

MINISTRY OF GENDER EQUALITY AND CHILD WELFARE

NEWSLETTER

ISSUE 4 of 2018/19



REPUBLIC OF NAMIBIA

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GBV HELPLINE

106

TOLL-FREE

MISSING and SOLD



Young girls
and boys are
abducted,
transported,
recruited and
exploited.

Report suspected cases
of Human Trafficking
to the Police.

CALL: 10111

MISSING AND SOLD FOR

- | ORGAN EXTRACTION | SEXUAL SLAVERY |
- | FORCED LABOUR | PROSTITUTION |
- | DOMESTIC SLAVERY |
- | SURROGACY |

Beware Namibians!
Human Trafficking is Real.

visit: www.traffickinginpersons.org.na



Ministry of Gender
Equality and Child Welfare

MANDATE

To ensure gender equality and equitable socio-economic development of women and men and the wellbeing of children.

- Gender equality;
- Equitable socio-economic development of women and men
- Wellbeing of children

VISION

A champion institution ensuring gender equality, women empowerment and well-being of children.

MISSION

To create and promote sustainable socio-economic development opportunities for the attainment of gender equality and well-being of children.

CORE VALUES

WE DON'T DISCRIMINATE

Namibia is a country with diverse cultures, race, beliefs, traditions and religions. In dealing with this diversity, the Ministry will be transparent, impartial and non-judgmental.

WE ARE PROFESSIONAL

We conduct our business and ourselves in accordance with the Public Service Act (Act 13 of 1995) and other relevant professional bodies with high level of integrity.

WE MAINTAIN CONFIDENTIALITY

All information regarding clients will be kept private and confidential.

WE ARE DRIVEN BY TEAMWORK (HARAMBEE)

We are a team, and will cooperate using our individual skills and providing constructive feedback, despite any personal conflict between individuals.

WE ARE ACCESSIBLE

We will make provision of our service at the time it is needed, in a manner that is based upon the principles of dignity, independence, integration and equal opportunity to all of our customers.

FOREWORD BY THE EXECUTIVE DIRECTOR



Dear colleagues, I am pretty convinced that all of us started the New Year with renewed vigour, rededication and focus.

The performance circle 01 April 2018 to 31 March 2019 came to an end. The Annual Strategic Planning and Review Workshop took place from 27 – 29 March 2019 and enabled all of us to look back and review our performance as a Ministry over the period that was. It is evidently clear from the overall performance outcomes of the Ministry that we all pulled together in the same direction and our achievements are remarkable and praiseworthy. However, there are few targets that were not met for various reasons.

It goes, therefore, without saying that we need to redouble our efforts in order to reach or even exceed

our performance targets during the period 01 April 2019 to 31 March 2020. Managers and supervisors are, therefore, required to finalize the drafting and signing of Performance Agreements for all staff members for the ensuing performance circle as a matter of urgency. Performance Agreements must be informed by the Annual Work Plan to the extent possible.

All the staff members are required to take their PAs, Quarterly PA Reviews, AWP Review and Annual Individual Appraisals seriously and complete them on time. Reports on Quarterly PA Reviews should be submitted two weeks before the end of the Quarter to the HR Management Division for consolidation.

It is incumbent upon all of us as staff members to monitor our PAs closely and aggressively so as to ensure that execution contributes to the accomplishment of the AWP in order to bring about enhanced service delivery and to fulfil our mandate.

Let us all adopt a positive mindset towards our work and rededicate ourselves even more during the next performance circle, i.e. 01 April 2019 to 31 March 2020. Together we can make it.

Regards,

Willhencia Uiras
Executive Director

MINISTRY OF GENDER EQUALITY AND CHILD WELFARE

SENIOR MANAGEMENT



Hon. DOREEN SIOKA
Minister



Hon. LUCIA WITBOOI
Deputy Minister



Ms. WILHENCIA UIRAS
Executive Director



Ms. MARTHA MBOMBO
Deputy Executive Director

ADMINISTRATION & GENERAL SERVICES



Mr NICHLAS MBINGENEEKO
Director
Admin & General Services



Ms ALISA KANUTUS
Deputy Director
Finance



Mr SACKARIA SHEEHAMA
Deputy Director
HR Management



Mr THEOPHELIUS SHIPINDO
Acting Deputy Director
General Services

GENDER EQUALITY & RESEARCH



Mr VICTOR SHIPOH
Director
Gender Equality & Research



Ms ROSINA MUBONENWA
Deputy Director
Gender Mainstreaming



Ms PENOSHINGE SHILILIFA
Deputy Director
Research & Legislation

CHILD WELFARE SERVICES



Ms HELENA ANDJAMBA
Director
Child Welfare Services



Ms JOYCE NAKUTA
Deputy Director
Child Care Services



Ms LYDIA SHIKONGO
Deputy Director
Child Care Facilities & Protection

COMMUNITY EMPOWERMENT



Ms ELINE NGITWIKWA
Director
Community Empowerment



Mr JOSIA KAVAA
Deputy Director
Community Empowerment



Ms LOIDE VELISHAVO
Deputy Director
Early Childhood Development

CHILD CARE AND PROTECTION ACT OPERATIONALIZED



Hon Doreen Sioka

The Ministry of Gender Equality and Child Welfare announced the gazetting of the Regulations and operationalization of the Child Care and Protection Act, 2015 (Act 3 of 2015) on 04 March 2019 at Safari Hotel, Windhoek. The said Act enacted on 29 May 2015, and the Regulations were published in the Government Gazette on the 30 January 2019, resulting in the Act coming into effect on that day.

The objectives of the Act, among others, are to perform prescribed functions such as the National Advisory Council on Children; establishment of a Children's Fund

and the appointment of a Children's Advocate. Major provisions in the Act include the appointment and designation of social workers, social auxiliary workers, community child care workers and probation officers; the designation of private social workers and child protection organizations for certain purposes.

The purpose of the announcement was to:

- Create awareness about the commencement of the Act and its accompanying Regulations to all relevant stakeholders and the public at large;

- Advocate for stakeholders support in the implementation of the Act;
- Inform key stakeholders about their immediate expectations and responsibilities in relation to the Act; and
- Inform the public about changes in some of the key processes on child protection in terms of the Act.



Launching of the Child Care and Protection Act, 2015 (Act 3 of 2015)

NAMIBIA WELFARE OF ADOLESCENT AND YOUTH SURVEY

In an effort to gain a better understanding of the situation of children and young people's health and social welfare, the US Center for Disease Control and Prevention (CDC) is funding a "Namibia Welfare of Adolescent and Youth Survey" (NAMWAYS).

The Ministry of Gender Equality and Child Welfare (MGEWCW), Namibia Statistics Agency (NSA), Ministry of Health and Social Services (MOHSS), I-TECH and UNICEF have been working in partnership to conduct the Survey.

It started on the 11th March and will end on 20 May 2019. The survey is targeting youth 13 - 24 year old, and anyone 14 or older will be offered an HIV test. Topics include health problems, experiences in

school, access to food and goods, risk of HIV infection, experiences with medical and social services, and relationships with friends, family and community members.

The findings will allow the country to better understand the situation of children and young people's health and social welfare and strengthen policies and programs to improve health and wellness in Namibia.

The training aimed to raise awareness on the survey and to equip Social Workers from the two Ministries to implement the requirements of the new Child Care and Protection Act. The training took place in Otjiwarongo on the 19 - 22 February



NAMWAYS response plan training for the MGEWCW and MOHSS Social Workers

2019 and 05 - 08 March 2019. Five Social Workers were temporarily appointed by Lifeline/ ChildLine and seconded to MGEWCW for three months to support the Ministry in the implementation of the Act.

LAUNCH OF THE NATIONAL REFERRAL MECHANISM AND STANDARD OPERATING PROCEDURES



The launch witnessed the presence of many high-ranking stakeholders as is clear in the picture above

The MGECW, in cooperation with relevant stakeholders, launched the National Referral Mechanism (NRM) & its Standard Operating Procedures (SOPs) and the National Trafficking in Persons (TIP) Campaign for the identification, protection, referral and safe return of victims of trafficking in Namibia, on 29 March 2019, in Windhoek. High-ranking stakeholders and officials from different institutions attended the event.

The documents and the campaign were officially launched by Hon. Erastus Amutenya Utoni on behalf of Hon. Netumbo Nandi-Ndaitwah, Deputy Prime Minister and Minister of International Relations and Cooperation who is also currently the Chairperson of the National High-Level Committee on TIP.

“Trafficking of human beings is a ‘severe violation of human rights, which requires special attention and specific actions to support the victims,” noted Hon. Netumbo Nandi-Ndaitwah.

Hon. Netumbo Nandi-Ndaitwah further added that one of the defining characteristics of this phenomenon is that the plight of the victim does not end with the termination of the trafficking situation. After people that were trafficked return to their country of origin, they are faced with a number of difficulties, which seriously limit their chances for survival and further development.

Against the above background, the Government of the Republic of Namibia developed the NRM and SOPs as a cooperative framework through which State actors and civil society will fulfil their obligations to protect and promote the human

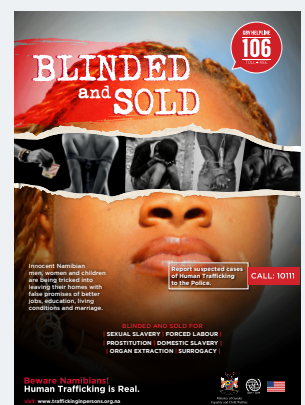
rights of victims of trafficking by coordinating their efforts in a strategic partnership. The basic aims of the NRM are to ensure that the human rights of trafficked persons are respected and to provide an effective way to refer trafficked persons to comprehensive services.

Guided by the Trafficking in Persons Act, 2018 (Act 1 of 2018), frameworks exist to protect victims and to punish perpetrators in Namibia. The NRM and SOPs are essential elements of a comprehensive and effective response to trafficking in persons.

The day also launched the TIP Campaign, which is aimed at creating a high visibility campaign for TIPs with the purpose to increase the knowledge of the public on Trafficking in Persons: preventing the public from falling prey to traffickers and encourage them to report or refer potential cases of TIPs. The primary targets are youth from both urban and rural areas.

Hon. Ndaitwah also emphasized that, to succeed in the fight against Trafficking in Persons all stakeholders must coordinate and strengthen the anti-trafficking in persons response and ensure that the best interests of the victims are prioritized.

The NRM & SOPs and TIP Campaign are available in a simplified version, they clearly stipulate WHAT measures should be taken; WHEN the measures are going to be taken; WHO is to be responsible for the various described measures; and HOW the described measures are going to be implemented as well as how the governmental institutions and civil society shall coordinate efforts.



SAFER INTERNET DAY, 5th FEBRUARY 2019



Hon. Lucia Witbooi, Deputy Minister of MGECW



Hon. Lucia Witbooi, embraces a child participant

The Ministry of Gender Equality and Child Welfare participated in the Safer Internet Day (SID) that is celebrated globally on the 5th February annually as a main activity under Online Child Protection Program. The day was celebrated at **Chairman Mao Zedong High School in Otjomuise**, under the theme **“Together for a better internet”**.

The day offered the opportunity to highlight positive usage of technology and to explore the role we all play

in helping to create a better and safer online community. It called upon young people, parents, carers, teachers, social workers, law-enforcement agencies, companies, policymakers, and the public at large to join hands in helping to ensure that children are safe online.

The Ministry of Gender Equality and Child Welfare jointly with the Ministry of Education, Arts and Culture, LifeLine/ChildLine, the Internet Society Namibia Chapter as well as UNICEF and Child Online Protection

Task Force planned an engagement with children from schools in Windhoek to have their voices heard on issues around child online safety.

Thus the event included a child-led panel discussion on the topic: **‘Parental supervision vs access to information: an unsolvable conflict?’**. The keynote address was delivered by Hon. Deputy Minister Lucia Witbooi

CONFERENCE ON UNIVERSAL SOCIAL PROTECTION

The Conference on Universal Grants was held in Geneva from 6–8 February 2019, convened by UNICEF, ILO and Overseas Development Institute. It was aimed at promoting informed policy debate and decision-making with regard to cash transfers, social protection and the objective of reducing child poverty.

Namibia, one of the few countries in Africa providing state grants to children, also attended the conference. The presentation of the MGECW, MPESW, UNICEF focused on state grants for children as social safety nets. MGECW also attended the Social Protection core meeting on Leadership and Transformation on building and managing social protection floors in Africa, held at Out of Africa Lodge, Otjiwarongo.



Conference attendants in Geneva, Ms H Andjamba is second FLTR in front row

CAPACITY BUILDING WORKSHOP ON WOMEN IN POLITICS AND DECISION-MAKING



The Ministry of Gender Equality and Child Welfare (MGECW), in collaboration with International Institute for Democracy and Electoral Assistance (International IDEA), hosts capacity-building workshops for women in politics and decision-making.

This capacity building interventions target women parliamentarians, senior women political parties' leaders, regional and local authorities' councillors and young women from political parties' youth wings. These workshops accommodate men too.

This initiative was introduced with the aim to create a platform for collective reflection and consensus building by political parties' representatives in Namibia, to foster compliance with the national constitutional, regional and international commitments in the attainment of gender equality and women representation at all levels of decision-making.

Training sessions have been carried out for different political leadership levels with the latest training carried out in February 2019. The objectives of the capacity building training workshops are to analyze how intra-party democracy processes are gendered to promote women participation and representation at all political levels; identify how intra-party regulatory frameworks impede women representation and participation in decision-making organs of political parties at local, regional level, and national level; unpack comparative

regional and international experiences to enhance women's active political participation and representation at local authorities level; and lastly to define actionable recommendations that will inform strategies for intra-party regulatory reforms to promote women representation in politics and all levels of decision making.

These training sessions are always informative and eye opener to both women and men who attend them. Participants all go away with knowledge and understanding or appreciation of the importance of both men and women to be represented at all levels of decision-making, be it in politics and/or in all developmental issues of the country; and the encouragement of women to take up leadership positions.

The participants are also coached to be assertive in raising issues of gender equality and how to package their information when they debate issues of gender imbalances.

The participants are encouraged to continue being advocates for gender equality and women empowerment in order to see more women taking up leadership roles. The February capacity-building intervention was attended by Mrs Wilhencia Uiras (Executive Director of MGECW), Mr Victor Shipoh (Director: Gender Equality & Research) and other staff members from the MGECW.

ANNUAL STRATEGIC PLANNING WORKSHOP



ALL SET: Hon. Deputy Minister and MGEWCW staff members at the Annual Strategic Planning Workshop

The Annual Strategic Planning Workshop of the MGEWCW took place from 27 – 29 March 2019 at NIPAM, in Windhoek. The Workshop was attended by the Hon Deputy Minister, Executive Director, Deputy Executive Director, Directors, Deputy Directors, Regional Heads, and Sub-Divisional Heads from Head Office and Regional Offices. The Workshop was also attended by some Chief Regional Officers, Directors and Deputy Directors from Regional Councils with a view to engaging Regional Councils in Strategic Planning as it relates to the delegated functions of gender equality and child welfare.

From a strategic point of view, the Workshop aimed, inter alia, to set strategic priorities guided by key national planning instruments, such as the Namibian Constitution, Vision 2030, NDP5, Harambee Prosperity Plan, Strategic Plan of the Ministry, various pieces of legislation, protocols and conventions pertaining to gender equality and child welfare; to see to it that staff members and stakeholders are working in unison towards a common goal; to establish performance agreements around the intended performance outcomes; and to give impetus to strategy implementation, monitoring and evaluation.

In addition, the Workshop reviewed the Annual Work Plan (AWP) for 2018/2019, and crafted the AWP for 2019/2020. During the official opening Hon Doreen Sioka, Minister of Gender Equality and Child Welfare, in a speech delivered on her behalf by Hon Lucia Witbooi, Deputy Minister, emphasized, amongst others, that ‘as a team we all have one common responsibility and that is to render services to the Namibian populace so as to ensure gender equality, equitable socioeconomic development of women and men and the wellbeing of children’.

“If every one of us adopts the philosophy of ‘I can do better than my best’”, our collective performance during the ensuing

Review Period will increase astronomically,” noted Hon Doreen Sioka.

In pursuit of enhancing understanding, the guidelines pertaining to the delegated gender equality and child welfare functions were presented and discussed at length during the Workshop. The said guidelines were given to the Ministry of Urban & Rural Development for dissemination to and implementation by all the Regional Councils.

The Office of the Prime Minister was afforded a slot on the program and delivered an insightful presentation on the format for PA Review, AWP Review, and Annual Individual Performance Appraisals. Regional Councils, too, shared meaningful regional insights in respect of the myriad of delegated gender equality and child welfare functions.

In her concluding remarks, the Executive Director thanked the staff members for going the extra mile, and at times going beyond the call of duty without compensation with a view to fulfilling the mandate of the Ministry. The Executive Director further urged all staff members to monitor their PAs aggressively so as to add value to the realization of the Ministerial AWP.

It is worth accentuating that it was agreed at this Annual Strategic Planning Workshop that the Reports for Quarterly PA Reviews by all Directorates (for every Quarter) must be submitted two weeks before the end of the Quarter to the Deputy Director: HR Management, Mr Sakaria Sheehama, for ultimate consolidation and submission to the Executive Director.

STAKEHOLDERS ENGAGEMENT MEETING: BPR

The Ministry of Gender Equality and Child Welfare concluded a stakeholder engagement meeting on Business Process Re-engineering (BPR) on child welfare grants. The engagement meeting was held at Head Office on 28 January 2019. The one-day meeting was attended by key stakeholders from OMAs and the private sector as well as civil society organizations.

Mr. Nichlas Mbingeneeko, the Project Sponsor for Business Process Re-engineering (BPR), accentuated that the Ministry realized that the process of providing child welfare grants is cumbersome and time consuming.

The current process is not cost effective when it comes to making copies and couriering the application forms from all the regions to Head Office for approval. It is against that background, according to Mr Mbingeneeko, that the Ministry would like to re-engineer the process of child welfare grants.

Ms. Helena Andjamba, Director for Child Welfare Services welcomed everyone to the event and thanked the stakeholders for the part they play in caring for the Namibian child. Mrs. Andjamba narrated that after Independence the MGECW took over the function of providing support to orphans and vulnerable children from the Ministry of Health and Social Services.



Stakeholder engagement at their recently concluded meeting at the Headquarters

That time there were approximately 9 000 children on the grant system, compared to the 375 888 children that are on the grant system today. The stakeholders gave meaningful inputs in relation to the To-Be Process Map which were appropriately incorporated into the validated To-Be Process Map. The event, spearheaded by the Project Manager, Ms Lydia Shikongo, and the entire BPR Project Team, was undoubtedly a resounding success.



Mr. Nichlas Mbingeneeko, Director: Administration and General Services (second from right), Mr Josia Kavaa, Deputy Director: Community Development (first from left), Mr. Paul Beukes, Supervisor: Small livestock at UNAM Neudamm Campus (first from right) and Mr. Theo Kahuure: Administrative Officer (holding the sheep)

The Ministry of Gender Equality and Child Welfare (MGECW) received a donation of 17 Damara sheep that were donated by the Founding President and Father of the Namibian Nation, H.E Dr. Sam Nujoma in 2005. These sheep were given to the Founding President by a local commercial farmer.

Among the 17 Damara sheep that were donated to the Ministry 15 of them were ewes while the other 2 were rams. The University of Namibia Neudamm Campus kept and cared for these sheep for more than a decade. The team from the Ministry visited the University of Namibia Neudamm Campus on Wednesday, 13 February 2019 for reasons of inspection and stocktaking. The Ministry is currently the proud owner of 71 Damara sheep. These sheep will be donated to needy community members in due course as per the wish of the Founding President.

TERTIARY ENROLMENTS



There are two learners from the MGECW Integration Program who managed to get admission for tertiary education. Maria Ndimati (32 points) and Elias Elias (34 points) registered at institutions of higher learning during 2019.

Elias Elias enrolled at Namibia University of Science and Technology for a Bachelor's degree in Chartered Accounting, whereas Maria Ndimati enrolled at the University of Namibia for a Degree in Education, honours. Both students are products of the School Integration Program of MGECW (After-School Centre) from primary to secondary level. The Ministry finance the registration fees of both students.

AWOME



Ms. Martha Mbombo, Deputy Executive Director, handing over a certificate of participation to Ms. Martha Shipwe, an entrepreneur.

The SIYB Business Management Skills Workshop for the AWOME programme in Namibia was held at the GZ Foundation Conference Centre, 11-15 March 2019, and was attended by 42 women entrepreneurs based in Windhoek.

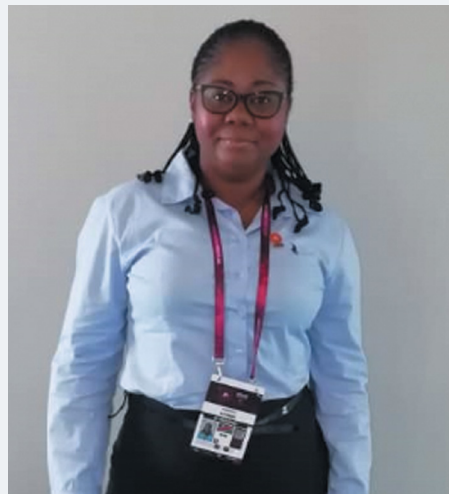
The goal of the SIYB AWOME Workshop was

- To give an opportunity to the women micro-entrepreneurs to attend a business skills training that will equip them with business management and life skills to build their confidence and capacity to operate and grow successful micro enterprises.

The primary objective of workshop was to:

- Provide training to enhance understanding of business concepts including accessing markets, increasing market shares, generate income, create jobs and supporting effective decision making, communication and negotiation skills.
- Provide woman owned micro-enterprises with knowledge and skills in the area of marketing, record keeping, stock management, costing and business planning.

THE PRESIDENT



Ms. Magdalena Katimba, Newly elected president of the Namibia Wrestling Federation

Ms Magdalena Katimba was recently elected President of the Namibia Wrestling Federation, and we congratulate her for being the only female President heading a National sports federation in the Country and the only Female Wrestling President in Africa.

VALENTINES



Staff members at Headquarters celebrated the Valentine Day in style

CHILDREN ON THE STREETS GRADUATE



Trainees making bricks



Trainees bragging with their certificates

The training on bricklaying and plastering was funded by a board member of Katutura Youth Enterprise Centre (KAYEC) for 10 children who work and live on the streets in Windhoek.

The training was held at Egameno Rehabilitation Centre, MOHSS. The MGEWC covered expenses in respect of trainees' meals, transport and supervision. Two young boys were integrated into schools.

For the rest of the team, the Ministry is discussing with stakeholders the possibility of longer term training in bricklaying and agriculture and employment.

MEETING WITH HYGIENE SPECIALISTS

The Director: Administration and General Services, Mr Nicholas Mbingeneeko, held a meeting with Cleaners and Labourers at the Head Office of MGECSW in Windhoek on Thursday, 07 February 2019.

The primary purpose of the meeting was to explicitly appreciate and recognize the critical role that the Cleaners and Labourers play in keeping the buildings and terrain of the Ministry clean and tidy at all times. The Director emphasized the importance of the interdependence and complementary nature of our different job roles in fulfilling the mandate of the Ministry.

‘We all need each other’, noted Mr Mbingeneeko. ‘A clean and neat working environment creates a sense of belonging, instills pride and increases productivity’, noted Mr Mbingeneeko. The Director went on to say a clean and neat working environment portrays a positive image of the Ministry to visitors and clients alike.

Speaking on behalf of all the Cleaners and Labourers, Ms Violeta Sindimba expressed sincere appreciation that the Director convened a special meeting merely for acknowledging their value addition and praising their good work. ‘Today we feel special and valued’, stated Ms Sindimba.

Ms Sindimba urged all staff members of the Ministry at all hierarchical levels to help the Cleaners and Labourers shine



Mr Nicholas Mbingeneeko (seated) and a Group of Cleaners and Labourers and Supervisors.

in their jobs by always cleaning wherever they mess, be it in offices, boardrooms, passages, kitchens, restrooms and terrain. In conclusion, Mr Mbingeneeko urged all the Cleaners and Labourers to work harder during 2019, reminding them that “we can all do better than our best”. Mr Mbingeneeko wished all Cleaners and Labourers a fruitful year ahead, primarily characterized by team and hard work.

NEW LEARNERS AT NCH, 2019

The Namibia Children’s Home (NCH) is a center for boys and girls under the age of 18 years that are found in need of care in terms of the Children’s Act (Act 33 of 1960). The primary purpose of the NCH is to set aside the following opportunities for these children:

- To improve the general well-being of the children;
- To provide proper care;
- To secure education for all children;
- To identify the strength in families and support and build on the strength that will contribute to their socio-economic development. Children are nurtured to realize their full potential.



NAMIBIA CELEBRATES 29 YEARS OF INDEPENDENCE

Ministry staff took part in celebrating the diversity of Namibian cultural attire as they celebrated Namibia's 29th independence celebration.





CONTINENTAL AFRICAN WRESTLING CHAMPIONSHIP



Team Namibia...

Every year Africa gets to host a Wrestling African Championship for the category Cadet, Junior and Senior. This year the Continental African Championships took place in Tunisia from 26-31 March 2019.

The Namibia Wrestling Federation held a National Wrestling Championship on the 24 November 2018 and on the 31 January-03 February 2019 they conducted a National Training camp where 6 wrestlers were selected to partake in the continental games. All the wrestlers that competed were from the After School Centre Wrestling Club. 42 African countries participated in the championships.

RESULTS

Gold	Asino Hafeni Festus	Greco Roman	Cadet 48kg
Bronze	Romio Ricardo Goliath	Greco Roman	Senior 55kg
Bronze	Devin Benhard	Greco Roman	Junior 63kg
4 th Place	Alvaro Alejandro Eixab	Greco Roman	Cadet 60kg
-	Asino Hafeni Festus	Greco Roman	Cadet 48kg
-	Salom Panduleni	Greco Roman	Cadet 55kg
-	Alvaro Alejandro Eixab	Greco Roman	Cadet 60kg
-	Romio Ricardo Goliath	Greco Roman	Cadet 55kg
-	Devin Benhard	Greco Roman	Cadet 63kg
-	Angula Matheus Shikongo	Greco Roman	Cadet 97kg



STAFF MOBILITY

NEW APPOINTMENTS

NAME	GENDER	RANK	DIRECTORATE	DUTY STATION	EFFECTIVE DATE
Aamemwene D. Hapulile	Female	Administrative Officer Grade 12	Child Welfare Services	Omulonga, Ohangwena Region	01.03.2019
Anna P. Nanhanga	Female	Administrative Officer	Child Welfare Services	Ohangwena, Ohangwena Region	01.03.2019
Tuhafeni Nhinda	Male	Grade 12	Child Welfare Services	Omundaungilo, Ohangwena Region	01.03.2019
Aily P. Amupolo	Female	Administrative Officer	Child Welfare Services	Kapako, Kavango-West	01.03.2019
Sirka N. Indongo	Female	Grade 12	Child Welfare Services	Mpungu, Kavango-West Region	01.03.2019
Gitta S. Namholo	Female	Administrative Officer	Child Welfare Services	Rehoboth-Rural Hardap Region	01.03.2019
Heneriete Nikodemus	Female	Grade 12	Child Welfare Services	Daures, Erongo Region	01.03.2019
Hilma Mulilo	Female	Administrative Officer	Child Welfare Services	Windhoek, Khomas Region	01.03.2019
Michael A. Nashiku	Male	Grade 12	Child Welfare Services	Windhoek, Khomas Region	01.03.2019
Helao Nghihepavali	Male	Administrative Officer	Child Welfare Services	HRM, Windhoek	01.03.2019

PROMOTION AND TRANSFER WITHIN

Wakotoka Kahima	Male	Children's Home Superintendent Grade 8	Child Welfare Services	ASC, Windhoek	01.02.2019
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PROMOTION/TRANSFER FROM OTHER OMA'S

Anelsia Witru	Female	Senior Administrative Officer Grade 10	Administration & GS	Windhoek	01.02.2019
Threncia Tjaondjo	Female	Chief Comm. Liaison Officer Grade 6	Gender Equality & Research	Gobabis, Omaheke Region	01.03.2019

STAFF TURNOVER

The Ministry has recorded ten (10) staff turnover during the period under review. Two (2) staff members resigned from the Ministry, three (3) staff members contract employment came to an end, one (1) Staff member went on normal retirement, one (1) staff member went on early retirement, two (2) staff members were promoted and transfer to other OMA's and (1) staff member recorded as deceased.

NORMAL RETIREMENT

NAME	GENDER	RANK	DIRECTORATE	DUTY STATION	EFFECTIVE DATE
Kornelius Kapenda	Male	Deputy Director Grader 4	Administration & GS	Windhoek	01.01.2019

EARLY RETIREMENT

Donita Festus	Female	Asst. Comm. Liaison Officer	Community Empowerment	Ompundja, Oshana Region	01.01.2019
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CONTRACT ENDED

Lydia Shipuata	Female	Chief Social Worker Grade 6	Child Welfare Services	Eenhana, Ohangwena Region	01.01.2019
Gideon Mawenge	Male	Community Liaison Officer Grade 9	Community Empowerment	Omaruru, Erongo Region	11.01.2019
Tukufilapo N. Ndevaetela	Female	Community Liaison Officer Grade 9	Community Empowerment	Arandis, Erongo Region	01.02.2019

PROMOTION & TRANSFER TO OTHER MINISTRIES

NAME	GENDER	RANK	DIRECTORATE	DUTY STATION	EFFECTIVE DATE
Selma Uusiku	Female	Social Worker Grade 8	Child Welfare Services	Mpungu, Kavango-West	01.02.2019
Johannes Shikongo	Male	Control Administrative Officer Grade 6	Community Empowerment	Windhoek	01.03.2019

RESIGNATION

Walter Kamaya	Male	Chief Public Relation Officer Grade 6	Administration & GS	Windhoek	01.03.2019
Matheus Hainana	Male	Accountant Grade 8	Administration & GS	Windhoek	01.03.2019

CONTRACT ENDED

Stefania Karwapa	Female	Administrative Officer Grade 12	Child Welfare Services	Ncamangoro, Kavango-West Region	17.01.2019
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