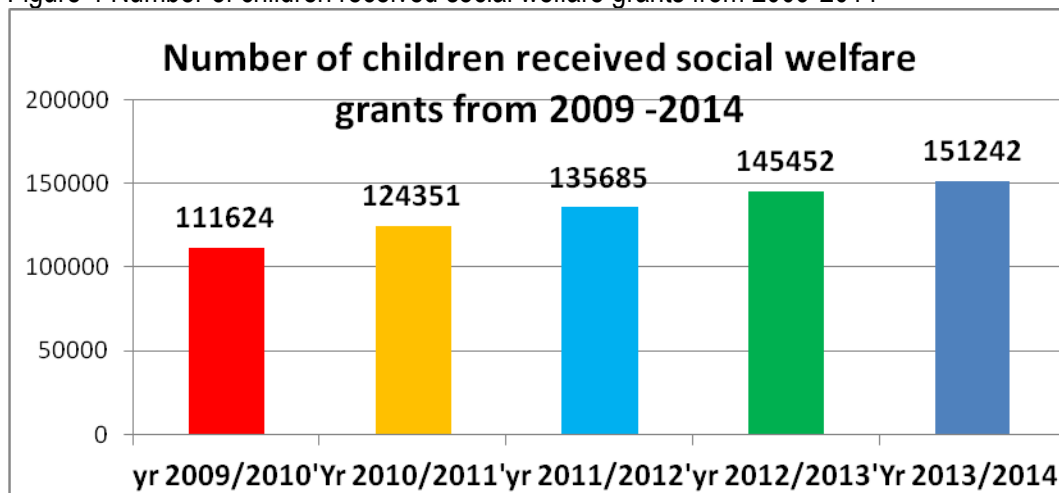
Other programmes implemented includes training of teachers on gender paedagogy, especially in Kavango and Caprivi regions, by the Forum for African Women Educationalists in Namibia (FAWENA), and the San Girls Education Programme under the Office of the Deputy Prime Minister, which has ensured increased enrolment for this marginalised group. The establishment of uniform teacher-learner ratios across the country has brought about increased equality of access, while mobile schools in some regions, such as Kunene, brought schools closer to the people. The introduction of the Prevention and Management of Teenage Pregnancy Policy is also regarded as a milestone. Within this review period, the National Agenda for Children (2012–2016) was also launched.

In 2013 the Ministry of Gender Equality and Child Welfare through the directorate of Gender Equality and International Affairs in collaboration with relevant stakeholders hosted a National Conference on the Girl Child. This forum presented a platform to discuss issues directly affecting girls such as lack of participation and retention of girls in education, teenage pregnancy, childhood poverty, sexual exploitation of adolescence, HIV and AIDS. Conference recommendations will inform the development of the Teenage Pregnancy strategy during 2013/14.

Improving the potential of the Namibian girl child continues to be a collaborative effort between the government and other key machineries, including civil organizations. The Gender Research and Advocacy Project (GR&AP) convened and facilitated a total of 65 workshops in 2010, reaching almost 12,000 people, many of whom were female children.

Namibia is one of only a few countries in Africa that has a well-established social support system for children orphaned and made vulnerable by HIV and other social determinants. Monthly social grants have supported OVC to gain access to vital social services. Below table represents the number of children who have benefited from these grants between 2009 and 2014. The continuous increment since 2009 reflects Governments commitment to issues that concern the girl child

Figure 4 Number of children received social welfare grants from 2009-2014



Namibia is reviewing the current child grant system with a plan to expand it to include all vulnerable children, with special focus on girls living in the rural areas. In addition, trainings were conducted for governments and non-governmental Stakeholders- particularly police officers and social workers- who work on cases involving children. In total, 198 people within a 50km radius of the Woman and Child Protection Unit (WCPU) in Rundu, Windhoek, Keetmanshoop, Oshakati, Katima Mulilo and Rehoboth were trained. The training addressed issues such as the impact of abuse and trauma and abuse on a child, investigating child abuse, taking statements in child abuse cases, communicating with children in a forensic environment and evaluating evidence given by a child.

Six Community Rights Monitors were trained to effectively monitor child labour cases in Oshana, Otjikoto and Ohangwena regions. The WCPU also conducted a group training session with the police officers, social workers and representatives of local NGOs in these three regions.

Other activities include a monograph conveying national and international perspectives on corporal punishment, aimed at policy-makers, community leaders and teachers; workshops and trainer-of-trainer sessions conducted with approximately 11,000 people in four regions, often utilizing the film to spark discussion, with young actors in the film leading some of the sessions. A school outreach programme is also currently ongoing in Rundu, Windhoek and Rehoboth, with the aim of empowering young children and adolescents to recognise their rights and to report violations of their rights to teachers, police officers or Social Workers. A total of 393 learners were reached through this programme in 2010. A Child Witness Programme is also being implemented in these same aforementioned towns, towards reducing anxieties of child witnesses by giving them information to help them understand the legal process and their role in the success of the process.

Hunger and malnutrition remain a serious concern for Namibia, especially with the current drought experienced across several regions. The MDG 4 has targeted key interventions that should receive attention for the remaining period before the end of 2015. These include the scale up of a well-established social grant system, raising the budget allocation to education, health and food production programmes, speed up of the processing of vital registration documents, and more effective implementation of the Zero-Tolerance for Corruption strategy.⁷⁰

Other key interventions highlighted in the NDP4 include plans to ensure that gender-specific recommendations and significant action steps are included in the review of NDP 4; the improvement of school management structures and the expansion of the school feeding scheme to include all children, continuation of social grants and child protection and development programme, expansion of child grants, implementation of a Nutrition Assessment and Counseling Support Programme, with focus on pockets of poverty, such as children, women, youth, those without education and the rural community, especially in the poorest regions.⁷¹

Section Three: Data and Statistics

The core set of national indicators for monitoring progress in gender equality has been established.

Table 13 Core Indicators for measuring progress towards greater Gender Equality

Development Targets	Indicators
Reducing extreme poverty	<ul style="list-style-type: none"> • Child malnutrition: prevalence of underweight under 5s (by sex) • Proportion of women who have access to basic need such as water, shelter , income etc
<ul style="list-style-type: none"> • Universal primary education 	<ul style="list-style-type: none"> • Enrolment in primary education (by sex) • Completion of 4th grade of primary education (by sex) • Literacy rate of 15 to 24 year olds (by sex) • Ratio of girls to boys in primary and secondary

⁷⁰ MDG4 Report, 2013

⁷¹ NDP4 2010-2020

	<ul style="list-style-type: none"> education Ratio of literate females to males among 15 to 24 year olds
<ul style="list-style-type: none"> Infant & child mortality 	<ul style="list-style-type: none"> Infant mortality rate (by sex) Under 5 mortality rate (by sex)
<ul style="list-style-type: none"> Maternal mortality 	<ul style="list-style-type: none"> Maternal mortality ratio Births attended by skilled health personnel
<ul style="list-style-type: none"> Reproductive health 	<ul style="list-style-type: none"> Contraceptive prevalence rate HIV prevalence in 15-24 year old pregnant women
<ul style="list-style-type: none"> Employment 	<ul style="list-style-type: none"> employment rate(broad) by sex
<ul style="list-style-type: none"> HIV/AIDS 	<ul style="list-style-type: none"> HIV prevalence rate

The Namibia statistic Agency is responsible for producing and disseminating relevant, quality and timely statistics in Namibia. This is done in collaboration with various O/M/As including such as Ministry of Health and Social services, Ministry of Labour and Social Welfare, Ministry of Agriculture, Water and Forestry, Ministry of Gender Equality and Child Welfare, Ministry of Education

- a) The data collection and compilation of the minimum set of Gender indicators has begun. The Namibia statistic Agency under the Statistic Act no.9 of 2011 collects and compiles most of these indicators. These indicators are collected through the Namibia population and housing census, Labour force survey, Demographic health Survey, and the statistical profile of women and men. Furthermore, the Agricultural survey that is currently being implemented will assist in identifying women that have access and own land in Namibia.
- b) The collection and compilation of the nine indicators on violence against women began in 2013. The collection and compilation is done through the Demographic Health Survey that has recently incorporated a Component on Gender Based Violence at household level. The ministry of Health and Social Services is responsible for the collection and compilation of these indicators. However the results are not yet out as the Ministry is busy with the data analysis of the survey. However plans to produce these indicators at a national level have not yet been done.
- c) The Demographic Health Survey collects data of women with HIV/AIDS. Furthermore the National HIV Sentinel Survey collects data on HIV among pregnant women attending antenatal care in the country. The Namibia population and housing census collects data on ageing & elderly women and rural women.

Section Four: Emerging Priorities

Emerging issues for the next three to five years for accelerating the implementation of the Beijing Declaration and Platform for Action:

Reduction of Gender Based Violence (GBV):

Background: To reduce GBV in Namibia, the Government through the Ministry of Gender Equality and Child Welfare (MGE CW) has enacted several laws to eradicate all forms of gender based violence. It

launched the revised National Gender Policy (NGP) (2010-2020) in March 2010. The overarching goal is to achieve gender equality and the empowerment of both female and male persons in Namibia. This includes reviewing and strengthening existing laws against gender based violence, as well as holding annual events of 16 Days of Activism against Gender Based Violence and human trafficking. These activities are carried out in all regions by government institutions in partnership with civil society.

The National GBV Plan of Action 2012-2016 is focusing on four pillars that are prevention, responses to GBV, data collection and research and coordination and monitoring. Other national initiatives include launch of the Zero Tolerance Media Campaign on Gender Based Violence including human trafficking. The theme for the campaign is *Zero Tolerance for GBV: Report it to Stop it*. The objective of the Campaign is to empower the public, individuals and the whole community to be able to look out for any sign of GBV and act; the public to be able to detect, protect, prevent and report all GBV cases to the Namibia Police. This campaign focused on three areas: passion killing, baby dumping and human trafficking.

Future programmes

- **Calendar of 365 Days of Activism on GBV:** Namibia is currently changing 16 days of activism to 365 days of activism against GBV and it is in the final stage of drafting the calendar of activities on 365 days to combating GBV. This Calendar will be implemented by all stakeholders i.e. government institutions, civil society and private sector.
- **Upgrading Shelter for GBV victims:** Currently the government is in consultation with faith based organisations and civil societies to run some of the houses of safety that caters for victims/ survivors of gender based violence in eight (8) regions. Shelters are also identified to be built in the remaining six (6) regions.
- **2nd Conference on GBV:** The country is final stages of organising a 2nd Conference on GBV to be held from 2-4 July 2014 to be spearheaded at the high level by office of the Prime Minister. It is expecting to attract 1000 participants from all the regions of the country and some invited experts from outside. The outcome of the 2nd Conference is the basis from which the implementation of the National Plan of Action on Gender-Based Violence 2012-2016 by all stakeholders hinges.
- **Intensify the Zero Tolerance Media Campaign for GBV and Human Trafficking:** The government of Namibia through the MGECW is in the process of revamping the Zero Tolerance Campaign on GBV and the campaign is continuing for next three (3) years to come to create more awareness on GBV and services available in the country.
- **Finalise Trafficking in Persons Bill:** Namibia is currently busy drafting it legislation on Trafficking in Persons. The Bill on Trafficking in Person is in place and consultation meetings are ongoing.
- **GBV Prevalence study:** The prevalence study on GBV is planned to be carried out in 2014/20015 financial year. At present the MGECW in collaboration with the National Statistics Agency (NSA), is preparing for conducting a National Gender Based Violence Prevalence study. The objectives of the study are to:
 - Ascertain the magnitude of gender based violence in Namibia, including regional variations.

- Identify the attitudes and practices that impact on men, women and children's lives, including traditional norms and practices with respect to GBV.
- Highlight lessons learnt from National Gender Prevalence Studies from the SADC region and elsewhere.
- Provide policy recommendations to strengthen the implementation of the National Gender Based Violence Plan of 2011-2016 and the outcomes of the 2nd National GBV Conference.
-
- **Intensify Outreach Programmes:** Sensitization workshops on GBV and Legal Literacy workshops and gender issues targeting traditional leaders, key service providers including police, faith-based leaders and the whole community. These programmes also include sharing of information on gender related issues with school learners and out of school youth. These activities are being carried out by government in collaboration with civil society. Additionally the Ministry staffs in regions continue with ongoing radio talk shows aired in local languages in collaboration with various stakeholders and school motivational talks for boys and girls on different issues including Gender, GBV, HIV and AIDs.
- **In other to increase women representation in Politics and Decision Making by lobbying for amended of the electoral law** to incorporate among other aspects, legislation on the 50/50 provision to require all political parties to comply, provide for a zebra listing of women and men candidates at the local, regional and parliamentary levels as well as consider increasing seats in parliament as appropriate. The MGE CW together with relevant stakeholders should design awareness programmes on Namibia's national, regional and international commitments on gender equality and women's empowerment, especially targeting grassroots rural women, men, girls and boys and in particular creatively utilise media to conduct public awareness campaigns especially on the 50/50 provision as envisioned by the SADC Protocol on Gender and Development including encouraging more women to take up training on vocational skills, in other male dominated fields and in politics.
- Mentor and coach women in political parties to take up leadership positions. The objective is to empower women economically, socially and politically through creating conducive environment and strengthening national (institutional) capacity to engage in planning, implementation, monitoring and evaluation process that show gender results. This is ensure that women in political parties, public and private sectors are coached and monitored in leadership skills; that community members (youth, adults, traditional leaders and gender focal persons) are trained and sensitised in gender related issues sex and reproductive health and HIV and AIDS; that GBV prevalence rate is reduced and that women economic programmes are developed and implemented.