Republic of Namibia

Ministry of Gender Equality, Poverty Eradication and Social Welfare

THIRD NATIONAL GENDER EQUALITY AND EQUITY POLICY 2025-2035

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Ms. Ndiitah Nghipondoka-Robiati
Executive Director

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FOREWORD

The Government of the Republic of Namibia recognises gender equality as a fundamental human right and integral to sustainable development. Realising gender equality, human rights, and the empowerment of women, men, girls, and boys is a national priority for our country, as it is clearly enshrined in the Constitution of the Republic of Namibia.

Furthermore, national gender-related laws, plans, policies and programmes have been formulated and continue to be implemented to improve the lives of the Namibian people as outlined in Vision 2030, National Development Plans, and Harambee Prosperity Plans. In addition, Namibia has signed and ratified various international, continental and regional instruments to enhance national efforts towards gender equality and equity.

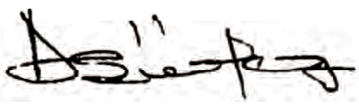
Thus, over the years, our nation has made significant strides in advancing gender equality, but we acknowledge that much work remains to be done. The Third National Gender Equality and Equity Policy is a testament to our dedication to creating an environment that fosters empowerment, agency, and equal opportunities for all. Furthermore, it confirms our commitment to promoting gender equality and equity through collective efforts shaped by stakeholders' involvement.

To ensure gender equality and equity, the policy aims to reduce all forms of discrimination, GBV and gender inequalities in all spheres of life in Namibia, leading to a gender-just society where men, women, boys, and girls enjoy equal rights and live freely with dignity. The policy also acknowledges challenges that affect Marginalised Communities (MCs) and Persons with Disabilities (PWDs) and therefore, proposes strategies to address them.

The policy provides a comprehensive framework that addresses multidimensional aspects of gender inequalities, including but not limited to education, health, economic opportunities, GBV, poverty and access to social protection. The policy will serve as a guiding framework for all Namibians to ensure that a multi-sectoral approach is adopted to address the challenges facing our country through the various proposed objectives and strategies provided in the policy.

As we move forward, I call upon all stakeholders to unite and work hand in hand with the Ministry of Gender Equality, Poverty Eradication and Social Welfare (MGEPESW) to implement this policy effectively.

I wish to express my heartfelt gratitude to all the stakeholders who have contributed their time, expertise, and passion towards developing this policy. I am confident that with our unwavering commitment, this policy will pave the way for a more inclusive, just, and equal society where every individual can thrive and contribute fully to our nation's prosperity, guided by the principle of leaving no one behind.



Honourable Doreen Sioka, (MP)
MINISTER

LIST OF ABBREVIATIONS

AALS	-	Affirmative Action Loan Scheme
AIDS	-	Acquired Immunodeficiency Syndrome
ART	-	Anti-Retroviral Therapy
AU	-	African Union
BIPA	-	Business and Intellectual Property Authority
CBOs	-	Community-Based Organisations
CEDAW	-	Convention on the Elimination of All Forms of Discrimination against Women
CSOs	-	Civil Society Organisations
ECN	-	Electoral Commission of Namibia
ESPPMLL	-	Education Sector Policy for the Prevention and Management of Learner Pregnancy
FBOs	-	Faith Based Organisations
GBV	-	Gender Based Violence
GDF	-	Gender Development Fund
GIPF	-	Government Institutions Pension Fund
GFP	-	Gender Focal Person
GRPB	-	Gender Responsive Planning and Budgeting
HEI	-	Higher Education Institutions
HIV	-	Human Immunodeficiency Virus
HPP	-	Harambee Prosperity Plan
ICT	-	Information Communication Technologies
IECD	-	Integrated Early Childhood Development
IGA	-	Income Generating Activities
IMR	-	Infant Mortality Rate
IUCD	-	Intra-Uterine Cervical Device
LFPR	-	Labour Force Participation Rate
MCs	-	Marginalised Communities
MDGs	-	Millennium Development Goals
MAWLR	-	Ministry of Agriculture, Water and Land Reform
MODVA	-	Ministry of Defence and Veterans Affairs
MEAC	-	Ministry of Education, Arts and Culture
MGEPESW	-	Ministry of Gender Equality, Poverty Reduction and Social Welfare
MICT	-	Ministry of Information and Communication Technology
MIRCO	-	Ministry of International Relations and Cooperation
MHSS	-	Ministry of Health and Social Services
MPI	-	Multidimensional Poverty
MLIREC	-	Ministry of Labour Industrial Relations and Employment Creation
MSIF	-	Medium Scale Irrigation Farmers
MSME	-	Micro, Small and Medium Enterprise
NAMPHIA	-	Namibia Population-Based HIV Impact Assessment
NAP	-	National Action Plan
NDHS	-	Namibia Demographic Health Survey

NDP	-	National Development Plan
NGEEP	-	National Gender Equality and Equity Policy
NGOs	-	Non-Governmental Organisations
NGP	-	National Gender Policy
NPC	-	National Planning Commission
NHIES	-	Namibia Household Income Expenditure Survey
NHRAP	-	National Human Rights Action Plan
NLFS	-	National Labour Force Surveys
NTA	-	National Training Authority
NSF	-	National Strategic Framework
NUST	-	Namibia University of Science and Technology
NYCS	-	Namibia Youth Credit Scheme
OMAs	-	Offices Ministries and Agencies
OPM	-	Office of the Prime Minister
PEG	-	Primary Education Grant
PEPFAR	-	President's Emergency Plan for AIDS Relief
PLWHIV	-	People Living With HIV
PMTCT	-	Prevention of Mother to Child Transmission
PWDs	-	Persons with Disabilities
RGPTF	-	Regional Gender Permanent Task Force
RISDP	-	Regional Indicative Strategic Development Plan
SADC	-	Southern African Development Community
SEG	-	Secondary Education Grant
SGDI	-	SADC Gender and Development Index
SDGs	-	Sustainable Development Goals
SSC	-	Social Security Commission
STEM	-	Science, Technology, Engineering, and Mathematics
STI	-	Sexual Transmitted Infections
SRH	-	Sexual and Reproductive Health
TIP-	-	Trafficking in Persons
TVET	-	Technical and Vocational Education Training
UNAIDS	-	The Joint United Nations Programme on HIV/AIDS
UNAM	-	University of Namibia
UNFPA	-	United Nations Population Fund
UNICEF	-	United Nations Children's Fund
UN	-	United Nations
UPE	-	Universal Primary Education
UPR	-	niversal Periodic Review
USE	-	Universal Secondary Education
VAC	-	Violence Against Children

GLOSSARY OF GENDER TERMS AND CONCEPTS

Child: means a person who is under the age of 18 years.

Child-headed household: Refers to a situation where children live in a household without an adult. They may prefer to stay in the household unit rather than be moved elsewhere, to avoid a change of community or school or to prevent the separation of siblings[1].

Discrimination: Means any distinction, exclusion or restriction which has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by any person, of human rights and fundamental freedoms in the political, economic, social, civil and any other field.

Empowerment: Means that women have the power alongside men to influence their destiny and that of their society. Empowerment seeks a balance of power between men and women so that neither is in a position of dominance[2].

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

Gender Based Violence: Means all acts perpetrated against women, men, girls and boys based on their sex which cause or could cause them physical, sexual, psychological, emotional or economic harm, including the threat of taking such acts or undertaking the imposition of arbitrary restrictions on or deprivation of fundamental freedoms in private or public life in peacetime and during situations of armed or other forms of conflict.

Gender discrimination: Means that individuals are treated differently based on their sex. In many societies, this is maintained by structural discrimination against women in the distribution of income, access to resources and participation in decision-making.

Gender division of labour: Describes a pattern in which society assigns women one set of roles and men another set, based on the distribution of reward.

Gender equity: Means fairness and justice in the distribution of benefits and responsibilities. A gender equity approach ensures that women have a fair share of the benefits and responsibilities in society, as well as equal treatment before the law, equal access to social services, including education and equal pay for work of equal value.

Gender: Defined as the set of characteristics, roles and behaviour patterns that socially and culturally distinguish women from men. The concept of gender refers to the roles and characteristics of women and men and the relations of power between them.

Gender mainstreaming: Means the process of identifying gender gaps and making the concerns and experiences of women, men, girls and boys integral to the design, implementation, monitoring and evaluation of policies and programmes in all spheres so that the benefits are equitably distributed.

Gender relations: Refers to the social, cultural, economic, and political interactions and dynamics between males and females within a given society.

Gender roles: Means socially defined roles for women and men. Definitions of gender roles change over time and differ between cultures.

Gender sensitivity: Refers to an individual or a group's capacity to recognise, understand, and respond to the needs, experiences, and perspectives of males and females.

Gender stereotyping: Refers to the preconceived beliefs or assumptions about the roles, behaviours, attributes, and characteristics that are typically associated with individuals based on their sex.

Harmful practices: Means all behaviour, attitudes, customs and/or practices which negatively affect the fundamental rights of women, men, girls and boys, such as their right to life, health, dignity, education and physical integrity[3],

[1] Guide to Namibia's Child Care and Protection Act 3 of 2015
[2] A guide to Gender Analysis Framework, 1999
[3] Protocol to the African Charter on Human and Peoples' Rights on The Rights of Women in Africa

Health: Means a complete state of physical, mental, spiritual and social well-being of an individual and not merely the absence of disease or infirmity.

Informal sector: Means the portion of a country's economy that lies outside of any formal regulatory environment.

Marginalised communities: Ethnic groups that are excluded from the mainstream in terms of social, economic, educational, political and/or cultural life and continue to experience disproportionately high rates of poverty, and live below the margins of society. In the Namibian context, they are identified and recognised as the San, Ovatue and Ovatjimba[4].

M &E framework: Refers to an institutional framework for providing feedback on the effectiveness of implementation of the policies, projects and programmes.

Monitoring: Refers to the process of continuous assessment/surveillance of policy development and implementation in relation to content-targeted outputs as outlined in the policy, Strategy and Action Plan and M&E framework.

National Gender Machinery: Means national structure with the mandate of executing and monitoring gender and related policies, projects and programmes in line with national, regional and international commitments.

Patriarchy: The male precedence of ownership and control of resources that maintain gender discrimination.

Policy evaluation: Refers to a systematic process of assessing the effectiveness, efficiency, relevance, sustainability and impact of a policy or programme. It further involves gathering and analysing data to determine whether the policy has achieved its intended objectives and whether it has had any unintended results.

Practical gender needs: Refers to those needs of women and men that can be met without challenging the root cause of gender inequalities.

Reproductive health: Refers to the state of physical, mental and social well-being in all matters relating to reproduction and the reproductive system.

Sexual Reproductive Health (SRH): Refers to the comprehensive framework that encompasses the promotion and protection of individuals' sexual and reproductive health**.**

Sex: Refers to the biological characteristics that distinguish an individual as a male or a female.

Multidimensional Poverty Index: Measures poverty in all its dimensions, including access to basic services such as education, water and sanitation, health, food and nutrition, employment and participation in decision-making.

Sexual harassment: Refers to unwanted and unwelcomed sexual advances, behaviour, suggestions, messages and requests for sexual favours, or other verbal or physical conduct of a sexual nature that creates a hostile or intimidating environment for the recipient and it happens in different settings.

Social safety nets: Refers to a set of government programmes, policies and projects designed to provide financial and social assistance to individuals and families who are vulnerable, disadvantaged, or facing hardship**.**

Trafficking in Persons: means the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.

Violence Against Children: Refers to any form of physical, emotional, or sexual abuse, neglect, or exploitation that causes harm or potential harm to children. It involves acts or omissions by individuals, institutions, or society, which violate the rights of children and jeopardise their well-being and development.

[4] Social Protection Policy (2021-2030)

EXECUTIVE SUMMARY

This National Gender Equality and Equity Policy (NGEEP) (2025-2035) is the Third National Gender Policy (NGP) for the Republic of Namibia since independence in 1990. The Third NGEEP is anchored on Article 10 of the Namibian Constitution, which states that *"(1) All persons shall be equal before the law. (2) No persons may be discriminated against on the grounds of sex, race, colour, ethnic origin, religion, creed or social or economic status".* The Third NGEEP is aligned to the provisions of various regional and global commitments on gender equality.

The second NGP came to an end in 2020, which necessitated the development of the Third NGEEP. The development of the Third NGEEP was informed by the review of the NGP (2010-2020) through desk reviews and various consultations at national and regional levels with Offices, Ministries and Agencies (OMAs), Regional Councils, development partners, private sector, Civil Society Organisations (CSOs), Faith Based Organisations (FBOs), Traditional Leaders, and Non-Governmental Organisations (NGOs). Fourteen Focus Group Discussions were conducted with regional stakeholders, while another 16 were conducted with Regional Gender Permanent Task Force (RGPTF).

The review of the NGP (2010-2020) established that gender equality gains have been made over the past 10 years in Namibia in some focus areas such as education, maternal and infant mortality, financial inclusion, and female representation in the National Assembly, Local Authority Councils, Judiciary, Cabinet, media houses and security sector. Despite this progress, significant gender inequalities persist in the areas of family relations, harmful norms and practices, feminisation of poverty, access to land and economic resources, access to education, health outcomes such as maternal and child mortality, and leadership and political participation among other areas where women continue to be disproportionally negatively impacted and under-represented.

The Third NGEEP (2025-2035) seeks to reduce all forms of gender discrimination, Gender Based Violence (GBV), and gender inequalities in all spheres of life in Namibia, leading to a gender-just society where women, men, girls, boys, PWDs and MCs enjoy equal rights and live freely, in dignity, have equal access to opportunities, resources and participate equally and fully in the socio-economic development of the country.

The objectives of the Third NGEEP are to: reduce poverty in all its multi-dimensional forms, among women, men, girls and boys, PWDs, and MC; improve the quality of education and training and achieve gender parity and equity at all levels; promote the health status of women, men, girls, boys, adolescents, PWDs and MCs; reduce the prevalence and eradicate all forms of GBV, Violence Against Children (VAC) and Trafficking in Persons (TIP) and provide comprehensive, multi-sectoral GBV services to all survivors; ensure efficient and effective prevention, response and support services on violence against children; improve equal and equitable access to economic empowerment training, opportunities, markets and productive resources.

It further aims to improve women, men, girls, boys, PWDs and MCs access to media, information, and communication and to achieve gender equality and equity, female participation in decision-making in the media industry, to promote equal and equitable access to benefits from the environment and to decision making structures and processes of environmental management bodies by women, men, girls, boys, PWDs and MCs, increase gender responsiveness in climate change and disaster adaptation and mitigation initiatives, eradicate child and forced marriages, teenage pregnancies, and all practices that violate the rights and discriminate against the girl and boy child in all spheres of life, including family.

Moreover, the NGEEP aims to promote gender equality and equity, related human rights and ensure effective implementation of legislations and the alignment of customary laws to the Namibian Constitution, to achieve gender parity and equality to strengthen female participation in decision-making process and structures responsible for peace building, conflict resolution, and security disaster management, to promote gender equality and equity in family relationships and provide protection for women and men in all spheres of family life including marriage, divorce, maintenance, and inheritance, to mainstream disability and MCs in the implementation of all policy activities and ensure that all data is disaggregated by disability and marginalisation status, to promote gender mainstreaming and Gender Responsive Planning and Budgeting (GRPB) in all sector policies, programmes, projects and budgets, and to strengthen coordination mechanisms for effective implementation of NGEEP at all levels through capacity development and establishing accountability mechanisms.

The policy will be implemented through the following 12 prioritised thematic areas: Gender and Poverty, Gender, Education and Training, Gender, Health, Reproductive Health and HIV and AIDS, GBV, Gender and Economic Empowerment, Gender, Governance and Decision-Making, Gender, Media, Information and Communication, Gender, Environment, Climate Change and Natural Disaster Management, The Girl and the Boy Child, Gender, Legal Affairs and Human Rights, Gender, Peace Building, Conflict Resolution and Security, and Gender Equality in the Family. Moreover, Disability and Marginalised Groups, Coordination, Accountability, and Gender Responsive Planning and Budgeting will be mainstreamed across the 12 thematic areas of the policy.

The policy will be implemented through a costed implementation plan with key strategies, activities, outputs, and key performance indicators.

1. INTRODUCTION

The Namibia National Gender Equality and Equity Policy (2025-2035) is the Third Policy since 1990 following its first in 1997 and second in 2010. Namibia adopted its first NGP in line with the CEDAW recommendations to provide guiding frameworks on gender mainstreaming and implementation of programmes to address gender inequality.

The 10-year lifespan of the second NGP ended in 2020 and hence there was a need to develop the Third NGEEP for the period 2025-2035. To inform the development of the Third NGP, a review of the predecessor NGP (2010-2020) was conducted through a desk review of relevant literature (more than 40 documents reviewed), interviews with more than 30 key informants drawn from OMAs, and consultative process involving a broad range of more than 100 stakeholders that included development partners, the private sector, CSOs, FBOs, Traditional Leaders, NGOs, as well as Regional Councils and Local Authorities. Fourteen Focus Group Discussions were also conducted with regional stakeholders, while another 16 were conducted with regional gender clusters.

The review focused on the 12 strategic focus areas of the NGP and assessed the extent to which the objectives and strategies set out under each focus area and in the NGP Plan of Action have been achieved. The review further assessed factors that facilitated the achievement of the NGP objectives and challenges that acted as barriers to achieve the expected objectives and outcomes.

The review established that progress has been made over the past 10 years towards gender equality in Namibia. It is noted that despite this progress, the Vision, Goal, and Purpose of the second NGP are yet to be fully achieved. Gender inequality persists in the areas of family relations, harmful practices and norms, access to land and economic resources, access to education, health outcomes such as maternal and child mortality, and leadership and political participation, among other areas.

Several factors that undermined the effective implementation of the second NGP included weak accountability mechanisms for gender equality, inconsistent and insufficient implementation of legal provisions and policies on gender equality and equity, inadequate financial and human resources, a binary legal system with customary law provisions inconsistent with the gender equality rights enshrined in the Constitution, persistent harmful cultural practices, entrenched patriarchal attitudes and practices, weak coordination mechanisms, poverty, inadequate mainstreaming of marginalised communities including persons with disabilities, and weak institutionalisation of GRPB, among other factors.

Given the above context, the NGEEP (2025-2035) aims to consolidate gender equality gains made during the implementation of the past two NGPs, strengthen Gender Mainstreaming and Accountability, and Leave No One Behind in the march towards Vision 2030 and SDG Agenda 2030 gender equality goals and targets.

The policy is organised into 10 Sections. The first section is an introduction that provides the policy context in terms of the transition from the second NGP (2010-2020) to the current policy. The second section provides a background to the gender equality situation in Namibia, highlighting achievements/successes of the predecessor policy in addressing gender equality gaps that the policy had identified, challenges encountered in the implementation of the policy, and key gender gaps that still exist for each of the twelve programme areas of the policy. Section 3 provides the rationale for having the revised policy, while Section 4 describes the alignment of the policy with the national legal and policy frameworks and with regional and international instruments, protocols and conventions that Namibia has committed to. In Section 5, the policy's guiding principles are outlined, while Section 6 articulates the policy direction in terms of Vision, Mission, Goal and Objectives. Section 7 presents the policy thematic areas, specific objectives for each thematic area and key strategies to address identified gender equality gaps. In Section 8, the institutional framework for the implementation of the policy is presented. The Action Plan for the policy is presented in Section 10.

2. BACKGROUND

2.1 Overview

Since attaining independence in 1990, the Government of the Republic of Namibia has prioritised gender equality and women's empowerment to address historical injustices and enable equal participation in the country's social, economic, political, and cultural development in line with the country's Vision 2030.

Namibia's efforts towards gender equality have shown mixed results. Namibia made great strides in reducing gender inequalities in some areas of focus such as education, maternal and infant mortality, financial inclusion, and female representation in the National Assembly, Local Authority Councils, judiciary, Cabinet, media houses and security sector. However, challenges and gaps still exist in areas of GBV, VAC, teenage pregnancies and child marriages, HIV and AIDS, maternal, infant and child mortality, gender inequality in the family, economic empowerment, and media and Information Communication Technology (ICT) access, among other areas of concern.

Below is the situation analysis of the 12 thematic areas of the NGP 2010-2020, which provides a comprehensive overview of the country's gender equality status, including progress, achievements, challenges, gaps, and proposed recommendations.

2.2 Gender, Poverty and Rural Development

The second NGP (2010-2020) sought to reduce poverty in Namibia through investments in women and girls' education and training, health, employment, access to financial and productive resources and appropriate technology, leading to improved livelihoods and decreased vulnerability to GBV. The NGP (2010-2020) also recommended the establishment of a Gender Development Fund (GDF) to support gender mainstreaming initiatives aimed at poverty reduction, particularly among women where poverty is most prevalent. The GDF has, however, not been established.

2.2.1 Poverty

The 2023 census results show that the population was 3,022,041, of which 51.2 percent were females and 48.8 percent were males. This indicates that Namibia had more females (1,548,177) than males (1,474,224)[5]. The same pattern was also observed in both urban and rural areas. The trend is similar at the regional level, except for //Kharas, Erongo, Hardap, Kunene and Otjozondjupa regions, which recorded slightly more males than females.

The second NGP Action Plan aimed to reduce the proportion of severely poor men and women to below 15.0 percent between 2012 and 2017. Data from the Namibia Household Income and Expenditure Survey (NHIES) shows that the proportion of people considered poor declined from 28.8 percent in 2009/2010 to 17.4 percent in 2015/2016[6]. Comparison of poverty data between the 2010 and the 2016 surveys show that poverty levels fell from 22.4 percent to 19.2 percent for female-headed households and from 17.6 percent to 15.8 percent for male-headed households, respectively. This represented an 11.0 percent decline in poverty levels during the implementation period of the second NGP (2010-2020).

The statistics show that despite the overall reduction in the incidence of poverty, the incidence of severely poor households has slightly increased and remains disproportionately higher in female-headed households (11.7%) compared to male-headed households (9.9%). The NHIES (2016) shows that nationally, 17.4 percent

of the population is categorised as poor, and 10.7 percent is severely poor. The incidence of poverty is higher among female-headed households (19.2%) compared to male-headed households (15.8%). Poverty is still feminised as levels among females are higher compared to males.

Incidences of poverty are higher in rural areas (25.1%) where the majority of women live compared to urban areas (8.6%). Severe poverty is also higher in rural areas (15.9%) than in urban areas (4.8%). The results show that besides being feminised, poverty is also more prevalent in rural areas compared to urban areas.

The Namibia Multidimensional Poverty Index (MPI) Report (2021) shows that 43.3 percent of the Namibian population is multi-dimensionally poor. Multi-dimensional poverty incidence is higher in rural areas at 59.3 percent compared to urban areas at 25.3 percent. Incidence of multidimensional poverty varied from region to

[5] Namibia 2023 Population And Housing Census Report

[6] Namibia Household Income and Expenditure Survey 2015/2016

region with the incidence being highest in Kavango West (79.6%), Kavango East (70.0%) and Kunene (64.1%). Incidences of multidimensional poverty are also higher among female-headed households (46.0%) than male-headed households (41.0%). In terms of age groups, the highest incidence is reported among children of 1-4 years (56.0%), 5-9 years (50.0%), 10-14 years (48.0%) and 25-29 years (33.0%). Approximately 16 percent of children aged 0-17 years in Namibia are both multi-dimensionally and monetarily poor with the proportion higher in rural areas than in urban areas. This calls for a deliberate and coordinated policy response to deal with the various deprivations that continue to impact the well-being of many households and children.

2.2.2 Access to potable water

The target in the Second Nation Gender Plan of Action was to have at least 80.0 percent of households have access to safe drinking water across the regions by 2015. In 2010, portable water was available to 81.0 percent of urban households and 32 percent of rural households while 36.7 percent of households travelled less than 500 meters and 4.6 percent travelled more than 1 kilometre to collect water[7]. Similarly, 76.4 percent of urban households have access to drinking water in their yard compared to 53.5 percent of rural households, while only 4.5 percent of rural households travel for an hour or more to their sources of drinking water. The majority of households, therefore, are within the ideal SDG standard of not more than 30 minutes round trip to collect water, including queuing time. Only 4.5 percent of households fall outside the SDG standard.

The NHIES (2015/16) report indicated that in Namibia 84.4 percent of households have access to piped water, 7.5 percent have boreholes or protected wells while 2.1 percent use flowing water, 0.8 percent stagnant water and 5.2 percent other sources. In urban areas, 98 percent have access to piped water compared to 68.6 percent in rural areas. Based on the types of sources of water, the data shows that 92.0 percent of households have access to clean water. This is an improvement from the Namibia Demographic Health Survey (NDHS) (2013) results which showed that 87.0 percent of households had an improved source of drinking water[8].

Over 65.0 percent of households have access to drinking water sources inside their premises, while 9.0 percent travelled a distance of less than 5 minutes. However, 2.2 percent of the households travel an hour or more to and from their water source.

2.2.3 Sanitation

The second NGP target was to have 80.0 percent of households have adequate sanitation by 2015. The 2013 NDHS data indicated that 46.0 percent of households in Namibia did not have toilet facilities at all. Twenty-one percent of households in urban areas and 74.0 percent of households in rural areas lacked any toilet facility.

The NDHS data is comparable to the NHIES (2015/16) which shows that 44.8 percent of households did not have any toilets at all. The highest proportion (71.1 %) of households in rural areas have no toilet facilities. The NGP target of 80.0 percent sanitation coverage was thus not achieved.

The toilet coverage gap is very low, at around 55 percent. This is particularly worrying in rural areas where households without toilets are above 70 percent. The unavailability of toilets exposes households, particularly women and children, to communicable diseases such as cholera and typhoid. The sanitation coverage needs to be addressed. The sanitation and ablution facilities data were not disaggregated by sex of household heads, and it is therefore difficult to determine the proportion of female-headed households that do not have access to ablution facilities.

2.2.4 Access to basic services

The NGP (2010-2020) target was to have health facilities within a 10km distance and not more than 30 minutes' walk in every health district. The NHIES (2016) shows that 33.0 percent of households in Namibia travel less than one kilometre to the nearest hospital or clinic, while 32.0 percent travel between two and five kilometres, 11.0 percent travel 6 to 10 kilometres, 13.0 percent travel between 11 to 40 kilometres, and 4.6 percent are more than 40 kilometres away from the nearest health facility.

Urban households travel shorter distances compared to those in rural areas. Close to half of the urban households (48%) travel a distance of up to 1 kilometre compared to 15.0 percent of rural households, 32.0 percent travel 2-5 kilometres compared to 25.0 percent, 6.0 percent travel 6-10 kilometres compared to 18.0 percent, and 2.0

[7] NGP Action Plan

[8] Namibia Demographic and Health Survey (2013). Improved source of drinking water includes: "piped source within the dwelling, yard, or plot, a public tap, tube well, or borehole, a hand pump/protected well or protected spring, and rainwater or bottled water".

percent travel more than 10 kilometres compared to 37.0 percent of rural households. Only 18.0 percent of the population is, therefore, not within the targeted range. However, there are more rural households (37.0%) walking more than 10 kilometres compared to urban households (2.0%). With more investment in infrastructure, the target of having health facilities within 10km distance and 30 minutes can be achieved by 2030. Regarding education, 53.0 percent of households in Namibia reported travelling within a kilometre to the nearest primary school, 29.0 percent travel between two to five kilometres, 5.0 percent travel 6-10 kilometres, and 9.0 percent travel more than 10 kilometres. Urban areas have the highest percentage (67.0%) of households accessing primary school at a distance within a kilometre compared to rural areas (37.0%), 25.6 percent travel 2-5 kilometres compared to rural households (32.8%), 2.3 percent travel 6-10 kilometres compared to rural households (7.7%). Only 1.0 percent of urban households travel more than 10 kilometres compared to 18.0 percent of rural households. 2.3 percent of households (urban 0.2% and rural 4.7%) cover up to 40 kilometres and above to reach the nearest primary school. Omaheke region has the highest proportion of households (35.0%) travelling more than 10 kilometres to the nearest primary school, followed by Kunene (29.0%) and Otjozondjupa (28.0%).

Overall, most urban households have reasonably good access to basic services, compared to rural households. However, there is a need to ensure that more basic services are available in rural areas and in regions with the highest deficits. More efforts are also needed to address the sanitation situation as a worrying proportion of households do not have access to toilets.

2.3 Gender, Education and Training

Sustainable Development Goals (SDGs) number 4 focuses on education and aims to ensure inclusive and equitable quality education and to promote lifelong learning opportunities for all. In particular, target 4.2 seeks to ensure that all girls and boys have access to quality early childhood development, care, and pre-primary education so they are ready for primary education by 2030. The National ECD policies seek to achieve the SDGs targets by 2030.

The second NGP (2010-2020) sought to ensure a balanced male-female participation rate at pre-primary, primary, secondary, Technical Vocational Education and Training (TVET) and higher education levels, particularly for the most disadvantaged and marginalised groups. The NGP further sought to address challenges facing the girl child, such as teenage pregnancy, to eliminate barriers that interrupt the schooling of learner mothers, create awareness at a grassroots level on the importance of girls' education, empower boys to share the responsibility for the prevention of teenage pregnancy, eradicate illiteracy through encouraging adult and family involvement in learning activities, improve women and girls' access to vocational training, science and technology fields, develop gender-sensitive education and training materials.

Namibia has made commendable strides in providing education for its citizens. The NDHS (2013) shows that national literacy rates stood at 93.0 percent for women and 91.0 percent for men[9] and 76.0 percent of women and 69.0 percent of men have secondary education or higher[10], while 10.0 percent of women and 9.0 percent of men have more than secondary education. Only 5.0 percent of women and 8.0 percent of men aged 15-49 years have no education. Respondents in rural areas are less likely to be educated than their urban counterparts, 7.0 percent of women and 1.0 percent of men in rural areas have no education, as compared with 3.0 percent and 5.0 percent, respectively, of women and men in urban areas. The proportion of women and men with no education is highest in Kunene Region (22.0% and 30.0%, respectively)[11].

During the second NGP (2010-2022), several initiatives aimed at addressing the gender disparities in the education sector were introduced. Namibia continues with the implementation of the free Universal Primary Education (UPE) and Universal Secondary Education (USE) through the Primary Education Grant (PEG) and the Secondary Education Grant (SEG). The implementation has led to an increase in the number of learners attending state primary schools from 5482 859 in 2017 to 571 733 in 2023; and state Secondary enrolment has increased from 191 535 in 2017 to 217 635 secondary learners in 2023. Namibia has achieved near gender parity in enrolment, of learners across phases with the national average being 50.2% (EMIS 2023). The number of students in higher education increased from a total of 41,246 in 2012 and 49,678 in 2015 to 66,428 in 2020.

2.3.1 Pre-Primary Education

The 5th National Development Plan (NDP5) 2017-2021 has highlighted access to Integrated Early Childhood Development (IECD) and pre-primary education as a national priority. The Strategic Plan of the Ministry of

[9] Namibia Demographic Health Survey (2013)
[10] Namibia Demographic Health Survey (2013)
[11] Namibia Demographic Health Survey (2013)

Education Arts and Culture (2017 – 2021) noted that "not all children currently have access to pre-primary education" and in 2017 only 38.0 percent of children had access to one year of pre-primary education. The National Census (2011) showed that only 13.3 percent of children aged 0-4 years were attending Early Childhood Development (ECD) programmes and 20.0 percent were grade 1 repeats[12]. The NHIES (2016) shows that only 0.1 percent of children aged 4 years and 1.5 percent of those aged 5 years were enrolled in school. Otjozondjupa (0.6%), Oshana (0.7%), Kunene and //Kharas regions (both 1.0%), have the lowest proportion of children under 5 enrolled in ECD programmes. However, ECD programmes are still under-resourced and under-developed[13].

3.3.2 Primary Education

The completion rates for the lower grades (1-5) are higher for both girls and boys compared to the upper grades (6 and 7). For 2020, the completion rates for Grades 2 to 5 were all 100 percent for both boys and girls[14]. This is a significant improvement (5.0%) from the average completion rate of 95.0 percent recorded in 2010, where both girls and boys averaged 95.0 percent.

For the upper primary school grades, completion rates improved by 11.0 percent from an average of 87.0 percent for both boys and girls in 2010 to an average of 98.0 percent in 2020. In 2010 there was gender parity with both girls and boys having an average completion rate of 87.0 percent. In 2020, boys had a marginally higher completion rate (99.0%) compared to girls (98.0%) in grades 6 and 7.

Between 2010 and 2020, the average completion rate for Grade 7 students was 89.0 percent, with girls having a slightly higher average completion rate (89.1%) compared to boys (88.6%). In 2010, the completion rate was 85.5 percent, with the female completion rate being marginally higher (85.5%) compared to that of males. Since then, the Grade 7 completion rates have fluctuated over the years. The completion rate picked up to 92.6 percent in 2014 (92.9 percent for girls and 92.0 percent for boys) before declining to 82.2 percent (82.3% for girls and 81.7% for boys) in 2019.

Although commendable strides have been made in the education sector, several gaps need to be addressed. A UNICEF report noted that Namibia has almost achieved universal primary education, but 9.0 percent of children aged 6-16 years have never attended school. While the completion rates are almost 100 percent for both boys and girls in the lower grades (2-5), there is a significant decline in upper grades (6 and 7). The grade 7 completion rates have also been unstable and inconsistent over the past 10 years, with some significant dips experienced in 2013, 2017 and 2019. This shows that some of the learners are failing to complete Grade 7 owing to several challenges, including poverty, child marriages, teen pregnancies and girls' gender roles and responsibilities.

2.3.3 Secondary Education

Secondary education in Namibia spans from Grades 8 to 12, with Grades 8-10 being junior secondary level and grades 11-12 senior secondary. When the students successfully complete Grade 12, they will be ready to enrol into vocational and higher education institutions. The completion rates declined significantly from Grade 8 to Grade 12. In 2010, the completion rate stood at 81.3 percent (81.9% for girls and 80.1% for boys), declined to 62.6 percent for Grade 10 (63.7% females and 62.1% males) and further declined to 45.8 percent for Grade 12 (46.9 % females and 44.4% males). In 2020, the completion for Grade 8 stood at 94.5 percent (94.5% for females and 94.4% for males) while for Grade 12 was very low at 22.7 percent with females (23.6%) having a slightly higher completion rate compared to male counterparts (21.6%). The results show that a significant number of students are falling in between the cracks as they transition from the lower to the upper grades in secondary education.

Learning outcomes were noted to be unsatisfactory, as reflected in high repetition rates, with only 44.0 percent of children starting grade 1 being able to reach grade 12[15]. The Speaker of Parliament in 2016 highlighted the following challenges as hampering the education sector: high dropout rates, high levels of sexual violence, particularly against the girl child, teenage pregnancies, drug abuse in schools, school absenteeism, especially in rural areas where children are required by their families to herd cattle rather than go to school, lack of teaching facilities, inadequate skills of instructors in the vocational training programme, and inadequate pre-primary development[16].

[12] IECD Service Delivery A Framework for Action
[13] IBID
[14] Ministry of Education EMIS Records
[15] Namibia Gender Analysis, 2017
[16] Ibid

Learner pregnancy has consistently impacted school dropouts over the years, and it is a problem that affects girls disproportionately. The 2022 Education Management Information System (EMIS) report shows that 2,701 girls dropped out of school due to pregnancy in 2022 compared to 1,493 girls in 2010. Ohangwena Region (501) experienced the highest girls' dropout rate due to pregnancy while //Kharas Region recorded the least number of 23 girls' dropouts due to pregnancy[17]. Factors leading to high learner pregnancy included forced sex, illicit relationships between learners and teachers and relationships with fellow learners.

2.3.4 Technical Vocational Education Training (TVET)

The government scaled up the TVET Programme to drive productivity and economic transformation and as an option for employment creation. A total of 42,403 TVET students completed their training between 2014 and 2019/20 and were awarded certificates of competency, out of which 19,663 were females and 22,740 were males[18]. The number of females completing their courses increased from 1,856 in (2014), 2,620 in (2015), 2,431 in (2016), 4,076 in (2017), and 4,238 in (2018) to 4,442 in 2019/20, while males increased from 1,454 in (2014), 3,883 in (2015), 3,402 in (2016), 4,072 in (2017), and 4,720 in (2018) to 5,209 in 2019/20[19].

This shows that the completion rates among TVET students are increasing, however, more male students are completing their courses compared to their female counterparts. The increase in completion rates indicates improved support and an enabling environment for both female and male students entering TVET institutions. The completion rates have also been fluctuating over the years. There is, however, a need to take further measures to ensure that gender parity targets are achieved and sustained. The gender gap in the completion rates within TVET institutions needs to be addressed to ensure gender balance.

3.3.5 Higher Education

Overall, there has been a gradual increase in the number of students enrolled at higher education institutions since 2012. The total number of students enrolled in higher education institutions increased from 41,246 (24,044 females and 17,202 males) in 2012 to 66,656 (43,941 females and 22,715 males) in 2020. This represents gender disparities in student enrolment at higher education institution level, with the number of females being higher than that of males.

The completion rate for male students declined from 34.0 percent in 2014 to 28.7 percent in 2020, whereas the rate for female students increased from 66.0 percent to 71.3 percent over the same period. This indicates a significant gender gap in the completion rates of higher education students. Male students are lagging behind, and there is, therefore, a need to develop affirmative action measures to address this gender imbalance.

Although female students comprise two-Thirds of those completing higher education, they are under-represented in the Science Technology, Engineering and Mathematics (STEM) fields. In 2020 for example, only 15.4 percent of female students were studying STEM fields compared to 27.2 percent of male students[20]. More efforts are needed to ensure that the proportion of female students studying STEM increases. Gender parity will enable women to be more marketable as there is a higher demand for STEM skills.

2.4 Gender, Health, Reproductive Health and HIV and AIDS

The NGP 2010-2020 aimed at improving women's and men's health, including reproductive health, prevention and management of HIV and AIDS. The country has made significant progress towards providing equitable

and gender-responsive health services over the past decades. However, despite the progress, key health indicators show that significant gender gaps persist in some areas of the health services matrix, as reflected in the subsections below.

2.4.1 HIV Prevalence

Overall, the country reduced the Human Immunodeficiency Virus (HIV) prevalence levels among pregnant women in the country over the past 10 years by 1.6 percent through the implementation of HIV prevention, care and treatment programmes. According to the 2016 HIV sentinel surveillance, HIV prevalence in pregnant women was 17.2 percent (8.5 percent in 15-24-year-olds, 24.0%percent in 25–49-year-olds), a slight increase from 16.9

[17] EMIS 2022
[18] The records on the National Training Authority website start from 2012.
[19] In the NTA reports data was not disaggregated by sex in the 2012 and 2013 reports
[20] National Council for Higher Education Statistical Yearbook

percent in 2014. Namibia has been accelerating progress towards HIV epidemic control, and at the end of 2020, over 98 percent of People Living with HIV (PLWHIV) in Namibia were on Anti-Retroviral Therapy (ART) exceeding the global target of 90.0 percent.

According to the 2021 Spectrum Model, the highest proportion of estimated new infections is among women older than 25 years, accounting for 38.8 percent while men older than 25 years are estimated to account for 23.1 percent[21]. The NAMPHIA (2017) report recorded HIV prevalence among adults (ages 15-64 years) at 12.6 percent nationally. Among women, HIV prevalence was 15.7 percent while among men, it was 9.3 percent. HIV prevalence was highest among women aged 45-49 years (30.0%) and men aged 50-54 years (26.4%). Women are thus disproportionately infected as compared to men indicating that the pandemic remains feminised.

In Namibia, gender norms and gender-specific roles are deeply entrenched. Due to cultural and economic gender inequalities, women and girls are the most affected by the HIV epidemic, with some unable to negotiate for safe sex due to unequal power relations. Equally, cultural norms and negative masculinities that inhibit health-seeking behaviours in men and boys also contribute to HIV infection risks.

2.4.2 Maternal Mortality Rate (MMR)

The target in the second NGP was to reduce Maternal Mortality Ratio (MMR) by 75.0 percent by 2015.[22] The 2013 NDHS estimated the maternal mortality ratio at 385 maternal deaths per 100,000 live births, which was a reduction of 64 deaths per 100,000 live births from 449 deaths in 2006/7 representing 14.0 percent[23]. While the MMR significantly reduced, the country did not achieve the target of 75.0 percent by 2015.

The 2013 NDHS, shows that maternal deaths represent 9.0 percent of all deaths among women aged 15-49. The proportion of maternal deaths varies by age group, rising from 8.0 percent among women aged 15-19 to a peak of 13.0 percent among women aged 20-24 and then declining to 6.0 percent among women aged 45-49.

Maternal Mortality has been declining from 2009 to 2020. According to the NDHS of 2013, the Maternal Mortality Ratio (MMR) was 385 maternal deaths per 100,000 live births. The WHO Global Health Observatory estimates that Namibia's MMR has reduced to 195, a remarkable reduction compared to both the 2013 estimate and the 2020 target.[24] The country needs continued efforts to be within reasonable reach of this target.

2.4.3 Infant and Child Mortality Rate

Regarding NGP 2010-2020 Infant and Child mortality statistics, there were no targets set, however, during the review, the data from the 2013 NDHS depicted that Infant and Child mortality stood at 39 deaths per 1,000 live births while under-five mortality stood at 54 deaths per 1000 live births. The data implies that one in every 26 children dies before reaching age 1, while one in every 19 dies before reaching the age of 5 years. A comparison of childhood mortality rates across the 1992 and 2013 NDHS surveys shows a decline in both infant and child mortality.

Institutional Neonatal Mortality Rate reduced from 13 per 1,000 live births in 2016 to 8 per 1000 live births in 2020. However, other child-related mortality was on the increase. The NDHS of 2013 estimated the infant mortality rate to be 39 per 1,000 live births. According to the World Health Organisation (WHO) Global Health Observatory, the figure reduced to 32 per 1000 live births in 2016 and further reduced to 31 per 1,000 live births. However, the reduction was not enough to reach the 2020 target of 25 percent. Similarly, under-five mortality was reported to be 54 percent in the NDHS of 2013. The mortality reduced to 44.5 percent in 2016, as estimated by WHO Global Health Observatory. WHO Global Health Observatory estimated a further reduction in 2020 to be 42.36, just 0.36 percent point short of reaching the 2020 target.

Overall, Infant Mortality Rate (IMR) rates have declined over the past 15 years. However, Infant and under-5 mortality are higher in rural areas than in urban areas. Infant mortality in rural areas is 46 deaths per 1,000 live births, as compared with 35 deaths per 1,000 live births in urban areas[25]. Rural-urban differences are also noticeable in the case of neonatal and post-neonatal mortality rates. There are also wide differentials in infant and under-5 mortality by region. Under-5 mortality ranges from 41 deaths per 1,000 live births in Khomas to 97 deaths per 1,000 live births in Kavango. Infant mortality is more than twice as high in the lowest wealth quintile

[21] 2021 Spectrum Model
[22] NGP Action Plan
[23] NDHS 2013
[24] Namibia Health System Review Report 2010-2020
[25] NDHS, 2013

(51 per 1,000 live births) as in the highest wealth quintile (22 per 1,000 live births)[26]. A similar picture emerges for all other mortality rates.

Mother's education and household wealth also directly affect the survival of young children. Namibia Health System Review Report 2010-2020, states that the under-5 mortality rate is higher among children of mothers with no education (76 deaths per 1,000 live births) compared to those with secondary education (55 deaths per 1,000 live births). Similarly, under-5 mortality is 67 deaths per 1,000 live births among children in low-income households, as compared with 31 deaths per 1,000 live births among children in high-income households. These educational, regional and wealth status variables need to be addressed to effectively address infant and child mortality. The country has some distance to travel to meet the SDG 3 target of reducing the infant mortality rate to less than 12 per 1,000 live births and under-5 mortality to less than 25 per 1,000 live births.

2.4.4 Contraceptive use

Though there are no specific targets in the NGP, there has been a gradual increase in the use of contraceptives in Namibia from 2006/07 to 2013. The percentage of women using any contraceptive method increased from 46.6 percent in 2006/07 to 50.2 percent in 2013[27]. The most common modern method used is injectable whose usage increased from 17.1 percent in 2006/07 to 21.2 percent in 2013. The second most used contraception was the male condom from 17.0 percent in 2006/07 to 21.2 percent in 2013. The female condom was used by 0.5 percent of women in 2013. Only 0.5 percent of the women used traditional contraceptive methods in 2013[28]. The injectable method was the most preferred contraceptive, accounting for 75.1 percent. The least preferred contraceptive method was Intra-Uterine Cervical Device (IUCD), which only accounted for 0.7 percent. Over the past four years, teenage pregnancy rate has been hovering around 15.0 percent. Adolescent pregnancies are associated with a high probability of low birth weight as well as high neonatal mortality. Early childbearing may also have a long-term negative impact on an adolescent.

The use of a modern contraceptive method is 53.0 percent among women in the highest wealth quintile versus 39.0 percent among women in the lowest wealth quintile. Most modern contraceptive users obtain their method from public health services (73.0%). Fifty-seven percent of modern contraceptive users were informed of side effects or health problems associated with the method they used. Only 12.0 percent of all women have an unmet need for family planning (8 .0% for spacing and 4.0% for limiting births) while 80 percent of women's demand for family planning has been satisfied[29].

Unmet need for family planning is highest among women aged 20-24 (12%), is 7.8 percent for the 15-19 years age group, 9.6 percent for 25-29 years, 8.2 percent for 30-34 years, 6.3 percent for 35-39 years, 3.9 percent for 40-44 years, and lowest among the 45-49 years (0.6%)[30]. The unmet need for limiting childbearing is highest among women aged 45-49 (8.0%). Unmet need is much higher in rural areas than urban areas (15.0% and 9.0%, respectively), and it ranges from a low of 7 percent in Erongo to a high of 18.0 percent in Kunene. The unmet need varies substantially by education, women with no education are most likely to have an unmet need for family planning (24.0%), while women with more than a secondary education have the lowest unmet need (7.0%). It is worth noting that the 15-19 years age group has an unmet need of 7.8 percent for limiting childbearing

Despite this progress, there are, however, regional and education and wealth status-related disparities. Women in rural areas are less likely to use contraceptive methods than their counterparts in urban areas (43.0% versus 56.0%). Among regions, use of contraceptive methods is highest in //Kharas (60.0%) and lowest in Omusati (37.0%). Contraceptive use is positively associated with women's level of education and wealth. Targeted interventions are needed in geographical areas and among population groups with low contraceptive use.

2.4.5 Minimum essential sexual and reproductive health services during emergencies

Experience from past crises like Hepatitis E and COVID-19 highlights the necessity of providing essential sexual and reproductive health services, including addressing GBV violence, during emergencies. The services will address Sexually Transmitted Infections (STIs) including HIV, unintended pregnancy, maternal deaths, GBV, including sexual violence, mental health, and psycho-social support. Overall, ensuring access to essential sexual and reproductive health services in emergencies is a critical aspect of ensuring the health, rights, and dignity of affected populations.

[26] Ibid
[27] NDHS, 2013
[28] Ibid
[29] NDHS, 2013
[30] Ibid

2.5 Gender Based Violence

NGP 2010-2020 aimed at reducing the prevalence of GBV and increasing protection for women and children. Namibia continued to implement legal and policy frameworks to address GBV and sexual exploitation in all its forms. During the period under review, Namibia adopted the Child Care and Protection Act of 2015 (Act No. 3 of 2015).

2.5.1 Prevalence of Gender Based Violence and Violence Against Children

Nationally representative data on GBV is, in most cases, obtained from population-based studies such as National Demographic Health Surveys, Multiple Indicator Cluster Surveys (MICS) or integrated national GBV Information Management Systems (IMS) and databases. In Namibia, the NDHS only introduced the GBV module for the first time in 2013, and hence, it is difficult to obtain comparable DHS data on GBV before 2013 to determine prevalence over the years. The NDHS also focused on domestic violence or Intimate Partner Violence (IPV) and excluded other forms of GBV that are common in the country and that occur outside the domestic sphere. NDHS also only sampled those aged between 15-49 years, while GBV affects also those below 15 years and older than 49 years, outside the age brackets targeted by NDHS. The data from NDHS are therefore limited in that they provide information for only one form of GBV and only among those aged between 15-49 years. Therefore, this implies that the actual GBV prevalence might be much higher than that presented by the NDHS.

According to the NDHS (2013), 32.0 percent of never-married women aged 15-49 years had experienced physical violence at least once since age 15, with 14.0 percent experiencing it within 12 months before the survey. About 7.0 percent of women aged 15-49 had experienced sexual violence since age 15 with 4.0 percent experiencing it in the 12 months before the survey. Overall, 33.0 percent of ever-married women aged 15-49 years reported ever having experienced physical, sexual, and/or emotional violence from their spouse and 28.0 percent reported in the past 12 months. Among the ever-married women who had experienced spousal physical violence in the past 12 months, 36.0 percent reported experiencing physical injuries. Six percent of women experienced violence during pregnancy and 15 percent of those who experienced violence never sought help and never told anyone about the violence.

Rural women (32.0%) were slightly more likely to have ever experienced physical violence than urban women (31.0%) and 14.0 percent of both rural and urban women experienced physical violence in the 12 months before the survey. There were regional variations in physical violence with some regions recording a high GBV prevalence of 49.0 percent (Kavango) while the lowest was 19.0 percent in Omusati. Women with no education were more likely than women with at least some education to have experienced physical violence since age 15 (43.0%)[31].

About 18.4 percent of girls are married before the age of 18 even though the law puts the legal age of marriage at 18 years. The national teenage pregnancy rate is 19.0 percent but some regions such as Kunene have high teenage pregnancy rates of 38.9 percent[32].

In the NDHS (2013), attitudes toward wife beating were assessed among women and men. Twenty-eight percent of women agreed that a husband is justified in beating his wife for at least one reason, marking an improvement compared to the 2006-07 NDHS where 35.0 percent agreed. Among male respondents, there has been a positive shift in attitudes towards wife beating, with 22.0 percent agreeing it is justified for at least one specified reason, compared to 41.0 percent in the 2006-07 NDHS. This improvement reflects a positive change in societal views on GBV, attributed to national efforts aimed at addressing harmful social norms.

The Namibia Population-Based HIV Impact Assessment (NAMPHIA) in 2017 targeted individuals aged 15-64 and revealed that a lifetime prevalence of physically forced sex against women stood at 4.3 percent, with 15.0 percent reporting it within the last year. Similarly, pressured sex had a lifetime prevalence of 4.1 percent, with 13.2 percent reporting it within the last year. Namibian Police statistics indicate an average of 1,000 reported rape cases annually from 2003 to 2015, predominantly affecting women and girls[33]. In 2015, 1,015 rape cases were recorded, indicating a rate of 40 cases per 100,000 people[34]. However, these figures likely underestimate the true extent of GBV, reflecting its endemic nature in Namibia, where nearly one in three women experience it in their lifetime. Despite data limitations hindering trend analysis, the high burden of GBV in the country remains evident.

[31] NDHS, 2013
[32] Ibid
[33] Namibia Gender Analysis, 2017
[34] Ibid

The GBV statistics in the 2013 NDHS, Namibian Police and other studies show that GBV and domestic violence are endemic in Namibia as almost one in every three women experience it in their lifetime. There are inadequate mechanisms to handle GBV cases involving PWDs and MCs. The Namibia Universal Periodic Review (UPR) noted that "*Cases of GBV against PWDs remain high. There are no statistics to indicate incidences of this nature".* Across all studies conducted on GBV in the country[35], the following were identified as the main drivers of GBV in Namibia: Cultural and traditional norms and values which lead to unequal gender and power relations, poverty, alcohol abuse, unemployment, Inconsistent application of the law, and inadequate level of awareness on GBV.

Results of the Namibia VAC and Youth in Namibia Survey (2019) revealed that VAC is a common reality in Namibia. Nearly 4 in 10 females and 9 in 20 males have experienced physical, sexual, or emotional violence in childhood. The Survey found that 4 in every 10 boys and 3 in 10 girls are physically abused before they turn 18, making physical violence the most common form of violence experienced by children. The adolescents in the age group 12 –17 have experienced the most physical violence in Namibia, with 2 in every 3 females and 8 in every 13 boys reported they have experienced physical violence

Among those who experienced childhood physical violence, more males than females knew of a place to seek help. The most common reason cited for not seeking help for physical violence was that they did not perceive it to be a problem. Given that 2 in 5 females and males reported an injury because of physical violence, this finding needs to be further explored to determine why children choose to not seek help.

The 2022 Disrupting Harm survey focusing on online child sexual exploitation and abuse reported that 9.0 percent of internet users aged 12-17 in Namibia were subjected to clear examples of online child sexual exploitation and abuse. This amounts to roughly 20,000 children per year. The report also presents findings that most offenders are known to the child (ECPAT, Interpol, and UNICEF, 2022).

Given the findings above, data limitations on GBV, online child exploitation and abuse, and VAC hindering trend analysis need to be addressed. Mechanisms need to be put in place to ensure that PWD receives adequate attention, both in terms of GBV prevention and service delivery.

2.6 Gender, Trade and Economic Empowerment

NGP 2010-2020 aimed to improve access and control of productive resources and services such as land, credit, markets, employment, and training for women. Poverty and economic insecurity have been identified as key drivers of GBV as women are entrapped in abusive relationships or engage in activities leading to sexual exploitation because of lack of economic resources to lead independent lives. Economic empowerment of women thus becomes one of the key strategies that can emancipate women from GBV.

The National Population and Housing Census 2023 results show that 50.5 percent of the population, of which 50.4 percent are women, live in rural areas and depend on subsistence farming. In 2010, 44.0 percent of female-headed households depended on subsistence agriculture and only 28.0 percent made a living from wage employment. In contrast, 50.0 percent of men depended on wage labour, and only 29.0 percent relied on subsistence farming. The overall share of women aged above 15 years in wage employment in non-agricultural sectors, was relatively low at 47.0 percent36.

Moreover, more women (46.0%) than men (37.8%) are employed in domestic informal employment37. Women accounted for 67 percent in 2016 and 61.2 percent in 2018 of people employed in informal employment. The number of self-employed women has more than doubled from 12.7 percent in 2001 to 27 percent in 2016. However, women are underrepresented as business owners, in the formal sector, where women owned only 26 percent of enterprises in 201438.

However, gender-related challenges still exist in trade and economic empowerment. These include access to, and control of resources such as credit and land, access to information on markets, inadequate business skills and support services, and protective labour laws that benefit women and men equally.

[35] Afrobarometer 2014, National GBV Study, 2017:
[36] NGP, 2010-2020
[37] Namibia Labour Force Survey 2018 report.
[38] World Bank Enterprise Survey, 2013-2018

2.6.1 Land Ownership

The 2013 NDHS shows that 79.0 percent of women and 80.0 percent of men do not own land, implying that slightly more women than men own land in Namibia. Land ownership increases with age with only 2.0 percent of women aged 15-19 years owning land and picks at 45-49 years where 51.0 percent of women own land. The land ownership pattern is similar among men, although at pick (45-49 years), more women own land (51.0%) compared to men (45.0%).

The proportion of women who do not own land is higher in urban areas (81.0%) compared to rural areas (76.0%). The proportion of men is higher in rural areas (84.0%) compared to urban areas (76.0%). Land ownership also varies by region with the highest proportion of women owning land being in Zambezi (46.0%) followed by Kavango (37.0%). In all the other regions, average land ownership by women is 19.0 percent. For men, the highest proportion owning land is in Kavango (30.0%) followed by the Khomas region (25.0%).

Registration of communal land rights/access to tenure rights

By 2018, communal land rights owned by women stood at 28.0 percent of all communal land rights registered[39]. A total of 155,731 beneficiaries have been given communal land rights across the country. Of these beneficiaries, 42.0 percent are women while 58 percent are men. Although there is no gender parity in the distribution of communal land rights yet, there is significant women empowerment momentum as the proportion of women registered for communal land rights has increased from 28.0 percent to 42.0 percent over four years. This is a significant improvement given that communal land ownership has generally been skewed in favour of men because of the patriarchal customary laws. The fact that 42.0 percent of the beneficiaries to date are women is an indication that the government is determined to implement the gender equality provisions in the Land Reform Act of 2002 (Act No. 5 of 2002).

The National Resettlement Programme

The Government of the Republic of Namibia, guided by the Agricultural (Commercial) Land Reform Act of 1995, embarked on the Land Resettlement Programme to address historical racial and gender imbalances in the ownership of land. The Beijing+25 Namibia Country Report 2019 indicates that 5,460 households have been resettled, 3,545 households under the Group Resettlement scheme and 1,887 were resettled as individual households[40]. Under the group scheme, the data is not disaggregated by gender. However, under the individual household scheme, of the 1,887 households resettled, 39.0 percent were female-headed while 61.0 percent were male-headed.

Since the inception of the resettlement programme, 1,522 females and 2,225 males were resettled, while 1,748 people were resettled under the group scheme. The total number of people resettled to date is 5,495. Unfortunately, the statistics could not indicate how many females or males in this group of 1,748[41].

Gender disparities in the land resettlement programme are still significant, and more efforts in the form of affirmative action initiatives are needed to ensure that gender parity is achieved.

Commercial Land Ownership Programme

Under the *Freehold Agricultural (Commercial) Land Ownership* programme, females only own 23.0 percent of the freehold agricultural land while the remaining 77.0 percent is owned by males. Under the *Affirmative Action Loan Scheme (AALS) Farms,* females only accounted for 10.0 percent of the loans granted, and their male counterparts obtained 60.0 percent, while loans granted to couples married in community of property stood at 30.0 percent as of July 2018[42]. The biggest portion of the acquired farmland through this facility benefited men (59.0%) compared to females (6.0%). Couples who were married in a community of property acquired 32.0 percent of the farms[43]. In addition, under the resettlement programme, 236 (53.0%) were issued to male beneficiaries, while females were issued 192 (43.0%) leases. The remaining 14 leases (4.0%) were issued to other entities.

More efforts are needed to ensure that women and men have increased access to land, an important productive asset key in addressing poverty. The land redistribution statistics are only disaggregated by gender but do not

[39] Beijing +25, Namibia Country Report, 2014-2019.
[40] Ministry of agriculture, Water and Land Reform Administrative Data, November 2022
[41] Ministry of Agriculture, Water and Land Reform, 2024
[42] Namibia Land Statistics Booklet September 2018
[43] Ibid

reflect the proportion of PWDs and MCs that benefited from land allocations. It is important to capture this information so that PWDs and MCs are not left behind in the land redistribution process.

2.6.2 Access to Credit/Financial Inclusion

Namibia has developed a Financial Sector Strategy (2011-2021)[44] as one of the key strategies for inclusive economic growth, prosperity, and financial inclusion. The strategy acknowledges that the Namibian population has limited access to financial services and generally low financial literacy.

The Strategy's target was to improve access to financial services and products by eligible Namibians by reducing the lack of access from the 2007 baseline of 51.7 percent to 26.0 percent by the end of the strategy in 2021. The 2017 Namibia Financial Inclusion Survey (NFIS) revealed that about 22.0 percent of the eligible population is financially excluded, and there are slightly more males financially excluded at 23.9 percent compared to females at 20.2 percent. Financial exclusion is more pronounced in rural areas (27.1%) compared to urban areas (17.5%). The 16-20 years age group has the highest proportion of those that are financially excluded (36.8%). The highest proportion of the financially excluded was among those with a kindergarten/day care level of education (100%) followed by those who have never been to school (42.0%).

While acknowledging the good efforts of the government to promote financial inclusion, gaps still exist that need to be addressed to enable the financially excluded to participate meaningfully in the economy. Barriers to financial inclusion include high transaction and information costs, unmitigated risks, and inadequate gender analysis in financial inclusion initiatives.

2.6.3 Employment

Namibia's unemployment rate increased by 3.8 percent from (29.6%) in 2013 to 33.4 percent in 2018. According to the 2018 Namibia Labour Force Survey, there was a slight decrease from 34.0 percent in 2016. Urban unemployment increased by 3.1 percent, while rural unemployment decreased by 5.7 percent. Female unemployment was higher at 34.3 percent compared to males at 32.5 percent[45]. Unemployment is particularly high among young age groups: 15-19 years (70.0%), 20-24 years (57.0%), and 25-29 years (42.0%). For the 15-49 age range, female unemployment exceeds male unemployment, but beyond 50 years, men face higher unemployment rates compared to women.

The unemployment rates vary across regions, with Kavango East (48.2%) having the highest rate, and Omusati (24.0%) the lowest. Female unemployment exceeds male unemployment across regions, except in Oshikoto, Ohangwena, Oshana, and Omusati.

The Namibia Gender Analysis Report (2017) indicates women's under-representation across all employment levels, particularly in executive and managerial positions. Women comprised 19.0 percent of executive directors, 33.0 percent of senior management, and 48.0 percent of middle management. Gender parity remains elusive across all categories. Women constituted 43.0 percent of the permanent labour force in 2015/2016, up from 37.0 percent in 2014/2015, with a notable increase in middle management from 41.0 to 48.0 percent in 2016. The Fifth National Development Plan targeted a 76.0 percent women employment rate by 2021/2022, requiring increased efforts to generate job opportunities for women.

Women earn less across all sectors, averaging N$7,789 monthly compared to N$8,052 for men. In sectors where women dominate, such as wholesale and retail trade, and accommodation and food services, they earn significantly less, averaging N$3,338 and N$ 2,123 respectively, compared to N$4,810 for men. Women are underrepresented in high-paying sectors like mining and quarrying (an average earning of N$ 17,963 per month) and electricity-related industries (an average earning of N$26,234 per month). Paid leave is enjoyed by 18.5 percent of women compared to 20.8 percent of men, with many working in sectors offering unpaid leave.

According to Section 26(3) of the Labour Act of 2007, employment contract terms remain in effect during maternity leave, and employers must pay all remuneration except the basic wage. The Social Security Commission (SSC), as per the Social Security Act of 1994, covers the basic wage component of maternity leave, capped at N$15,000 per month for up to 12 weeks. This means women earning above N$15,000 are limited by the maximum SSC payout.

[44] The Strategy defines financial inclusion as the process of ensuring access to financial services and timely and adequate credit where needed by vulnerable groups such as weaker sections (i.e. micro- and small enterprises) and low-income groups, at an affordable cost, page 25.

[45] 2018 Namibia Labour Force Survey

Namibia's unemployment rate, although showing a slight decrease, remains persistently high, especially among youth and in certain regions. Gender disparities persist, with women facing higher unemployment rates, under-representation in managerial positions, and lower earnings across various sectors. Efforts towards achieving gender parity in employment, as outlined in the Fifth National Development Plan, must be intensified to address these challenges effectively and foster inclusive economic growth.

2.6.4 Trade

Overall, informal trade (exports plus imports) is dominated by male traders who controlled 52.8 percent in 2016 and increased to 61.6 percent of the total trade value in 2019 while female traders controlled 38.4 percent of the total trade value in 2019, a decrease from 47.2 percent in 2016[46]. While males experienced an increase in total trade value, females experienced a decline, probably reflecting the gender-related challenges that they faced during trading.

The analysis of individual flows shows that exports were dominated by male traders while females dominated the import side. Males accounted for 66.7 percent of the value of all goods exported while females only had 33.3 percent. In terms of imports, females accounted for 64.7 percent while males accounted for 33.5 percent[47]

2.7 Gender, Governance and Decision-Making

The second NGP sought to increase women's participation at all levels of decision-making and provide support for women in governance and decision-making positions.

The quest for gender equality and equity in leadership and political participation has had mixed results over the past 10 years. In some sectors, Namibia has performed very well as it is nearing gender parity, while in other sectors a lot more needs to be done to reach the SDG and SADC targets of gender parity by 2030. Below is an analysis of the success and challenges that the country has encountered over the last 10 years.

2.7.1 Parliament: National Council and National Assembly

The Parliament of Namibia is a bicameral legislature that consists of two houses, the National Council (referred to as the Upper House) and the National Assembly (referred to as the Lower House). The National Council has 42 members, while the National Assembly has 104 members of which 96 are directly elected and 8 non-voting members appointed by the President. Namibia experienced an inconsistent growth in female representation in both houses over the past 10 years. During the 4th National Council (2010–2015) there was a 26.9 percent women representation, a decrease from the 5th National Council (2015-2020), which stood at 23.8 percent.

In contrast, in the 5th National Assembly (2010-2015), female representation stood at 22.2 percent with a significant increase in the 6th National Assembly (2015 – 2020) at 41.7 percent. The increase in female representation is largely attributed to political parties' adoption of measures to increase the representation of women following momentum created by the national gender machinery and civil society organisations on the need to achieve gender parity.

Namibia ranks 4th in Africa with 44.2 percent women representation in Parliament[48]. However, there is a need for deliberate interventions such as legal reform to provide for quota systems at both party and national levels to ensure that female representation increases in parliament.

2.7.2 Cabinet

The second NGP 2010-2020 targeted to have 50.0 percent female representation at all levels including the Cabinet, by 2015. Women's representation at the cabinet level stood at 22.7 percent in 2012 and 22.2 percent in 2015, respectively. In 2022, there has been a significant increase of 34.6 percent women appointed to the Cabinet[49]. There is a need to put statutory measures in place providing for female representation in the Cabinet to reach gender parity by 2030.

[46] Informal Cross Border Trade Report, 2019
[47] Ibid
[48] SADC Gender and Development Monitor 2022
[49] SADC Gender and Development Monitor 2022

2.7.3 Senior Civil Service Positions

At the executive director and director general level, women were under-represented at 23.1 percent in 2010, and the proportion increased to 27.0 percent in 2015 and 34.0 percent in 2021.[50] At the deputy executive director and deputy director-general level, 24 percent were females by 2015 and 40 percent by 2021. There was a slight decline from 33.8 percent to 32 percent in female representation at director and heads of department levels between 2010 and 2015. The proportion of females however increased from 32.0 percent in 2015 to 37.0 percent in 2021[51]. The above statistics show a steady increase in the proportion of women in management positions within the public service. There is a need to strengthen the implementation of the Affirmative Action Act of 1998 (Act No. 29 of 1998).

2.7.4 Traditional Institutions

In Namibia, there are currently 23 traditional chiefs[52]. There is no woman representation in the institution that represents chiefs. Traditional institutions are the custodians of culture, and they sometimes promote norms and values that promote gender inequality. Without the presence of women in these traditional institutions, patriarchal norms will continue to be reproduced, and the needs of women will not be adequately represented.

2.7.5 Regional Governors and Councils

Regional Governors are appointed by the President. During 2010-2015 women comprised 21.4 percent of regional governors compared to 78.6 percent of male governors and increased to 35.7 percent in 2015-2020[53]. The regional councils had 16.0 percent female representation in 2014/15 and 19.8 percent in 2022[54]. Although there has been a gradual increase in female representation in regional councils, the current level of female representation falls far below the gender parity targets. More efforts are needed to ensure increased election of women into these councils. There is a need to put statutory measures in place providing for female representation at the regional council to reach gender parity by 2030.

2.7.6 Local Authority Councils

Local Authority Councils include all municipalities, town councils and village councils. On the local level, women's representation is high, attributed to a provision in the Local Authorities Act 23 of 1992 that requires that a minimum of three women candidates be on the party list for the local authority council. During 2010, women's representation in Local Authority stood at 42.0 percent, increasing to 48.0 percent in 2015. The near gender parity in local councils has mainly been achieved through the Affirmative Action Policy which makes provision for 30 percent women's quota in local authorities. The local authority gender composition shows the effectiveness of legislated affirmative action thresholds.

In 2010, 27.0 percent of the local authority mayors were female, increasing to 32.0 percent in 2015. There was gender parity in terms of deputy mayors as 50.0 percent were female, and this declined to 42.0 percent[55] in 2015. Given the almost gender parity that exists in councils, there is an opportunity for more female Mayors to reach the 50.0 percent target by 2030. More capacity-building initiatives for female councillors are needed to increase their chances of being elected mayors of their respective authorities.

2.7.7 Security Sector

The Namibia Police Force, from 2010 to 2020 consisted of 8.0 percent of women in decision-making positions while their male counterparts held 78.0 percent of the decision-making positions. In the Namibian Defence Forces, women held only 5.0 percent of management positions in 2010. In 2016, women constituted 23.0 percent of the entire force, with 9.1 percent of female generals compared to 90.9 percent for males, while for Colonel, 20.5 percent were women and 79.5 percent were men. By 2022, the proportion of women in top decision-making roles increased significantly to 30.0 percent, marking a 25.0 percent rise from 2010. Namibia ranked second in the SADC region for the highest proportion of women in the defence force in 2016. Additionally, within the Namibian Correctional Service (NCS), women held 41.5 percent of the decision-making positions by 2020, compared to men, who held 58.5 percent.

[50] MGEPESW, Report on SADC Protocol on Gender and Development, 2021
[51] Ibid
[52] Ibid
[53] Namibia Gender Analysis, 2017
[54] SADC Gender and Development Monitor: 2022
[55] Ibid

Namibia is ranked second in the SADC region for the highest proportion of women in the defence force in 2016[56]. In the Correctional Services, 36.0 percent of senior positions were occupied by women.

2.7.8 Judiciary

The judiciary at the supreme and high court level continues to be dominated by male. During the period 2010 to 2020 the positions of Chief Justice, Attorney General and Judge President, were occupied by men. Whilst, to date the position of Prosecutor General has been held by a woman. The representation of female high court judges increased from 17.0 percent in 2013 to 33.0 percent in 2022. However, an increase is observed at lower Courts where more than half (50.5%) of the magistrates are female, representing a 5.5 percent increase from 45.0 percent in 2013[57].

There has been commendable improvement in the judiciary towards gender parity. At the magistrate level, gender parity has been achieved while the proportion of female judges is gradually increasing. There is, however, no gender parity in the leadership arms of the judiciary as all the heads of these arms (i.e. the Attorney General, Chief Justice and Judge President of the High Court) are male. It, however, should be acknowledged that these judiciary leadership positions were at some point occupied by women[58].

2.8 Gender, Media, Research, Information and Communication

The media plays a critical role in conveying messages to the entire population on sexual reproductive health and socio-economic issues in the country. The media also ensures that the voices of citizens are heard, as well as their needs and challenges. Furthermore, the media plays a critical role in society as it influences perceptions and can create or dismantle gendered stereotypes about the role of women and girls in society. It also helps shape norms and attitudes towards gender equality by disseminating information aimed at creating gender awareness and reinforcing women's rights.

The second NGP sought to promote women's access to information and communication technology and eliminate the negative portrayal of women and girls in the media.

2.8.1 Women in Media Organisations

The Glass Ceilings Study (2009) on Southern Africa reveals that (40.0%) of the staff in the media is made up of women in Namibia. (42.0%) of those are in middle management and (35 .0%) are in senior management. On average, (39.0%) of decision-making positions in media houses were occupied by women.

The Gender and Media Progress Study (2010) showed that women comprised (37.0%) of those in decision-making positions in media houses, (42.0%) are reporters and (20.0%) are news sources in Namibia. There was a slight decline in women in decision-making positions from the (39.0%) reported by the 2009 Glass Ceilings Study. Namibian ranking surpassed the SADC Gender and Development Index (SGDI) of (67.0%), with an average of (78.0%). The SGDI score is based on women's representation in the media at different levels, such as the board of directors, management of media houses, media lecturers and media students and journalists[59].

Women made up (40.0%) of the media workforce, (34.0%) were media managers and (64.0%) media students in 2017. Furthermore, data from the Ministry of Information and Communication Technology (2022) indicates that (54.0%) of women occupied managerial or decision-making positions[60].

2.8.2 News Sources

The Gender and Media Progress study (2020) showed that only 21.0 percent of news sources in Namibia are women, while the rest are male sources. The regional average for female news sources is also 21.0 percent[61]. More needs to be done to ensure that women's voices are heard by giving them increased opportunities to become sources of news.

[56] SADC Gender Barometer, 2016
[57] SADC Gender and Development Monitor, 2022
[58] Ibid
[59] SADC Gender Protocol 2015 Barometer
[60] Administrative data from MICT 2022
[61] Gender and Media Progress study, 2020

2.8.3 Access to the Media

The 2013 NDHS showed that overall, only 21.0 percent of women have access to radio, television, and newspaper at least once per week. Urban women have more access to all three media (33.0%) than to rural women (6.0%). There are wide regional variations with some regions having a very low proportion of women having access to all three media, for example, Omusati (2.0% and Kayango (5.0%). Others have relatively large proportions of women with access to media, for example, Khomas (41.0%), Hardap (40.0%) and Erongo (38.0%). Overall, only a fifth of women have regular access to the media in Namibia.

The NDHS (2013) results show that men have more access to the media than women, as 34.0 percent have regular access. Similar to women, urban men have more access to media (51.0%) compared to rural men (11.0%). There are also regional variations as in some regions, men have very low access to the media, for example, Omusati (8.0%), while in other regions, men have higher access.

Among women, access to all types of media was lowest among the 15-19 years age group (17.9 %) and was highest among 20-24 years (24.1 %). All the other age groups had an average access of 21.0 percent. Among men, access to all media forms was highest among 15-19 years (34.8%) and lowest among 45-49 years (22.3 %).

The proportion of women employed by media houses has remained constant at around 40.0 percent for the past decade. However, the proportion of women employed in decision-making positions has fluctuated above 30.0 percent over the years. The fact that about 64.0 percent of media students were female and yet women are underrepresented in media house employment and in decision-making positions indicates bottlenecks that women face in the media industry. Many of those who pass through the media colleges fail to filter through the gender-related barriers common within the media sector. Key stakeholders interviewed during the consultative process identified gender stereotypes, discrimination and sexual abuse as some of the barriers that female media practitioners face in the industry.

The SADC Gender Barometer (2015) reported that 27 percent of media houses in Namibia have gender policies, while 36.0 percent have sexual harassment policies. This shows that the level of gender mainstreaming in media houses is still low. Hence, gender barriers remain unchallenged in most of the media houses and the industry. Some of the challenges identified by stakeholders in the media sector include inadequate training of media practitioners on gender-sensitive reporting, limited resources to implement gender mainstreaming activities, limited access to media products and ICT, particularly in rural areas, lower representation of women in decision-making positions in the media sector, and inadequate accountability and monitoring mechanisms for gender and the media.

The review results indicate the need for increased efforts to ensure that women and men have increased access to the media, particularly in rural areas.

2.9 Gender and the Environment

The second NGP aimed to enhance the role and benefits of women in the environment. Experience has shown that women are the hardest hit by the effects of environmental mismanagement because of the gender roles that they play in resource mobilisation and utilisation. The majority of rural women depend greatly on the environment for their basic needs, such as firewood, water, food, fruits, shelter and grazing. Hence, issues of environmental management are key to their survival. The majority of the Namibian population (70.0%) depend on the environment for a living[62] and 30.0 percent of the workforce is employed in natural resource-based sectors[63]. The second NGP noted that in rural communities, women and girls constitute 75.0 percent of the workforce responsible for fetching water and firewood.

The government has implemented a progressive policy of Community Based Natural Resource Management (2013) to drive the establishment of community conservancies which have already started generating benefits for communities, mostly women.

Approximately 44.0 percent of the land in Namibia is under conservation management[64]. These conservancies, particularly those in communal areas, are managed through community-based conservancy management structures. Communal conservancies increased from 66 in 2012 to 82 in 2016. In 2017, out of 846 conservancy management committee members, only 285 were women, constituting 34 percent. Similarly, (15.0%) of the

[62] National Development Plan 5
[63] Ibid
[64] NDP 5

conservancy chairpersons were female, 44.0 percent were female treasurers/financial managers, and 38 conservancies reported more than 30.0 percent women representation in management committees[65]. In addition, in 2020, women employees stood at 23.0 percent,[66] 45.0 percent of financial managers and 13.0 percent of chairperson positions in environmental institutions[67].

Although there is significant participation of women in the management of the conservancies, women remain under-represented in management structures of these conservancies. More needs to be done to ensure gender parity in decision-making positions.

2.10 The Girl-Child

The 2010-2020 NGP sought to promote and protect the rights of girls and eliminate discrimination against them in education and training.

Pregnancy

Although the country has made progress in terms of enrolment of girls in primary school, they tend to gradually drop out in upper primary and high school because of pregnancy, poverty, early marriages and other cultural factors. In addressing learner dropouts due to pregnancy, the Education Sector Policy for the Prevention and Management of Learner Pregnancy was implemented, which provides that a pregnant girl may continue with her education at school, until the time of her confinement, or an earlier date on the advice of a medical practitioner or clinic nurse.

However, between, 2010-2020 there has been an increase in the number of female learners dropping out of school due to pregnancy. In 2014, 1,797 female learners dropped out due to pregnancy, followed by an increase to 2,024 in 2016, a decline to 1,542 in 2019, and a sharp increase to 2,320 in 2020. The Ministry of Education, Arts and Culture confirmed that during the COVID–19 lockdown, 3,323 learners fell pregnant and did not return to school for fear of stigmatisation.

Sanitary Products

Menstruating women and girls experience period poverty and are unable to afford sanitary products or access the resources necessary to manage their periods. Poor menstrual health has lasting negative physical and mental health impacts on women and girls. They miss school and work every day because they cannot manage their periods, while period poverty increases feelings of shame, embarrassment, anxiety, and depression and can contribute to a lack of focus in school and the workplace. During the 2021/2022 financial year budget tabling, the Finance Minister abrogated value-added tax on sanitary products.

Child Marriages

Child marriage is driven by gender inequality and the belief that girls and women are somehow inferior to boys and men. The prevalence of child marriage among females in Namibia is 18.4 percent. By region, the highest prevalence of child marriage among females were reported in Kavango (39.7%) while Kunene (24.0%), Zambezi (23.8), Omaheke (23.0%) and Otjozondjupa (22.6%) also recorded high levels. The lowest prevalence was reported in the Oshana region (7.0%). Girls as young as 13 years are reportedly forced into marriage in several ethnic groups in Namibia, including the Ovahimba, indigenous San groups and in Owambo, Kavango and Zambezi communities. Harmful practices, cultural norms, and gender norms exacerbate child marriage in Namibia. Although the SDGs Baseline Report by the NSA found that child marriage is declining, cases of child marriage could be underreported because many marriages are carried out under traditional arrangements with little documentation or official registration.

Boy child

The NGP review report found that the needs of the boy child were not adequately addressed. It was also found that there has been limited research on harmful practices and norms that negatively affect the growth and development of the boy child as the focus has mainly been on the girl child. Male student completion rates have declined from 34.0 percent in 2010 to 28.7 percent in 2020. UNAM has produced more female than male doctors since its inception (2016-2019). Moreover, more Namibian boys than girls dropped out of primary and secondary

[65] BEIJING+25: World Conference on Women and Implementation of the Beijing Declaration and Platform of Action Namibia Country Report 2014 - 2019
[66] Ibid
[67] Ministry of Environment and Tourism administrative data

education because of failing at school, discipline problems, feeling old, and because of parental demands that they leave school. Academically, female students performed substantially better than male students in all tertiary education institutions. Hence, awareness of male student underachievement and under-participation in education is needed.

2.11 Gender, Legal Affairs and Human Rights

The NGP sought to promote the human rights of women and ensure legal protection of women's right through an enhanced legal framework, effective implementation of laws and policies and meaningful access to the justice system. Namibia continues to implement legal frameworks that seek to promote gender equality and human rights in the country in line with global, continental, and regional gender equality instruments that the country has committed to.

Namibia ratified the SADC Protocol on Gender and Development in 2015 and has amended and promulgated new legislation to ensure alignment with international instruments on gender equality:

- Combating of Rape Amendment Act, 2022 (Act No. 4 of 2022)
- Combating of Domestic Violence Amendment Act, 2022 (Act No. 6 of 2022)
- Child Care and Protection Act, 2015 (Act No. 3 of 2015)
- Combating of Trafficking in Persons Act, 2018 (Act No. 1 of 2018)

The second NGP acknowledged that although Namibia has a robust legal and policy framework for gender equality, *"inconsistent implementation and ineffective enforcement efforts continue to undermine the ability of these laws to achieve gender equality*". Implementation is constrained by several factors including financial and human resources, inadequate training, insufficient monitoring, ineffective application of maintenance laws, inadequate protection of children, particularly step-children, inequality within family set-ups, lack of access to meaningful justice due to lack of resources and insufficient proximity to courts of law, inadequate funding of the legal aid system, legal illiteracy, and lack of awareness of rights and legal entitlements particularly by women. Therefore, there is a need to strengthen the implementation of existing legislation.

2.11.1 Access to protection services

The Government of the Republic of Namibia offers several protection services to its indigent citizens who are vulnerable to external shocks and GBV, particularly women, children, PWDs and MCs. These include, among other services, legal and physical protection from GBV, old age pension, disability grant, child maintenance, foster care grant, food bank, food for work, primary health care, and basic education. In addition, Namibia offers school feeding programmes in communities that are regarded as poor for improved access and retention in schools for needy children.

For three protection schemes, namely old pension, children's social grant and the food bank programme, more females are accessing the protection services compared to males. This distribution pattern is rational given the fact that women (particularly female-headed households) and children are more vulnerable to external shocks and are the most affected. There is however gender parity in accessing the disability grant.

Apart from the legal protection of women's rights and access to justice, various measures were put in place such as access to legal aid services. However, according to the NDHS 2013, only 21.0 percent of women in Namibia who have ever experienced any form of physical violence have sought help from any source. The proportion of women who sought help was higher in rural areas (23.6%) compared to urban areas (18.7%). There were also regional variations with regions such as Otjozondiupa recording a low rate of 7.0 percent of GBV survivors seeking help while regions such as Oshikoto had a relatively high proportion of women seeking help (34.0%). The proportion of GBV survivors seeking help was higher among women with some education (primary and above 20.0 percent) compared to women with no education (11.0%). One in five women sought help from other unspecified sources and notably a few women sought help from neighbours, religious leaders, or their husband/partner.

Furthermore, the majority of women who experienced GBV sought help from their own family (48.0%), followed by police (15.0%), friends (8.0%), doctor or medical personnel (7.0%) and social work organisations (5.0%). In the GBV referral system, the police are responsible for providing primary security for the survivors while secondary security is provided by the courts through issuance of protection orders and maintenance orders. The NDHS data however did not show how many of the GBV survivors sought secondary protection from the courts.

Protection Orders and Maintenance (2021-2022)

Administrative data from the magistrates' courts show that a total of 4,552 applications of Protection Orders were received during 2021/2022, and 73.0 percent of the applications were granted, 10.0 percent were dismissed, and 14.0 percent were withdrawn. During the same period, there were 7,285 Maintenance Order applications, 72.0 percent were issued, 1.6 percent were dismissed, and 9.0 percent were withdrawn. The Government, through the Ministry of Home Affairs, Immigration, Safety and Security, has established 17 Gender Based Violence Protection Units (GBVPU), in 14 regions to provide safe shelter and other services to survivors of GBV. At the units MGEPESW provides psycho-social support services, Namibian Police provide protection services, and MoHSS provides care and treatment services.

Namibia does not have a centralised and integrated GBV database that captures all GBV data from stakeholders in the national GBV prevention and response mechanism making it difficult to have up-to-date data on GBV prevalence and number of GBV survivors receiving services by type of service. Therefore, there is a need to operationalise the integrated GBV management information system with sex-disaggregated data.

2.11.2 Awareness of Rights

The GBV baseline study (2017) indicated that, in most regions, levels of awareness concerning GBV laws and policies were very low among both women and men who participated in the study. However, based on qualitative data from the study, awareness was high among service providers.

Namibia has a binary legal system of statutory and customary law. The Fourth and Fifth Namibia CEDAW Periodic reports noted that the country has a pluralistic legal system in which customary and statutory law are both applicable and that Section 66 (1) of the Constitution provides that customary law is valid only to the extent to which it does not conflict with the Constitution or any other statutory law. There is a need to conduct a gender analysis of all laws to ensure that they are aligned with the provisions of regional and global commitments on gender equality. Strengthen civic education on laws and policies.

2.12 Gender, Peacebuilding, Conflict Resolution, and Natural Disaster Management

The NGP sought to increase and strengthen women's participation in conflict resolution, promote women's contribution to peacebuilding, and involve women in natural disaster management. Sustainable peace and security cannot be achieved without women's full involvement and participation in peace-making and conflict-resolution processes and structures. The same goes for natural disaster management. Namibia has committed itself to mainstreaming gender in peace-keeping activities and promoting women's participation in decision-making institutions involved in peace-keeping, conflict resolution and prevention and management of natural disasters.

Namibia is a signatory to the UN Security Council Resolution 1325 on Women, Peace, and Security. Resolution 1325 recognises women's critical role in peace-building and conflict prevention and calls for women's full and equal participation in key institutions and decision-making bodies responsible for peace and security. The resolution also calls for recognition of the role women play in crises. The Resolution emphasises the use of gender mainstreaming as a strategy to ensure that gender issues are addressed along the prevention-relief-rehabilitation continuum.

2.12.1 Women in Managerial Positions in peacekeeping missions

The second NGP target aimed to achieve gender parity in the security sector by 2015. The decision-making positions comprised (30.0%) of women in the NDF, (8.0%) in NAMPOL and (41.5%) of women in the Namibia

Correctional Service as of 2020. The progress made by the three institutions can be attributed to a well-structured gender mainstreaming machinery, a gender directorate, and political will from the leadership. However, more efforts are required to achieve gender parity.

2.12.2 Women in peace-building missions

Namibia recognizes women's importance in the peace and security agenda of United Nations missions. The country led the SADC region in the presence of women among peacekeepers deployed with 21.0 percent in 2013, 29.0 percent in 2014 and 36.0 percent in 2015.

Namibia has participated in peace missions in Darfur, South Sudan, Abeyi, Liberia, and Cote d'Ivoire. Overall, women constituted 33.0 percent of peacekeepers deployed in 2016 compared to 67 percent of men. Among Correctional Services officers deployed, 38.0 percent were women while police had 33.0 percent female representation, and the Namibia Defence Force had 52.0 percent female representation[68]. Gender gaps persist in recruitment, decision-making roles, and participation in peace missions, with gender stereotypes hindering women's entry into the security sector. Female peacekeepers face challenges such as male-dominated work environments, sexual harassment, and patriarchal attitudes. As highlighted in Namibia's National Action Plan on Women, Peace, and Security, more efforts are needed to achieve gender parity in peace missions.

2.12.3 Women in Decision-making Positions in Disaster Management Institutions

Namibia established the Directorate of Disaster Risk Management (DDRM) in 2012 under the Prime Minister's Office to oversee disaster risk management in the country. The DDRM aims to enhance community resilience to disasters by coordinating and facilitating risk reduction efforts through innovative approaches and technologies.

2.13 Gender Equality in the Family

The NGP 2010-2020 aimed at promoting gender equality in family life by safeguarding women's rights in marriage, divorce, maintenance, inheritance, and cohabitation. Article 14 of the Namibian Constitution protects the right to family and marriage. The family plays a crucial role in society in the upbringing of children, however, unequal power dynamics within families may lead to GBV and women and men's marginalisation. Namibia continues to implement the Married Persons Equality Act of 1996 (Act No. 1 of 1996), Maintenance Act of 2003 (Act No. 9 of 2003), and the Combating of Domestic Violence Amendment Act of 2022 (Act No. 4 of 2022) to advance gender equality in the family.

Namibia's legal system faces challenges with conflicting customary and statutory laws affecting rural communities that rely on customary law due to accessibility issues. Legal reforms are underway to facilitate access to an affordable divorce process.

The 2013 NDHS assessed whether women aged 15-49 who were married at the time of the survey participated in decision-making on their own health care (46.0%), on major household purchases (56.0%) and visits to their family and relatives (55.0%). However, 16.0 percent reported that their husband was the main decision-maker on major household purchases and 11.0 percent on visiting family and relatives.

The 2013 NDHS revealed that 28.0 percent of women and 22.0 percent of men agreed that a husband is justified in beating his wife for at least one specified reason. This indicates prevailing patriarchal attitudes in families and communities, which justify women's subordination to men and ultimately promote GBV.

Strategies empowering women in decision-making at the family level still need to be strengthened to achieve gender equality and equity.

2.14 Gender Coordination Mechanism

A coordination mechanism for the implementation of the NGP was established in 2014. The coordination mechanism provided guidelines for the multi-sectoral implementation of gender equality interventions in the country. This was put in place amid the realisation that addressing gender inequalities in the country is not only the responsibility of the Ministry of Gender Equality, Poverty Eradication and Social Welfare (MGEPESW) but requires a multi-sectoral approach and commitment to address the complexity, diversity and the different manifestations and root and emerging causes of gender inequality. The coordinating mechanism has four major hierarchical structures comprising the following: (a) The High-Level Gender Advisory Committee (GAC), (b) The National Gender Permanent Task Force (NGPTF), (c) the Regional Gender Permanent Task Force (RGPTF), and (d) Local Gender Permanent Task Force. The MGEPESW is mandated to be the lead agency responsible for coordinating and monitoring the implementation of the NGP.

The gender coordination mechanism is well structured and clearly defined with the mandates and terms of reference of the different coordination mechanism levels. A clearly defined coordination structure reduces the possibilities of duplication of activities and competition among entities which often leads to inefficiencies and reduces the effectiveness of the coordination mechanism.

[68] Namibia National Action Plan on Peace and Security, 2019-2024

The coordination mechanism at both national and regional levels includes diverse stakeholders, including Civil Society Organisations (CSOs), traditional and religious leaders, the private sector, academic institutions, development partners and government institutions. The inclusion of this diverse range of stakeholders is commendable, given the need for a multi-sectoral approach to addressing gender inequality. The multi-sectoral stakeholders bring on board diverse experiences and perspectives that will enrich the national response towards gender equality and equity. Participation by some of the stakeholders, the private sector, is however, minimal.

The review report on the NGP 2010-2020 indicates that the focus areas on Environment, Climate Change, Disaster Management, and Family did not have specific cluster categories they could fit into. This presents a risk that these focus areas of the NGP would not be given adequate attention in the six clusters. Some of the thematic areas of focus overlap across the ministries' mandates which makes it difficult to determine which ministry should take the lead under some of the clusters.

The architecture of the gender coordination mechanism does not specifically provide for Parliament, both at the national and regional levels. However, Parliament plays a crucial oversight role in overseeing ministries and is responsible for drafting legislation.

The GAC and NGPTF have been meeting and reporting regularly, although there are challenges at the cluster level. Key Informant Interviews revealed that 60.0 percent of the clusters are active while the remainder 40.0 percent are dormant, and some cluster chairs have not been regularly convening meetings as required, thereby weakening the coordination mechanisms. Other stakeholders do not frequently attend meetings at both national and regional levels. This calls for tighter accountability mechanisms to ensure the clusters fulfil their mandates as per their roles stipulated in the National Gender Coordination Mechanism. At the regional level, the RGPTF are not providing regular reports to the NGPTF as required, making it difficult to determine their level of functionality.

The Gender Focal Persons (GFPs) have been inactive in different ministries because they are not properly linked to the coordination mechanism. Some OMAs, such as the Ministry of Defence and Veterans Affairs (MODVA) and the Ministry of Home Affairs, Immigration, Safety and Security (MHAISS), have fully fledged Gender Divisions, while others have GFPs[69].

Both at national and regional levels, there is limited capacity for gender mainstreaming, and gender issues among stakeholders hamper effective policy coordination and implementation. Accountability mechanisms need to be put in place to ensure compliance with the National Gender Coordination Mechanism for both the national and regional clusters. Parliament, particularly women members of Parliament and the Parliamentary Standing Committees that deal with gender issues should be part of the coordination mechanism at both national and regional levels. The concept of GFPs to Gender Desks has been suggested, where several people will be responsible for coordinating gender issues. In addition, there is a need for continuous capacity strengthening on gender mainstreaming amongst all stakeholders. Moreover, it is recommended that all 12 thematic focus areas of the NGEEP are appropriately slotted into the coordination structures of the Policy. If need be, increase the number of clusters so that each thematic area is appropriately accommodated. The Coordination Mechanism structure to include the Terms of Reference for the Constituency Gender Permanent Task Force. Strengthen the Coordination Mechanism to address gaps identified in the National Gender Policy 2010-2020 review.

2.15 Cross-cutting Issues

The NGP review revealed that some cross-cutting issues, such as Gender Responsive Planning and Budgeting (GRPB) and gender issues affecting PWDs and MCs were not adequately addressed, hence the need for inclusion in the revised NGEEP. These cross-cutting issues are very important in line with the principle of leaving no one behind.

2.15.1 Gender Responsive Planning and Budgeting (GRPB)

Namibia started implementing GRPB in 1998. GRPB is critical in ensuring that resources for gender equality interventions are deliberately and adequately budgeted to enable effective implementation of the NGP. The Cabinet Decision number 2nd/11.03.14/007 required all OMAs to make budget proposals in adherence to the gender-responsive budgeting principle. Gender Responsive Planning and Budgeting Guidelines were developed and adopted in 2015. The implementation of the GRPB initiative requires all OMAs to have Gender Focal Persons (GFPs) in all sectors, specifically responsible for ensuring that gender issues are mainstreamed in all relevant activities, programmes, plans and policies.

[69] Analytical Assessment of Gender Mainstreaming in SADC Report, 2019

However, since its adoption, there has been limited integration of GRPB in planning and budgeting processes at national and regional levels, leading to budgets that do not adequately address gender concerns. GRPB has not been adequately institutionalised in all OMAs, and key government stakeholders acknowledged during key informant interviews that awareness and knowledge of GRPB is limited. Some budget holders and financial advisors admitted that they do not have the know-how and skills to apply GRPB in their work, even though they are tasked with coming up with budgets for their respective departments and institutions.

A study conducted by the University of Namibia in 2020[70] revealed that MGEPESW, MODVA and MHAISS were the only ministries that implemented the GRPB initiative, and others did not due to lack of dedicated financial resources and limited capacity. Some of the Gender-Focal Persons (GFP) lacked the knowledge and skills related to gender, some were not in decision-making positions as they were juniors with little influence on policy decisions, and there were no job descriptions in place for the GFPs. Therefore, capacity-building efforts need to be strengthened to enforce Cabinet Decision No. 2nd/11.03.14/007.

2.15.2 Disability Mainstreaming and Marginalised Communities

Disability Mainstreaming

According to the Namibia 2023 Population and Housing Census Report, 11.9 percent of households had persons with disabilities. There was a higher proportion of households with persons with disabilities in rural (16.4%) than urban areas (8.2%). At the regional level, Kavango West (20.6%) and Kavango East (17.7%) had the highest number of households with persons with disabilities, while Khomas (6.5%) had the lowest.

In addressing the existing inequalities, the government has implemented measures to increase access to education for PWDs. The MGEPESW has developed a National Disability Mainstreaming Plan to ensure that the rights and needs of PWDs are considered in the development, planning, implementation, monitoring, and evaluation of all socio-economic programmes. Namibia ratified the African Decade of Persons with Disabilities (1999-2009 and extended to 2010-2019), the Charter on Human and People's Rights on the Rights of Persons with Disabilities in Africa (2013), and the Sector Policy on Inclusive Education (2013). The review of NGP 2010-2020 indicated that there had been a decline in the percentage of PWDs who did not have formal education from 36.0 percent in 2011 to 27.0 percent in 2021. More so, about 81.0 percent of PWDs in Namibia have access to social protection programmes[71].

The National Disability Baseline study (2021) revealed that only 3.0 percent of 74 PWDs who participated in the study had attained tertiary education by 2021 (3.2% males and 2.9% females) and 3.9 percent had completed grade 12 (4.1 percent males and 3.6 percent females). In addition, only 5.8 percent of 74 PWDs who participated in the study were employed by 2021. Other challenges include limited sign language interpretation services, inaccessible infrastructure and facilities, limited assistive devices, a limited number of skilled teachers to cater for the special needs of learners and students with disabilities, and limited Information Education and Communication (IEC) materials in an accessible format.[72]

Moreover, PWDs have limited access to required information and national documents, hindering their access to Social Protection programmes. Out of those that were not receiving any form of social protection, 42.0 percent had not registered or applied for social protection, 15.0 percent did not have the required documents, and 13.0 percent had applied but their application had not been approved, and 6.0 percent had their applications turned down because they did not qualify to be categorised as PWDs[73]. The baseline study did not disaggregate the social protection data by sex. Therefore, there is a need to strengthen the mainstreaming of disability issues in the NGEEP 2025-2035.

Marginalised Communities

The Government has implemented measures to address the needs of MCs, such as special feeding programmes, burial services, livelihood support, education support programmes, and land acquisition programmes. However, poverty is still widespread among the San, Ovatue, and Ovatjimba. Women in MCs face multiple forms of discrimination, first as part of the MCs and second as women. Furthermore, some cultural practices and norms within the MCs discriminate against women and are harmful to their rights and wellbeing.

[70] Iyambo, C (2020): Challenges and Successes of gender focal persons in the context of gender responsive budgeting initiatives in Namibia. University of Namibia.
[71] 2021 National Disability Baseline Study
[72] 2021 National Disability Baseline Study
[73] 2021 Disability Baseline Study

Most of the data related to the indicators in the NGP, including GBV, poverty, education, health, land and women leadership and political participation, is not disaggregated by disability status or degree of marginalisation. Without specific indicators capturing disability and marginalisation, there is a huge risk that people with disability and the marginalised will be left behind in the implementation of the NGP. Therefore, there is a need to strengthen the implementation of programmes, and activities to address the gender needs of PWDs and MCs. In addition, there is a need to strengthen the inclusion of PWDs and MCs into the mainstream socio-economy.

3. RATIONALE OF THE NATIONAL GENDER EQUALITY AND EQUITY POLICY

The Third National Gender Equality and Equity Policy (NGEEP) 2025-2035 aims to consolidate gender equality gains, address persistent gender inequalities and emerging gender-related issues and implement gaps identified during the review of the second NGP. The NGEEP also needed to be aligned with the current development aspirations and priorities of the Government of the Republic of Namibia. The Third Policy will serve as a tool to guide and direct the planning, programming, implementation, monitoring and evaluation of processes of national, regional, community and sectoral development programmes and projects. The Gender Policy will provide the policy framework for institutionalising gender mainstreaming at all levels and in all sectors, including allocating adequate resources to achieve its goal.

4: ALIGNMENT OF THE NATIONAL GENDER EQUALITY AND EQUITY POLICY

This policy seeks to advance Namibia's gender equality and equity goals as articulated in international, continental, and regional instruments, protocols, and conventions on gender equality, women's empowerment, and human rights that Namibia has ratified or committed to, as well as those of the country's Constitution, legal framework, Vision 2030, and National Development Plans.

4.1 International Frameworks

The NGEEP 2025-2035 is aligned with the following international frameworks:

- The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1997), which under Article 2, obliges State Parties to condemn discrimination against women in all its forms and to pursue by all appropriate means and without delay a policy of eliminating discrimination against women.
- The Beijing Declaration and Platform for Action (BPFA, 1995) under Chapter IV (Sections A to L) outlines commitments and strategies for empowering women in terms of poverty reduction, education and training, health, reduce violence against women and girls, economic empowerment, decision making, and governance.
- Sustainable Development Goals Agenda 2030, Goal 5, which seeks to achieve gender equality and empower all women and girls.
- The Convention on the Rights of the Child (CRC,1990), Article 2 states that State Parties shall take all appropriate measures to ensure that the child is protected against all forms of discrimination or punishment based on the status, activities, expressed opinions, or beliefs of the child's parents, legal guardians, or family members.
- The UN Convention against Transnational Organised Crime, 2000 (UNTOC) and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (Palermo Protocol). Article 2 seeks to prevent and combat trafficking in persons, paying particular attention to women and children, protect and assist the victims of such trafficking with full respect for their human rights, and promote cooperation among State Parties to meet those objectives.
- The UN Security Council Resolution 1325 on Women, Peace, and Security (2000), Resolution 1, which Urges Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict.

- The Universal Declaration on Human Rights (UDHR) states under Article 1 that *all human beings are born free and equal in dignity and rights.*

- International Covenant on Civil and Political Rights (ICCPR): Article 1 states that *all peoples have the right to self-determination. By virtue of that right, they freely determine their political status and freely pursue their economic, social, and cultural development.*

- The UN Convention on the Rights of Persons with Disabilities, Article 1, aims to promote, protect, and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all PWDs and promote respect for inherent dignity.

- United Nations Declaration on the Rights of Indigenous People (UNDRP) 2007.

4.2 Continental and Regional Frameworks

The NGP is also aligned with the following continental and regional frameworks on gender equality:

- SADC Protocol on Gender and Development (2016) which calls on Member States to: review their legal and policy frameworks to ensure that men and women and boys and girls enjoy equal Constitutional and Legal Rights (Articles 4 to 11), ensure gender parity in representation and participation (Articles 12 and 13), ensure gender equality in education (Article 14), ensure equal access to productive resources and employment (Articles 15-19), eradicate GBV (Articles 20 to 25), ensure gender equality and equality in health (Articles 16 and 27), promote women participation in peacebuilding and conflict resolution (Article 28), and ensure gender equality and women participation and access to media, information and communication (Articles 29 to 31).

- The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (2003) which calls for the Elimination of Discrimination Against Women (Article 2), the Right to Dignity (Article 3), Rights to Life, Integrity and Security of the Person (Article 4), and Elimination of Harmful Practices (Article 5).

4.3 National Legal and Policy Frameworks

The NGEEP has been aligned with the following national legal and policy frameworks:

- The Namibian Constitution of 1990 explicitly states in Article 10 that all persons shall be equal before the law and that no person(s) may be discriminated against on the grounds of sex, colour, ethnicity, religion, creed, or socioeconomic status.

- Combating of Rape Amendment Act, 2022 (Act No. 4 of 2022), which gives greater protection to young girls and boys against rape, provides for stiffer minimum sentences for rapists and defines marital rape as an offence in the eyes of the law.

- Combating of Domestic Violence Amendment Act, 2022 (Act No. 6 of 2022), which makes domestic violence a specific crime and has a broad definition of domestic violence that includes physical abuse, sexual abuse, economic abuse, intimidation, harassment and serious emotional, verbal or psychological abuse.

- Maintenance Act, 2003 (Act No. 9 of 2003), which regulates the duty of parental maintenance and payment for children.

- Married Persons Equality Act, 1996 (Act No. 1 of 1996), which provides for the abolition of marital power, the amendment of the matrimonial property law of marriages in community property, domicile of married women and domicile and guardianship of minor children, liability for household necessaries of spouses married out of community of property, and for some related matters.

- Affirmative Action (Employment) Act, 1996 (Act No. 29 of 1998), which allows for a set of affirmative action measures designed to ensure that persons in designated groups enjoy equal employment opportunities at all levels of employment and are equitably represented in the workforce of a relevant employer (Section 17 (1 and 2))

- The Communal Land Reform Act, 2002 (Act No. 5 of 2002) provides for the allocation of rights in respect of communal land. It also establishes communal land boards and provides for the powers of Chiefs and Traditional Authorities and boards in relation to communal land.
- Labour Act, 2007 (Act No. 11 of 2007), which prohibits and restricts child and forced labour (Section 3)
- Education Act, 2001 (Act No. 16 of 2001), which has been amended, provides for accessible, equitable, qualitative, and democratic national educational services.
- Child Care and Protection Act, 2015 (Act No. 3 of 2015), provides for the care, protection, and adoption of children, the operation of adoption services and other related matters and for connected purposes.
- Prevention of Organized Crime Act, 2004 (Act No.29 of 2004) to combat trafficking in human beings, including women and girls, which seeks to curb human trafficking in Namibia which is a form of GBV.
- National Disability Council Act, 2004 (Act No. 26 of 2004), which provides for the establishment of a National Disability Council to implement the National Policy on Disability.

5. GUIDING PRINCIPLES

Implementation of the policy will be guided by the following principles derived from the constitution, the legal framework on gender equality and the global, continental, and regional instruments on gender equality that the Government of the Republic of Namibia has committed to:

- **Gender Equality and Equity:** This Policy is premised on the principle that women and men, boys and girls are equal in all aspects, differentiated only by their physical traits and biological functions. This implies, therefore, that all forms of discrimination based on sex should be eliminated and that there shall be equal opportunities, participation, and distribution of resources between women, men, girls and boys, PWDs and MCs.

- **Human Rights-based Approach:** The NGEEP will be guided by national, regional, and international human rights principles, which identify gender inequality as a development problem and a violation of human rights. This will be done by addressing unequal power relations and discriminatory gender norms and stereotypes through the promotion of gender equality and equity, the realisation of human rights, and ensuring the full and effective participation of women, men, girls and boys, PWDs and MCs in the national development of the country.

- **Leaving No One Behind:** Implementation of the NGEEP will ensure that the gender needs of women, men, girls and boys, youth, the elderly, PWDs, and MCs are addressed. It will also ensure and that all citizens participate in gender equality programmes and are reached during humanitarian crises and emergencies.

- **Accountability for Gender Mainstreaming:** Under this principle, stakeholders in both the public and private sectors are required to account for gender mainstreaming, including Gender Responsive Planning and Budgeting, in the implementation of their policies, programmes and activities and should incorporate gender mainstreaming as part of key result areas and performance markers.

- **Affirmative Action:** Notwithstanding the principle of gender equality and equity, this Policy acknowledges that special measures (legislative and/or otherwise) are necessary to redress historical imbalances and advance those who were previously disadvantaged.

- **Resource Mobilisation and Gender Responsive Planning and Budgeting:** All stakeholders will take responsibility for mobilising resources to implement the NGEEP and are required to apply GRB principles in their budgetary processes.

- **Male Engagement and Participation**: Recognition of the role that men and boys can play in mitigating GBV, VAC, HIV and AIDS and promoting gender equality and equity is important.

- **Partnerships, collaboration, and coordination:** The NGEEP will be implemented through collaboration and coordination with partners at the national, regional, and local levels.

- **Evidence-based approach:** All interventions implemented under the NGEEP shall be informed by evidence. Where that evidence is unavailable, proactive action should be undertaken to generate evidence through operational research.

- **Adaptability and Innovation:** Implementation of the NGEEP should be highly innovative and adaptable to changing contexts and circumstances, particularly those related to pandemics (COVID-19), humanitarian disasters, and conflicts, to ensure that it remains relevant and appropriate to the needs of targeted policy beneficiaries and stakeholders.

- **Whole of Government Approach**: Implementation of the National Gender Equality and Equity Policy is not only the responsibility of the MGPESW but is the responsibility of all OMAs, Private Sectors, Development Partners, CSOs, NGOs, FBOs, Community Based Organisations, and other stakeholders.

6. POLICY DIRECTION

6.1 Vision

By 2030, Namibia will be a gender-just society, free from all forms of discrimination and Gender Based Violence, where women, men, girls, boys, Persons with Disabilities, and Marginalised Communities enjoy equal rights and opportunities; participate fully as equal partners in all spheres of public, private and family life; and have equal access to and control over resources through implementation of constitutional, legislative and global, continental and regional commitments on gender equality and equity.

6.2 Mission

To protect and consolidate all the gender equality and equity achievements to date and eradicate all forms of gender inequality that still exist in all spheres of life in Namibia through the implementation of innovative strategies and interventions to achieve a gender-just society by 2030.

6.3 Goal

To Reduce all forms of gender discrimination, Gender Based Violence, and gender inequalities in all spheres of life in Namibia leading to a gender-just society where women, men, girls and boys, Persons with Disabilities and Marginalised Communities, enjoy equal rights and live freely, in dignity, have equal access to opportunities, resources and participate equally and fully in the socio-economic development of the country.

7. POLICY THEMATIC AREAS, OBJECTIVES AND STRATEGIES

To achieve its Vision, Mission, and Goal, the National Gender Equality and Equity Policy will pursue the following objectives and strategies arranged by thematic areas of the policy.

7.1 Gender and Poverty Reduction

Objective: *To reduce poverty in all its multi-dimensional forms, among women, men, girls and boys, Persons with Disabilities and Marginalised Communities, through provision of accessible and affordable basic services and economic empowerment, particularly in regions with high incidences of poverty.*

Strategies:

7.1.1 Intensify current Poverty Reduction efforts, targeting mostly women and girls in rural areas with high incidences of poverty as well as MCs and PWDs.

7.1.2 Intensify and accelerate equitable land distribution, ensuring that men, women, youth, marginalised communities, and PWDs have increased access to productive resources and services such as land across all land distribution models, financial support and capacity training for effective land utilisation.

7.1.3 Support employment creation initiatives (both formal and informal) targeting rural areas and regions with high unemployment, ensuring that men, women, youth, marginalised communities, and PWDs are prioritised and are provided with financial support and skills development and have access to affordable technology.

7.1.4 Strengthen support to youth development, Women's Economic Empowerment (WEE), and financial inclusion initiatives targeting areas where poverty and financial exclusion rates are highest and lucrative sectors where women have traditionally been excluded, such as mining, tourism, fishing and agriculture.

7.1.5 Engage the financial services sector to provide easily accessible and affordable financial services for women, youth, PWD and MCs so that they can fund their economic empowerment activities.

7.1.6 Roll out participatory sanitation programmes, targeting mostly urban informal settlements and rural households, to enable the construction of their own toilet facilities.

7.1.7 Undertake time-use studies to highlight women's unpaid care work and its contribution to the national economy.

7.1.8 Strengthen National statistical data system to incorporate sex-disaggregated data

7.1.9. Create awareness among the poor on social protection programmes available and the required eligibility documents to access social protection services.

7.2 Gender, Education and Training

Objective: *To improve the quality of education and training and achieve gender parity and equity at all levels, including in enrolment, retention, completion, and uptake of STEM subjects/courses.*

Strategies:

7.2.1 Intensify civic education campaigns to sensitise families and the public on the importance of girls' and boys' education to ensure their retention in school and to increase learners and students' transition rates from lower to upper primary and from Grade 8 to Grade 12.

7.2.2 Strengthen support packages for marginalised learners and students, learners and students with disabilities as well as Orphans and Vulnerable Children (OVC).

7.2.3 Evidence-based decision-making initiatives to address low male enrolment and completion rates at the tertiary level.

7.2.4 Adopt special measures to increase female uptake and completion of Technical Vocational Education and Training in male-dominated trade and STEM fields.

7.2.5 Strengthen programmes to prevent teenage pregnancy, develop and implement guidelines for the re-integration of affected male and female learners, into the school system, in line with the Education Sector Policy for the Prevention and Management of Learner Pregnancy (ESPPMLL) 2008.

7.2.6 Strengthen the life skills capacities of teachers to enable them to facilitate open conversations on SRH.

7.2.7 Develop targeted interventions to address the high repetition and drop-out rates to minimise the inefficiencies in the education system and the gender-elated disparities at levels.

7.2.8 Ensure that learning institutions have adequate and appropriate ablution and water facilities for staff, learners and students.

7.2.9 Strengthen the Education Reporting Template and Information Management System to incorporate the disability, marginalisation and sex-disaggregated data.

7.2.10. Strive for balanced male-female participation rates to address the gender disparity between men and women regarding tertiary education enrolment versus employment opportunities.

7.2.11 Provide sufficient support for the development of the boy-child.

7.3 Gender, Health, Sexual Reproductive Health, and HIV and AIDS

Objective: *To promote the health status of women, men, girls, boys, adolescents, PWDs and MCs, throughout their life cycles by making quality, functional and gender-responsive health, SRH and HIV and AIDS services and facilities across the country available and accessible.*

Strategies:

7.3.1 Escalate civic education campaigns on HIV and AIDS targeting communities, schools, men, boys, Traditional Authorities, PWDs and MCs to address some of the gender-related barriers, toxic masculinities and harmful practices that fuel the spread of HIV and AIDs, and STIs.

7.3.2 Empower women and adolescent boys and girls with negotiation, self-assertive livelihood and economic empowerment skills so they can make decisions on their sexual and reproductive health and confidently negotiate for safe sex.

7.3.3 Target regions with a high burden of HIV and AIDS with prevention, treatment and care services to efficiently and effectively utilise the limited resources available for the national HIV and AIDS response.7.3.4 Increased investment in training health service providers, building more infrastructure and maternal health facilities, and making services available and affordable across all regions and to all segments of the population.

7.3.5 Support upscaling of youth, adolescent and disability-friendly SRH services.

7.3.6 Promote male engagement and participation in health-related programmes and activities.

7.3.7 Strengthen the information data system to track gender inequalities in health delivery to achieve gender equality in the health sector.

7.3.8 Advocate for increased budget allocation for financing gender-responsive policies and programmes in the health sector and in National HIV and AIDS policies and strategies.

7.3.9 Strengthen knowledge and data generation surveys.

7.4. Gender Based Violence and Violence Against Children

7.4.1 Gender Based Violence

Objective: *To reduce the prevalence and eradicate all forms of Gender Based Violence, Violence Against Children (VAC) and Trafficking in Persons (TIP) and provide comprehensive, multi-sectoral GBV services to all survivors.*

Strategies:

7.4.1.1 Strengthen the legal framework through review and alignment of laws and effective implementation.

7.4.1.2 Advocate for eliminating harmful social and cultural norms and practices that perpetuate GBV in all spheres of life, including the workplaces, through awareness creation, public campaigns and engagement of cultural gatekeepers.

7.4.1.3 Provide minimum packages for GBV services such as Health, Legal, Justice, Psycho-social support, and rehabilitation for survivors of GBV and TIP.

7.4.1.4 Strengthen the capacity of stakeholders to deliver comprehensive GBV services to survivors, including health, psychosocial support, legal, security, shelter, and economic empowerment.

7.4.1.5 Strengthen the multi-sectoral coordination mechanism through capacity-strengthening training and human, financial and material support.

7.4.1.6 Resource mobilisation for National GBV and TIP prevention and response.

7.4.1.7 Strengthen awareness of GBV and TIP amongst GBV perpetrators.

7.4.1.8 Strengthen the implementation of the provision of the Labour Act of 2007 (Act No.11 of 2007) on sexual harassment.

7.4.1.9 Strengthen the integrated and inter-operable GBV Information Management System (IMS) and Database to capture all GBV and TIP-related data by stakeholders and strengthen referrals between sectors (health, justice, police, and social services).

7.4.1.10 Strengthen knowledge and data generation systems for evidence-based programming.

7.4.1.11 Strengthen interventions to address GBV and mental health issues in the workplace.

7.4.2 Violence against Children

Objective: *To ensure efficient and effective prevention, response and support services on violence against children.*

Strategies:

7.4.2.1 Strengthen implementation of legal frameworks and protection of children against all forms of violence.

7.4.2.2 Enhance prevention and early intervention strategies relating to VAC.

7.4.2.3 Ensure efficient and effective response and support services on VAC.

7.4.2.4 Strengthen multi-sectoral collaboration programmes among key service providers dealing with VAC.

7.4.2.5 Increase coverage and access to social protection services by child-headed households.

7.5 Gender and Economic Empowerment

Objective: *To improve equal and equitable access to economic empowerment training, opportunities, markets and productive resources such as credit facilities, land, technology, information and support services for women, men, youth, PWDs and MCs.*

Strategies:

7.5.1 Facilitate equal and equitable access to land and funding support for women, men, youth, PWDs and MCs.

7.5.2 Support employment creation initiatives (both formal and informal) targeting mostly rural areas and regions with high unemployment, ensuring that men, women, youth, PWD and MCs are prioritised and provided with financial support and skills development and have access to affordable technology.

7.5.3 Advocate for full remuneration packages for all women on maternity leave on paid employment in all sectors.

7.5.4 Broaden financial inclusion for women and men with disabilities and MCs.

7.5.5 Integrate financial literacy in the formal education curriculum, ensuring that educational materials are accessible to PWDs and MCs.

7.5.6 Mainstream gender into procurement, fisheries, mining, construction, and manufacturing sectors.

7.5.7 Enhance the capacity of women to participate in trade competitively and profitably through capacity building, funding support, market linkages, learning visits and improved access to information and technology.

7.5.8 Strengthen participation of women in procurement, fisheries, mining, construction, and manufacturing sectors.

7.6 Gender, Governance and Decision-Making

Objective: *To achieve gender parity, equality and equity in representation, leadership, governance and decision-making structures and processes in the political, public and private spheres.*

Strategies:

7.6.1 Eliminate all legal, economic, socio-cultural, and political barriers to women's meaningful participation in leadership, governance and decision-making at all levels.

7.6.2 Enact the Gender Equality and Equity Law.

7.6.3 Strengthen gender equality and equity measures in all political parties.

7.6.4 Lobby for amendments to the Electoral Law to have specific provisions on gender parity at all levels.

7.6.5 Strengthen traditional and community leaders' awareness of gender equality and equity issues.

7.6.6 Strengthen the capacity of aspiring women candidates and those already elected through mentorship and training programmes to build their agency and confidence in participating in the electoral process effectively.

7.6.7 Strengthen monitoring for accountability to ensure regular assessment of the implementation of the SADC Gender and Development Protocol at the national level. This will help track progress, identify gaps, and determine the necessary measures to achieve gender equality and parity in decision-making structures and processes.

7.6.8 Engage the Private Sector to create awareness of the need for gender parity in decision-making structures and processes.

7.7 Gender, Media, Information and Communication

Objective: *To improve women, men, girls, boys, PWDs and MCs access to media, information, and communication and to achieve gender equality and equity, women's participation in decision-making in the media industry, and gender-responsive and sensitive reporting in the media.*

Strategies:

7.7.1 Strengthen engagement with media houses and support of gender mainstreaming capacity in the media industry.

7.7.2 Strengthen the implementation and monitoring of the affirmative action measures for the media industry.

7.7.3 Adopt measures that promote gender mainstreaming in the ICT media policy, programmes, and projects.

7.7.4 Advocate for gender mainstreaming into ICT legal frameworks.

7.7.5 Strengthen the capacity of media practitioners on gender-sensitive reporting.

7.7.6 Promote Women's Access to ICT and Media particularly in rural areas.

7.8 Gender, Environment, Climate Change and Climate Justice

Objective 1: *To promote equal and equitable access to benefits from the environment and to decision-making structures and processes of environmental management bodies by women, men, girls, boys, PWDs and MCs.*

Objective 2: *To increase gender responsiveness in climate change and disaster adaptation and mitigation initiatives.*

Strategies:

7.8.1 Formulate and review existing policies and legislation on sustainable utilisation of natural resources to make them gender-responsive.

7.8.2 Promote gender advocacy on environment and climate change issues.

7.8.3 Strengthen gender mainstreaming capacity for institutions responsible for managing the environment, climate change adaptations and natural disasters.

7.8.4 Develop an affirmative action framework for the environmental and climate change sectors to increase the proportion of women employed and participating in natural environment management and climate change mitigation and adaptation programmes.

7.8.5 Promote research and knowledge generation on the intersection between environment, climate change and gender equality.

7.8.6 Support gender mainstreaming in national level strategies for climate-induced disaster management and risk reduction and coping mechanisms.

7.8.7 Promote the use of energy efficient alternatives such as using green energy sources.

7.8.8 Integrating gender considerations into developing and reviewing of Nationally Determined Contributions (NDCs), National Action Plans (NAPs), long-term strategies, and other climate change policies and strategies.

7.8.9 Support women, men, boys, girls, PWDs, youth, and MCs in implementing climate actions that are responsive to gender considerations at the grassroots level.

7.8.10 Improve the generation and utilisation of sex-disaggregated data in climate change initiatives across various sectors to facilitate monitoring, evaluation, and planning processes.

7.8.11 Identify gender champions within each thematic area of adaptation, and mitigation, while also establishing innovative multi-stakeholder platforms focused on gender and climate change.

7.9 The Girl and Boy Child

Objective: *To eradicate child and forced marriages, teenage pregnancies and all practices that violate the rights and discriminate against the girl and boy child in all spheres of life, including family.*

Strategies:

7.9.1 Support effective implementation of laws and policies designed to eliminate all forms of discrimination against the girl and boy child.

7.9.2 Intensify awareness campaigns on Adolescent Sexual Reproductive Health (ASRH).

7.9.3 Changing social norms on harmful practices that violate the rights of the girl and boy child.

7.9.4 Support implementation of the Education Sector Policy on Prevention and Management of Learner Pregnancy.

7.9.6 Develop a disaster preparedness strategy for the Education Sector.

7.9.7 Promote gender research on the challenges and negative practices that affect the development of the boy child.

7.9.8 Provide sufficient support for the development of the boy-child.

7.9.9 Intensify family support programmes for children living and working on the streets so that they are rehabilitated and reintegrated into their families.

7.9.10 Ensure adherence to the legal provisions of the zero tax on sanitary products.

7.10 Gender, Legal Affairs and Human Rights

Objective: *To promote gender equality and equity, related human rights and ensure effective implementation of legislation and the alignment of customary laws to the Namibian Constitution.*

Strategies:

7.10.1 Strengthen accountability mechanisms for implementing gender equality policies and legal frameworks to ensure that gender mainstreaming constitutes one of the key result areas for performance assessment of public service heads of departments and ministries.

7.10.2 Promote civic education program on existing legal instruments on gender equality.

7.10.3 Improve legal literacy through civic education targeting women, girls, men, boys, traditional leaders, PWDs, MCs, and community courts.

7.10.4 Strengthen the Legal Aid System to improve access to justice for the poor and vulnerable.

7.11 Gender, Peace Building, Conflict Resolution, Security and Disaster Management

Objective: *To achieve gender parity and equality to strengthen women's participation in decision-making processes and structures responsible for peacebuilding, conflict resolution, and security disaster management.*

Strategies:

7.11.1 Strengthen monitoring mechanisms for the implementation and evaluation of the National Action Plan on Women, Peace, and Security.

7.11.2 Promote civic education among communities on career opportunities in the security and disaster management sectors for women.

7.11.3 Strengthen gender mainstreaming within the security and disaster management sectors.

7.11.4 Strengthen implementation of the Affirmative Action Act to increase female representation in the security and disaster management sectors.

7.11.5 Capacity strengthening for women involved in conflict prevention, conflict resolution, peacebuilding and disaster management.

7.12 Gender Equality in the Family

Objective: *To promote gender equality and equity in family relationships and provide protection for women and men in all spheres of family life including marriage, divorce, maintenance, and inheritance.*

Strategies:

7.12.1 Align family laws with the Constitution.

7.12.2 Enhance the implementation of family laws by addressing challenges that stakeholders face in enforcing the law, such as maintenance forms and lack of maintenance investigators.

7.12.3 Address harmful cultural practices by continuously engaging families, communities, and traditional and religious leaders to create awareness.

7.12.4 Promote positive gender norms in learning institutions through strengthening gender equality, equity, family, and life-skills education.

7.12.5 Develop self-esteem and agency among women, men, boys, girls, PWDs, and MCs from adolescence stage to adulthood through training and peer education.

7.13 Cross-cutting Issues

The following cross-cutting issues will be mainstreamed across all the 12 thematic pillars of the policy.

7.13.1 Disability and Marginalised Communities

Objective: *To mainstream disability and MCs in implementing all policy activities and ensure that all data is disaggregated by disability and marginalisation status.*

Strategies:

7.13.1.1 Identify the needs and priorities for PWDs and MCs for each strategy under the NGEEP thematic areas.

7.13.1.2 Disaggregate data by sex, disability, and marginalisation status across all thematic areas under the NGEEP.

7.13.1.3 Strengthen the provision of assistive devices and technology support services for PWD to increase accessibility, productivity, and mobility.

7.13.1.4 Strengthen capacity on gender mainstreaming among organisations of PWDs and MCs in developing gender equality and sexual harassment policies and GBV strategies.

7.13.2 Gender Responsive Planning and Budgeting

Objective: *To promote gender mainstreaming and GRPB in all sector policies, programmes, projects and budgets.*

Strategies:

7.13.2.1 Strengthen capacity for GRPB for all sectors.

7.13.2.2 Strengthen the capacity of the Office of the Auditor General to monitor gender equality and equity programmes sectors.

7.13.2.3 Ensure that the GRPB guidelines are reviewed, updated, and implemented by all sectors.

7.13.3 Coordination and Accountability

Objective: *To strengthen coordination mechanisms for effective implementation of NGEEP at all levels through capacity development and establishing accountability mechanisms.*

Strategies:

7.13.3.1 Strengthen accountability mechanisms for policy implementation and ensure gender mainstreaming is considered a key result area in the performance contracts of heads of OMAs.

7.13.3.2 Strengthen existing Gender Coordination Mechanism to address gaps and challenges identified in the NGP 2010-2020 review.

7.13.3.3 Promote the establishment of Gender desks in OMAs

7.13.3.4 Ensure Mid-Term Review of the Implementation Action Plan for the NGEEP

7.13.4 Improve monitoring and evaluation of the Third NGEEP

Objective: *To Improve monitoring and evaluation of the Third NGEEP*

Strategies:

7.13.4.1 Institutionalise tools for effective monitoring and evaluation of all programmes and initiatives resulting from this policy.

7.13.4.2 Facilitate the development of a monitoring plan that considers short-term, medium-term and long-term indicators of gender equality in Namibia.

7.13.4.3 Facilitate the design of a tool for collecting quantitative and qualitative sex-disaggregated data on all key focus areas of the Third NGEEP.

8. IMPLEMENTATION ARRANGEMENTS FRAMEWORK

8.1 Institutional Arrangements/Framework

Parliament, Offices, Ministries and Agencies will be responsible for implementing the various components of the NGEEP in the government approach to gender mainstreaming. Other stakeholders such as Civil Society, NGOs, and the Private Sector, will implement and report through the key sector ministry. The roles and responsibilities of the different stakeholders are outlined in the table below:

List of Stakeholder Institutions and their Roles and Responsibilities

Institutions	Roles and Responsibilities
Ministry of Gender, Poverty Reduction and Social Welfare (MGPESW)	Coordinate the implementation, monitoring, and evaluation of the NGEEP in collaboration with other stakeholders
Ministry of Education, Arts and Culture (MEAC)	To coordinate and promote gender equality and equity in education
Ministry of Higher Education, Training and Innovation (MHETI)	To coordinate and promote gender equality and equity in higher education and training
Ministry of Urban and Rural Development (MURD)	To promote gender equity in access to basic social services and amenities such as water and sanitation in urban and rural areas
Ministry of Labour, Industrial Relations and Employment Creation (MLIREC)	To take measures to eradicate GBV, sexual harassment and sexual exploitation in the world of work and create a decent and violent free working environment where women work freely
Ministry of Industrial and Trade (MIT)	To promote women's participation in trade through creating empowerment measures and programmes that will facilitate women's entry into trade
Ministry of Finance and Public Enterprises (MFPE)	To allocate adequate financial resources for gender mainstreaming by implementing the Gender Responsive Budgeting guidelines in the national budgeting process
	To promote the financial inclusion of MCs
Ministry of Health and Social Services (MoHSS)	To provide equitable health services to men, women, boys and girls in a gender-responsive and sensitive manner
	Provide adequate, friendly health services to survivors of GBV
Ministry of Agriculture, Water and Land Reform (MAWLR)	To facilitate gender equality and equity in land distribution across all the land redistribution models
	To empower women by providing technical and funding support for female farmers
Office of the Prime Minister (OPM)	To mainstream gender equality and GBV in disaster and risk management programmes
Ministry of Defence and Veterans Affairs (MODVA)	To mainstream gender in the defence forces ensuring more women take up decision-making positions and are recruited
Ministry of Environment, Forestry and Tourism (MEFT)	To ensure there is gender equality and equity in the relevant decision-making institutions and that men and women benefit equally from tourism and the environment.
Namibia Statistics Agency (NSA)	To establish an integrated and inter-operable IMS and database on gender equality and GBV
	To ensure timely completion of national population-based studies such as DHS, MICS and National Census, which provide data on key gender equality indicators

	To coordinate collection, management and sharing of timely data on gender equality and GBV
National Planning Commission (NPC)	To facilitate the monitoring and evaluation of the NGP in collaboration with MGEPESW
	To facilitate resource mobilisation for policy implementation through development partners
Ministry of International Relations and Cooperation (MIRCO)	To advance gender equality and equity in foreign policy, diplomacy and across the spectrum of decision-making To strengthen gender responsiveness of development cooperation and partnerships,
Judiciary	To deliver justice in a gender-sensitive and responsive manner, ensuring that the gender equality and GBV provisions in legislation are enforced and adhered to
Parliament	To ensure the promulgation of gender-sensitive and responsive laws that promote gender equality and equity
Ministry of Information, Communication and Technology (MICT)	To ensure equal access and utilisation of ICT by men and women and boys and girls
Ministry of Home Affairs, Immigration, Safety and Security (MHAISS) NAMPOL	To strengthen Procedures and Infrastructure for Better Service to Survivors of GBV and TIP To coordinate implementation of National Guidelines on Integrated Services of GBV for GBVPUs to improve integrated support to survivors of GBV
Institutions of Higher Education	To implement strategies as outlined under the Education thematic areas to achieve gender equality and equity in education
Ministry of Sports, Youth and National Service (MSYNS)	To coordinate and implement strategies about gender issues affecting the youth
Regional Councils	To coordinate the implementation of the National Gender Policy and its Plans of Action through the Regional Gender Permanent Task Force
Private Sector	To adopt a gender-responsive approach to private-sector engagement
Local Authority	To adopt a gender-responsive approach in Local Authorities
Social Security Commission	To mainstream gender in social security services
Council of Traditional Authority	To address practices and norms that perpetuate gender inequality and GBV
CSOs, NGOs, FBOs, CBOs	To implement the strategies outlined in the Third NGEEP implementation action plan
Development Partners	To promote and support gender programme areas of development cooperation and partnerships
State Owned Enterprises	To promote gender equality and equity in all State Owned Enterprises

8.2 Coordination Mechanism

National Gender Permanent Task Force

The Chairpersons/Executive Directors of the following National Gender Coordination mechanisms for the implementation of the National Gender Equality and Equity Policy implementation clusters who are members of the National Gender Permanent Task Force will serve as the steering committee: OPM, MGEPESW, MEAC, MICT, MoHSS. The NGPTF will report to the High-Level Gender Advisory Committee annually.

The National Technical Implementation Team

The National Technical Implementation Team consisting of Gender Focal Persons will be constituted from the following OMAs:

- Ministry of Gender Equality, Poverty Eradication and Social Welfare (Chair)
- Office of the Prime Minister
- National Planning Commission
- Ministry of Defence and Veteran's Affairs
- Ministry of Information and Communication Technology
- Ministry of Home Affairs, Immigration, Safety and Security (NAMPOL and NCS)
- Ministry of Health and Social Services
- Ministry of Education, Arts and Culture
- Ministry of Higher Education, Technology and Innovation
- Ministry of Agriculture, Water, and Land Reform
- Ministry of Labour, Industrial Relations and Employment Creation
- Ministry of Sport, Youth, and National Service
- Ministry of Finance and Public Enterprises
- Ministry of Environment, Forestry and Tourism
- United Nations
- Social Security Commission
- Namibia Statistics Agency

Other members will be incorporated into the committee as the need arises.

The National Technical Implementation Team will be a permanent coordinating body for the Third NGEEP responsible for:

- Coordinating and overseeing the overall implementation of the Third NGEEP and its implementation plan.
- Work in conjunction with the Coordination mechanism clusters, NGPTFs, RGPTF and other stakeholders to ensure the achievement of policy objectives outlined in the Third NGEEP.
- Conduct reviews on a quarterly basis and prepare reports on the implementation of the Third NGEEP and ensure feedback to the respective OMAs, the NGPTF, National Implementation Clusters and RGPTF.

8.3 Legal and Regulatory Arrangements

The policy will be implemented in alignment with the gender equality provisions in the Namibian Constitution and other International, Regional and National legal frameworks, Protocols and Conventions. The Policy calls for the review, amendment and enactment of the following:

- Amendments to the Child Care and Protection Act of 2015 (Act No. 3 of 2015), to accommodate new reported forms of child abuse and exploitation that are not adequately addressed in the Act (such as online child sexual exploitation), to improve on conflicting regulations on some of the provisions in the Act with other legislations, to address socio-cultural changes which have bearing on child protection in Namibia, and to improve the overall effectiveness of the law by strengthening enforcement mechanisms.
- The Combating of Trafficking in Persons Act of 2018 (Act No.1 of 2028), to improve on sections 15, 16, 28 and 202 of the Combating in Trafficking Act.
- Enactment of the Gender Equality and Equity Law. To operationalise the gender equality and equity provisions in the Namibian Constitution, it is recommended that Namibia enact the Gender Equality Act. `

8.4 Resource Mobilisation

All stakeholders will budget and mobilise resources to fulfil their role in the policy's implementation action plan. Stakeholders will mainstream GRPB in their budgeting processes to ensure adequate resources are set aside for implementing activities in the action plan. Stakeholders, led by the MGEPESW, will mobilise resources for policy implementation through engaging donors, lobbying for increased budgetary allocation from the national treasury, engaging the private sector and supporting CBOs and FBOs to engage in income generating activities to support

community-based gender equality initiatives. A resource mobilisation strategy for the policy will be developed to provide a framework for resource mobilisation.

8.5 Monitoring and Evaluation Framework and Reporting

Monitoring and evaluation will be carried out at the policy and programme implementation levels. To enable prompt reporting, decision-making, and guidance on the status of implementation, the MGEPESW will institutionalise tools for effective monitoring and evaluation of all projects and programmes resulting from this policy.

Through the National Gender Coordination mechanism implementation clusters, various sectors will report using the harmonised reporting template every quarter and reports will be submitted to the NGPTF and the High-Level Gender Advisory Committee.

The monitoring and evaluation of the NGEEP will entail a learning component that will promote the documentation of best practices, challenges, and new and emerging issues and questions throughout the implementation of the policy for continuous improvement and easy facilitation of solutions as they arise for optimal implementation.

The overall objective is to enhance the accountability and effectiveness of the national gender interventions and track progress in the implementation of the NGEEP for the attainment of gender equality and equity in Namibia.

8.6 Advocacy and Dissemination (Communication Strategy)

The policy will be launched at the national level with the participation of all stakeholders on the goal, objectives, and strategies. During the launch, government and private media will be invited to provide extensive coverage on all media platforms. An integrated communication strategy will be developed to achieve the policy's advocacy and information dissemination initiatives.

Abridged and simplified versions of the policy, translated into local languages, will be disseminated at sub-national and community levels to create awareness. The simplified copies of the policy will also be translated into braille and produced in audio format to enable persons with disabilities to access the policy.

9. CONCLUSION

The Policy has identified the past gains, challenges, and gaps during the implementation of the 2 NGP and proposes strategies to address existing gender inequalities in Namibia. Implementation of the policy will be guided by gender equality principles in line with National, Regional and international instruments, protocols and conventions.

10. NGEEP IMPLEMENTATION ACTION PLAN

The National Gender Equality and Equity Policy 2025-2035 will be implemented through the costed Implementation Action Plan.

The purpose of this Implementation Action Plan (IAP) is to provide a time-bound and budgeted framework for the operationalisation and implementation of the Third Namibia National Gender Equality and Equity Policy (2025-2035). The Implementation Action Plan seeks to translate stated policy objectives and strategies into actions and will serve as a comprehensive master plan for the achievement of these overall goals in a coordinated and complementary manner. The Implementation Action Plan focuses on what needs to be done to move towards Namibia's gender equality goals and ultimately the achievement of gender equality targets set in the country's Vision 2030, the National Development Plan, Sustainable Development Goals, the Namibian Constitution and, regional, sub-regional and international instruments and commitments on gender equality such as the revised SADC Protocol on Gender and Development, African Union Gender 2063, the Beijing Declaration and Platform for Action, Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Sustainable Development Goals amongst others. The Implementation Action Plan is designed to run for five years (2025-2030). A review will be conducted in 2030 that will inform the development of the new Implementation Action Plan from 2031 to 2035.

The Action Plan is structured around the Thematic Focus Areas of the National Gender Equality and Equity Policy (2025-2025) and the corresponding objectives and strategies under each thematic area.

10. NGEEP IMPLEMENTATION ACTION PLAN

Gender and Poverty Reduction

Objective: To reduce poverty in all its multi-dimensional forms, among women, men, girls and boys, Persons with Disabilities and Marginalised Communities, through provision of accessible and affordable basic services and economic empowerment, particularly in regions with high incidences of poverty.

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Intensify current Poverty Reduction efforts, targeting mostly women and girls in rural areas with high incidences of poverty as well as MCs and PWDs.	Conduct a gender audit of the social protection programme to determine gender responsiveness	Social protection programmes are gender-responsive	No. of gender audits conducted to determine gender responsiveness of social protection programmes disaggregated by region, disabilities, marginalisation and sex	3 Gender Mainstreaming Monitoring and Evaluation Plan for the Department of Water Affairs (MAWLR)-2024; Gender Audit for the MGEPESW: 2023; Gender Audit for Ministry of Education, Arts and Culture) (MoEAC)	-	-	1	-	-	-	-	990,000	-	-	MGEPESW. lead), MAWLR, OPM, MURD, NPC, MICT
	Review the Affirmative Action Act,1998 (Act No. 29 of 1998) to determine the inclusion of designated groups in the workforce of each institution to comply with this Act	Affirmative Action Plan reviewed to ensure the inclusion of designated groups	Percent of Affirmative Action Plan reviewed to address inclusivity of designated groups in the workforce by sex from top management, middle management to unskilled level	100 percent	-	100percent	20percent	40percent	60percent	100,0000	150,0000	200,000	250,000	300,000	MLIREC – (lead), EEC, MGEPESW, MoJ, Attorney-General) OMAS, Organisations of Persons with Disabilities (OPDs), MCs
	Roll out programmes to provide basic services, such as safe water for drinking and sanitation, to needy households, particularly female-headed households in rural areas	Programmes to provide basic services rolled out	Percent of households with access to basic services: safe water for drinking and sanitation disaggregated by region and sex	Households with access to safe water for drinking 91.4 percent (2023 Census): Urban: 98.0 percent Rural: 83.5 percent	Urban: 92 percent Rural: 84 percent	Urban: 93 percent Rural: 85 percent	Urban: 94 percent Rural: 85 percent	Urban: 95 percent Rural: 86 percent	Urban: 96 percent Rural: 87 percent	1,000,000	1,000,000	1,500,000	2,000,000	2,000,000	MAWLR (lead), MURD, Ministry of Health and Social Services (MOHSS), Regional Councils, Local Authorities

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
				Households with access to flush toilets: Urban: 69.9 percent Rural: 18.5 percent (2023 Census)	-	Households with access to flush toilets: Urban: 73 percent Rural: 19 percent	Households with access to flush toilets: Urban: 75 percent Rural: 21 percent	Households with access to flush toilets: Urban: 78 percent Rural: 23 percent	Households with access to flush toilets: Urban: 81 percent Rural: 25 percent	-	1,000,000	1,500,000	2,000,000	2,100,000	
	Strengthen resource mobilisation initiatives to support development funds for women, girls, men, boys, MCs and PWDs	Resource mobilisation strategy developed	Percent progress made towards the development of the resource mobilisation strategy	0	-	50 percent	100 percent	-	-	-	500,000	-	-	-	MGEPESW (lead), MFPE, MIRCO, NPC, Development Partners, Private Sector
	Conduct rapid assessments after humanitarian and natural disasters to identify vulnerable communities and the newly poor for immediate and timely assistance	Rapid assessments conducted after the occurrence of humanitarian disasters	No. of rapid assessments conducted and utilised during humanitarian disasters	0	When needed	When needed	When needed	When needed	When needed	-	1,000,000	1,000,000	1,500,000	2,000,0000	OPM; Directorate of Disaster Risk Management Development Partners, Regional and Local Authorities, MURD
Intensify and accelerate equitable land distribution, ensuring that men, women, youth, marginalised communities, and PWDs have increased access to productive resources and services such as land across all land distribution models, financial support and capacity training for effective land utilisation	Conduct a Gender and Inclusion Audit of all models of land distribution programmes and identify gender parity and gaps	Gender Audit Report	No. of Gender Audit Reports	0	-	1	-	-	-	-	1,000,000	-	-	-	MAWLR (lead) MGEPESW MURD, Regional Councils

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Establish specific quotas for women, youth, underprivileged men, MCs, and PWDs in the land distribution programmes and ensure that these quotas are fulfilled	Quota targets for women, youth, MCs, and PWDs established and implemented	% progress made to the establishment of the specific quota system for women, youth, MCs, and PWDs	45 percent (2023/24) - Communal Land Rights 50 percent (2022/23) - Land Resettlement	-	15 percent	50 percent	100 percent	-	-	9,500,000	-	10,500,000	15,500,000	MAWLR (lead) MURD, Regional Councils
			Proportion of land distribution beneficiaries under different models who are youth, women, men, MCs and PWDs	45 percent (2023/24) - Communal Land Rights 50 percent (2022/23) - Land Resettlement	-	5 percent youth 10 percent women 5 percent PWDs	-	10 percent youth 20 percent women 5 percent PWDs	15 percent youth 25 percent women 7 percent PWDs	-	-	-	-	-	MSYNS; MGEPESW, MURD Ministry of Industrialisation and Trade
	Provide financial support to women, underprivileged men, youth, MCs, and PWDs beneficiaries of the land distribution programmes	Women, youth, MCs, and PWD beneficiaries of land distribution provided with financial support	% of women, youth, MCs, and PWD beneficiaries who have received financial support	0	10 percent	15 percent	20 percent	50 percent	55 percent	1,000,000	2,000,000	3,000,000	4,000,000	5,000,000	MAWLR (lead) MURD Financial Institutions-Banks DBN
	Conduct capacity development training for women, youth, MCs, and PWDs of the land distribution programmes	Women, youth, MCs, and PWDs beneficiaries of land distribution trained	% of women, youth, MCs, and PWD beneficiaries trained	0	-	20 percent	-	25 percent	-	-	200,000	-	200,000	-	MAWLR (lead) MURD Federation for Persons with Disabilities
Support employment creation initiatives (both formal and informal) targeting rural areas and regions with high unemployment, ensuring that men, women, youth, marginalised communities, and PWDs are prioritised and are provided with financial support and skills development and have access to affordable technology.	Conduct a study to identify employment and viable entrepreneurial opportunities for youth, women, MCs, and PWDs	Study to identify employment opportunities and viable entrepreneurial opportunities for youth, women and PWD conducted	Study report	0	-	-	-	-	1	-	-	-	-	2,000,000	MIT, MSYNS, MLIREC MGEPESW
	Conduct capacity training for youth, women and PWD selected to participate in the identified employment and entrepreneurial opportunities	Training conducted for youth, women and PWDs	No. of youth, women and PWDs provided with capacity training per region	300 potential women micro entrepreneurs trained (2022/23)-Beijing+30 Country report 2024	-	100	-	150	-	-	200,000	-	300,000	-	MLIREC (lead) MSYNS, MGEPESW, MURD, NCCI-Private SEctor

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Provide financial support to youth, women and PWDs participating in employment creation and entrepreneurial programmes	Financial support provided youth, women, MCs and PWDs	No. of youth, women, MCs and PWDs provided. with financial support	334 beneficiaries (2023/24),103 males, 231 females	-	-	150	-	200	-	-	300,000	-	300,000	MSYNS, MICT, MGEPESW, MLIREC
	Support initiatives enabling youth, women, MCs and PWDs participating in employment creation and entrepreneurial programmes to access appropriate technology	Youth, women MCs and PWDs have access to appropriate technology	No. of supported youth, women, MCs and PWDs with access to appropriate technology	334 beneficiaries (2023/24),103 males,	-	100	-	200	-	-	600,000	-	600,000	-	MGEPESW. MLIREC
Strengthen support to youth development, Women's Economic Empowerment (WEE), and financial inclusion initiatives targeting areas where poverty and financial exclusion rates are highest and lucrative sectors where women have traditionally been excluded, such as mining, tourism, fishing and agriculture.	Conduct awareness workshops for youth, women MCs and PWDs on financial packages and opportunities available and the modalities of accessing these financial packages	Awareness workshops conducted	No. of awareness workshops conducted per region	334 beneficiaries (2023/24)-Beijing +30 Country report 2024 103 males, 231 females	-	1	1	2	2	-	150,000	200,000	200,000	300,000	MGEPESW, MLIREC, MFPE

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Engage the financial services sector to provide easily accessible and affordable financial services for women, youth, PWD and MCs so that they can fund their economic empowerment activities.	Conduct consultative workshops with financial services providers to create awareness of the need to provide appropriate financial packages for youth, women, MCs and PWDs entrepreneurs	Consultative workshops conducted	No. of consultative workshops conducted with financial service providers per region	0	-	1	1	-	-	-	200,000	200,000	-	-	MFPE (lead), Bank of Namibia; Financial Institutions, MSYNS; MGEPESW, MURD
	Strengthen the operational capability of the Namibia Integrated Employment Information System to create an enabling environment for the recruitment of designated groups	NIES strengthened to support the recruitment of designated groups (MCs and PWDs)	Proportion of designated groups recruited through NIES	0	-	10 percent	10 percent	10 percent	10 percent	-	-	-	-	-	MLIREC, OPM, MGPESW, Private Sectors
	Conduct a National Gender Pay Gap Study	Study conducted	No. of Gender Pay Gap studies conducted	0	-	-	1	-	-	-	-	1,500,000	-	-	Office of the Auditor General (lead) MGEPESW NSA, NPC
Roll out participatory sanitation programmes, targeting mostly urban informal settlements and rural households, to enable the construction of their own toilet facilities.	Design a Participatory Sanitation Programme	Participatory Sanitation Programme designed	No. of participatory Sanitation Programme implemented	0	-	-	1	-	-	-	-	1,000,000	-	-	MAWLR (lead), MURD, MEFT, Regional Council; Local Authority Council
	Identify households to participate in the sanitation programme	Households identified in urban and rural informal settlements	No. of female and male-headed households identified	0	-	100 female 100 male	-	100 female 100 male	-	-	300,000	-	500,000	-	
	Provide material support to the targeted households for the construction of sanitation infrastructure	Sanitation facilities for targeted households constructed	No. of female and male-headed households supported to construct sanitation facilities	0	-	-	100 female 100 male	-	100 female 100 male	-	-	500,000	-	600,000	
Undertake time-use studies to highlight the unpaid care work that women do and its contribution to the national economy.	Conduct studies to take stock of unpaid care work and make recommendations on rewarding and redistribution	Research conducted	No. of research reports on the value of unpaid care work produced	0	-	1	-	-	-	-	1,000,000	-	-	-	MGEPESW (lead), MLIREC, NSA, NPC

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Strengthen National statistical data system to incorporate sex-disaggregated data	Develop coordination mechanisms/ systems for all national statistical data from various institutions to ensure accurate and updated data for policy-making decisions and other related purposes;	Coordination mechanisms/ systems developed	No. of coordination mechanisms/ systems developed	0	-	-	1	-	-	-	-	1,000,000	-	-	Namibia Statistics Agency (NSA), NPC, MGEPESW
Create awareness among the poor on social protection programmes available and the required eligibility documents to access social protection services.	Advocate for improvements to the social protection schemes to enhance their effectiveness and sustainability	Advocacy activities conducted	No. of advocacy and awareness creation initiatives undertaken disaggregated by region and rural/urban	0	-	-	1	1	-	-	-	200,000	200,000	-	MGEPESW (lead), MOHSS, MLIREC
	Convene dialogue sessions to engage women, men, persons with disabilities and MCs on how to access social protection schemes	Dialogue sessions convened and reports produced	No. of dialogue sessions conducted and reports produced	0	-	1	2	2	1	-	150,000	200,000	200,000	100,000	
GENDER, EDUCATION AND TRAINING															
Objective: To improve the quality of education and training and achieve gender parity and equity at all levels, including in enrolment, retention, completion, and uptake of STEM subjects/courses.															
Intensify civic education campaigns to sensitise families and the public on the importance of girls' and boys' education to ensure their retention in school and to increase learners and students' transition rates from lower to upper primary and from Grade 8 to Grade 12.	Conduct community dialogue sessions, workshops and seminars with parents, caregivers, and community leaders (religious, political, and traditional) to sensitise them to the importance of girls' and boys' education and ensure their continued education, particularly for the girl child after giving birth	Community dialogue sessions, workshops and seminars conducted, and reports produced	No. of dialogue sessions, workshops and seminars conducted in the regions	0	-	7	10	12	14	-	150,000	200,000	200,000	300,000	MoEAC (lead) MHETI, FAWENA CSOs, NANSO, NGOs

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Conduct community awareness on male learner/ male student underachievement and under-participation in education	Community members sensitised	No. of community awareness sessions conducted in the regions	0	14	20	20	28	28	-	140,000	140,000	140,0000	140,000	MoEAC (lead) MHETI, FAWENA CSOs, NANSO, NGOs, Tertiary Institution, MGEPESW, CSOs
	Develop, localise, translate into the local languages and distribute IEC materials highlighting the importance of girls' and boys' education, gender equality and equity in education	IEC materials produced, localised, translated, and distributed	No. of IEC material produced, localised, translated, and distributed per region	0	-	1	-	1	-	-	1,000,000	-	-	-	MoEAC (lead) Ministry of Higher Education, Technology and Innovation (MHETI), FAWENA CSOs, NANSO, NGOs, UNESCO, UNICEF, UNFPA
	Conduct capacity-building for media practitioners to ensure gender-responsive reporting on education matters	Training workshops for media practitioners conducted	No. of training workshops conducted	0	-	1	-	1	-	-	100,000	-	200,000	-	MICT (lead), MHETI, MoEAC. MGEPESW, CSOs
	Conduct media campaigns (radio, television, print, Information Education and Communication material) on the need for gender equality and equity in education and the importance of girls' and boys' education	Media campaigns conducted and reports produced	No. of media campaigns conducted	0	-	1	1	1	-	-	300,000	350,000	400,000	-	MICT, MGEPESW, MHETI, MoEAC, CSOs
Strengthen support packages for marginalised learners and students, learners and students with disabilities as well as Orphans and Vulnerable Children (OVC).	Introduce more support packages for marginalised learners and students, learners and students with disabilities, as well as OVCs	Support packages for marginalised learners and students, learners and students with disabilities, as well as OVCs introduced	No. of marginalised learners and students, learners and students with disabilities, as well as OVCs receiving support packages	0	100	100	150	150	150	4,000,000	4,200,000	4,300,000	4,400,000	5,000,000	MHETI, MoEAC, MGPESC, CSOs

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Evidence-based decision-making initiatives to address low male enrolment and completion rates at the tertiary level.	Conduct a study to establish the reasons why male enrolment and completion rates are declining at the tertiary level and recommend strategic interventions aimed at motivating males to enrol and complete tertiary-level education in order to achieve gender balance	Research conducted and reports produced	No. of research reports produced	1	-	-	1	-	-	-	-	1,000,000	-	-	MHETI, MoEAC, MGEPESW
Adopt special measures to increase female uptake and completion of Technical Vocational Education and Training in male-dominated trade and STEM fields.	Implement affirmative action measures to increase female enrolment in male-dominated trades and male in female-dominated trades at the TVET level	Affirmative action measures implemented	Percent of TVET institutions implementing affirmative action measures	0	50 percent	60 percent	70 percent	80 percent	90 percent	-	-	-	-	-	Namibia Training Authority (NTA). MHETI
	Implement programmes to support male and female TVET students and trainees to increase completion rates	Scholarship to support the students and trainees	No. of female and male beneficiaries provided with scholarships	0	-	50	100	100	-	-	500,000	700,000	850,000	-	
	Reward female learners who obtain STEM qualifications with incentives	Female STEM graduates provided with incentives	No. of female students rewarded/ recognised after attaining STEM qualifications	0	-	50	100	100	100	-	1,500,000	1,500,000	1,500,000	1,600,000	
	Reward TVET top performers with incentives	Start-up toolkit awarded to top performers	No of female and male beneficiaries	0	-	50	50	100		350,000	400,000	400,000	400,000	500,000	

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Strengthen programmes to prevent teenage pregnancy, develop and implement guidelines for the re-integration of affected learners, both male and female, into the school system, in line with the Education Sector Policy for the Prevention and Management of Learner Pregnancy (ESPPMLL) 2008.	Conduct community engagement sessions to discuss the negative impacts of harmful cultural and religious practices that lead to child marriages, teenage pregnancies, and social norms linked to children dropping out of school, as well as the Education Sector Policy on Prevention and Management of Learner Pregnancy	Community dialogue sessions conducted	No of community dialogue sessions conducted per region	0	-	14	14	14	14	-	150,000	-	150,000	-	MoEAC, MHETI, MGEPESW, CSOs, TAs, Religious Leaders, MHETI, MOEAC, MOHSS, FAWENA, CSOs, Development Partners
	Conduct media campaigns highlighting the negative consequences of teenage pregnancies and child marriages on girls' and boys' education and their future	Media campaigns conducted	No. of media campaigns conducted	0	-	1	1	1	1	-	200,000	200,000	200,000	250,000	
	Advocate for the implementation of guidelines for the re-integration of affected learners, both male and female, into the school system	Advocacy campaigns conducted	No. of advocacy campaigns conducted per region	0	-	-	2	2	-	-	200,000	200,000	250,000	250,000	
Strengthen the life skills capacities of teachers to enable them to facilitate open conversations on SRH.	Conduct life skills orientation sessions for teachers on the Education Sector Policy on Prevention and Management of Learner Pregnancy so that they can support its implementation in schools and address the problem of stigmatisation	Orientation sessions on the Education Sector Policy on Prevention and Management of Learner Pregnancy conducted	No. of teachers orientated on Education Sector Policy on Prevention and Management of Learner Pregnancy	0	-	50	50	50	50	-	100,000	100,000	100,000	200,000	MHETI, MOEAC, FAWENA, CSOs, MOHSS, Development Partners

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Conduct in-service training for teachers on Adolescent Sexual Reproductive Health	In-service training for teachers conducted	No of training initiatives conducted for teachers on Adolescent Sexual Reproductive Health	0	-	2	2	2	2	-	200,000	200,000	200,000	250,000	MHETI, MOEAC, MOHSS, FAWENA, CSOs, Development Partners
Develop targeted interventions to address the high repetition and drop-out rates to minimise the inefficiencies in the education system and the gender-elated disparities at levels.	Conduct research on the factors leading to high repetition and dropout rates and recommendations from the research	Research conducted	No. of research reports produced	0	-	-	1	-		-	-	-	1,000,000	-	MOEAC, MHETI,
	Strengthen age-appropriate life skills education for children in difficult circumstances at primary and secondary levels	Age-appropriate life skills education for children in difficult circumstances at primary and secondary levels introduced	No. of schools/ learning institutions providing life-skills education	0	20	50	80	90	100	-	-	-	-	-	MOEAC (lead), MHETI
	Conduct campaigns against drug/ substance abuse in schools, tertiary institutions and in communities	Campaigns against drug/ substance abuse in schools, tertiary institutions and in communities conducted	No. of campaigns conducted at schools, tertiary institutions, and communities	0	-	1	-	1	-	-	250,000	-	400,000	-	MHETI, MOEAC, MOHSS, MGEPESW, NAMPOL, FAWENA, CSOs
	Train educators on inclusive education to address the needs of learners with disabilities and learners from MCs	Training on inclusive education conducted	No. of educators trained in inclusive education	0	-	50 males, 50 females	100 males,100 females	100 males, 100 females	100 males, 100 females	-	250,000	300,000	400,000	500,000	MOEAC, MHETI, MGEPESW, CSOs, FAWENA
Ensure that learning institutions have adequate and appropriate ablution and water facilities for staff, learners and students.	Conduct a gender audit of the learning institution's infrastructure to establish the extent to which the infrastructure is gender-friendly and adequacy to meet the needs of female and male staff and students	Leaning institutions infrastructure gender audit conducted, and reports produced	No. of gender and disability audit reports on learning institutions' infrastructure	0	-	-	1	-	1	-	-	-	-	2,000,000	MHETI, MOEAC, MGEPESW,

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Lobby for the construction of gender-sensitive infrastructure in schools and learning institutions	Lobbying for gender and disability-friendly infrastructure conducted	No. of lobbying actions conducted	0	-	-	-	-	-	-	-	-	-	-	
Strengthen the Education Reporting Template and Information Management System to incorporate the disability, marginalisation and sex-disaggregated data.	Review the Education IMS indicators and disaggregate education statistics by sex, disability, marginalisation, and OVC status; failure rate; dropout rates; and readmission rates back into school after pregnancy	Education IMS reviewed	No. of Education IMS Review reports produced	0	-	1	-	-	-	-	100,000	-	-	-	MHETI, MoEAC
Strive for balanced male-female participation rates to address the gender disparity between men and women regarding tertiary education enrolment versus employment opportunities.	Conduct a study to address the gender disparity between men and women in terms of tertiary education completion versus employment opportunities	Gender Disparity studies conducted	No. of studies conducted	0	-	-	1	-	-	-	-	1,000,000	-	-	MHETI, MoEAC, MLIREC, Namibia Training Authority
Provide sufficient support for the development of the boy-child	Facilitate the establishment of School Boys' and male youth Clubs	School Boys' and male youth Clubs established	No of Boys' clubs established	0	20	20	20	20	10	100,000	100,000	100,000	100,000	100,000	MoEAC, FAWENA, MGEPESW
	Provide training for in-School Boys Clubs to sensitize boys on their rights and responsibilities, obligations, and duties as learners in schools	In-School Boys Clubs conducted	No of training sessions	-	-	14	14	14	14	100,000	100,000	100,000	100,000	100,000	MoEAC, FAWENA, MGEPESW
	Psycho-social support boys with learning and emotional problems	Psycho-social support provided	% of Boys provided with Psycho-social support	-	100%	100%	100%	100%	100%	-	-	-	-	-	MoEAC- (School Social Workers); Life Skills Teachers/ , FAWENA, MGEPESW

Gender, Health, Sexual Reproductive Health and HIV and AIDS

Objective: To promote the health status of women, men, girls, boys, adolescents, PWDs and MCs, throughout their life cycles by making quality, functional and gender-responsive health, SRH and HIV and AIDS services and facilities across the country available and accessible

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Escalate civic education campaigns on HIV and AIDS targeting communities, schools, men, boys, Traditional Authorities, PWDs and MCs to address some of the gender-related barriers, toxic masculinities and harmful practices that fuel the spread of HIV and AIDs, and STIs.	Conduct awareness campaigns through media (radio, television, print media, IEC material) and through community dialogue sessions with community leaders, men, women and youth groups on the importance of gender equality in health service delivery and HIV/ AIDS prevention interventions	Awareness campaigns conducted	No. of awareness campaigns conducted in each region	3	-	4	4	4	4	-	1,000,000	1,000,000	1,000,000	1,000,000	MoHSS (lead), CSO, NGOs, Council of Health Professionals, UNAM, IUM, Development Partners, FBOs, CBOs, MSYNS, AfriYan, Traditional Authorities
Empower women and adolescent boys and girls with negotiation, self-assertive livelihood and economic empowerment skills so they can make decisions on their sexual and reproductive health and confidently negotiate for safe sex.	Conduct community dialogue/training sessions with women and girls on self-assertiveness and sexual reproductive health	Dialogue/training sessions with women and girls conducted	No of women trained/ participated in dialogue sessions per region	0	100	150	150	150	200	200,000	300,000	400,000	500,000	600,000	MoHSS (lead), Development Partners, FBOs, MSY NS, AfriYan, CSOs, NGOs, FBOs, CBOs, Traditional Authorities, MGEPESW
	Initiate and support income-generating activities and livelihood skills training for women and girls	Income-generating activities initiated	No. of women participating in income-generating activities per region	0	50	70	70	80	80	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	MGEPESW, MURD, Regional Councils, WAD
		Livelihood skills training for women and girls conducted	No. of women and girls trained in livelihood skills	0	100	150	150	200	200	200,000	200,000	200,000	300,000	350,000	

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Target regions with a high burden of HIV and AIDS with prevention, treatment and care services to efficiently and effectively utilise the limited resources available for the national HIV and AIDS response.	Awareness raising to increase HIV prevention, treatment and care services in "hot spots" regions	HIV prevention, treatment and care services increased in targeted hot-spots	% of targeted women, men, boys, girls and PWDs in hot spots regions accessing HIV prevention, care and support services, disaggregated by region and rural/urban areas	0	50 percent	60 percent	80 percent	95 percent	100 percent	300,000	300,000	300,000	300,000	400,000	MOHSS, MGEPESW, CSOs, NGOs, FBOs, CBOs, Private Sector
Increased investment in training health service providers, building more infrastructure and maternal health facilities, and making services available and affordable across all regions and to all segments of the population.	Train more health workers, especially men to equip them with enhanced skills to deliver comprehensive and youth and disability-friendly maternal health services	Trained health workers	% of targeted health personnel trained to deliver quality maternal health services, disaggregated by region and rural/urban areas	0	40 percent	60 percent	80 percent	100 percent	-	300,000	300,000	300,000	300,000	-	MOHSS (lead), Regional Council, CSOs, NGOs
	Build more health delivery infrastructure, particularly in rural areas with high maternal and infant mortality rates	Improved health delivery infrastructure	# of targeted health facilities with appropriate infrastructure for the delivery of quality maternal health services, disaggregated by region and rural/urban areas	0	-	-	1	1	-	-	-	3,000,000	3,000,000	-	

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Support upscaling of youth, adolescent and disability-friendly SRH services.	Lobby and advocate for strengthening of existing youth friendly centres and the setting up of these in those health centres where they don't exist, where adolescents and young people can be reached with information and training on self-assertiveness training, HIV, teenage pregnancies and other components of SRH	Lobbying and advocacy activities conducted	No of advocacy and lobbying activities conducted per region	0	-	1	1	1	-	-	-	-	-	-	MOHSS, MGEPESW, UNFPA, MSYNS, CSOs, NGOs
	Train girls, boys, and adolescent and youth peer educators on SRH so that they can engage and create awareness n SRH issues amongst their peers	Youth peer educators trained	No of youth peer educators trained per region	0	-	50	50	50	100	-	300,000	300,000	300,000	400,000	
	Produce IEC, radio, television and implement social media campaigns on SRH targeted at children, adolescents and young adults	Media campaigns launched	No of media campaigns launched	0	-	1	-	-	-	-	1,500,000	-	-	-	
Promote male engagement and participation in health-related programmes and activities.	Conduct awareness mobilisation campaigns through media, mobile clinics, and community meetings to encourage men and boys to participate in maternal and reproductive health	Male awareness mobilisation campaigns conducted	No of males reached with HIV and SRH awareness programmes	0	-	1000	1000	1000	1000	-	1,500,000	1,500,000	1,500,000	2,000,000	MOHSS, MGEPESW, NGOs, CSOs, United Nations

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Train health workers to equip them with skills to provide male-friendly services	Trained health workers	No of health workers trained to offer male= friendly services, disaggregated by region and rural/urban areas	0	-	50	60	80	100	-	2000,000	200,000	200,000	300,000	MOHSS (lead), MGEPESW, Development Partners, FBOs, MSYNS, AfriYan, CSOs, NGOs, FBOs, CBOs, Traditional Authorities
	Develop a male engagement and participation strategy in maternal and reproductive health	Male engagement and participation strategy	% progress made on the development of the male engagement and participation strategy	0	-	50 percent	50percent	-	-	500,000	500,000	-	-	-	
Strengthen the information data system to track gender inequalities in health delivery to achieve gender equality in the health sector.	Incorporate gender Indicators into the NDHS	Gender Indicators Incorporated into the NDHS	% of gender Indicators incorporated into the DHS data collection tools	0	30 percent	-	-	-	-	600,000	-	-	-	-	MOHSS, NSA, MGEPESW, Development Partners
	Conduct a comprehensive study on the root causes of GBV	Comprehensive study on the root causes of GBV conducted	No. of study conducted	1	-	-	1	-	-	-	-	1000,000	-	-	
Advocate for increased budget allocation for financing gender-responsive policies and programmes in the health sector and in National HIV and AIDS policies and strategies.	Conduct GRB training for health sector partners and stakeholders	Training on GRB conducted	No. of GRB training initiatives conducted for health sector partners	0	-	1	-	1	-	-	250,000	-	350,000	-	MOHSS, MGEPESW, MFPE, UN
	Develop a Resource Mobilisation Strategy for financing the implementation of gender-responsive policies and programmes in the health sector, particularly with regard to mental health, HIV and AIDS policies	Resource Mobilisation Strategy developed	Resource Mobilisation Strategy document	0	-	1	-	-	-	-	1,000,000	-	-	-	

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Strengthen knowledge and data generation surveys.	Advocate for the allocation of resources to conduct regular population-based studies such as the Demographic Health Survey, Multiple Indicator Cluster Surveys and the Population-based HIV Impact Assessment to provide up-to-date data that can inform the NGP implementation	Advocacy activities conducted	No. of advocacy activities conducted	0	-	1	-	-	-	-	-	-	-	-	MHSD, MGEPESW, MFPE, NSA
Gender Based Violence and Violence Against Children															
Objective: To reduce the prevalence and eradicate all forms of Gender Based Violence, Violence Against Children, and Trafficking in Persons and provide comprehensive, multi-sectoral GBV services to all survivors															
Strengthen the legal framework through review and alignment of laws and effective implementation	Conduct a review of the Prioritised Plan of Action on GBV 2019-2023	Prioritised Plan of Action on GBV reviewed and updated	Percent progress made on the development of the Updated Prioritised Plan of Action on GBV	2	-	50 percent	50 percent	-	-	-	1,000,000	1,000,000	-	-	MGEPESW -Lead MHAISS (NAMPOL and Namibia Correctional Service), NGOs, CSO, GBV and Human Rights Cluster
	Implementation of Trafficking in Persons National Action Plan (TIP NAP)	TIP NAP implemented	% progress made towards the implementation of TIP NAP	0	-	10 percent	35 percent	50 percent	-	-	1,000,000	1,500,000	2,000,000	-	MGEPESW, MoJ, NAMPOL, MOHSS MHAISS. PG
	Raise awareness on gender related laws to address the issue of the binary legal system to ensure customary law is fully aligned with the Namibian Constitution	Legal literacy programmes implemented	No. of Traditional Authorities sensitised on gender-related laws	2	1	1	1	1	-	300,000	300,000	300,000	300,000	-	MGEPESW, MOJ

	Raise awareness on GBV prevention and response for community members targeting women, girls, men and boys, traditional leaders, communities and community courts"	Awareness raised on GBV prevention and response for the community	No. of awareness sessions conducted	0	1	1	1	1	-	-	100,000	100,000	100,000	-	MGEPESW, MoJ
	Improve Legal literacy through awareness creation on the roles of community courts on GBV, Gender Equality and Violence against Children	Awareness raised on the roles of community courts on GBV, Gender Equality and Violence against Children	No. of awareness sessions conducted	0	0	1	1	1	-	100,000	100,000	100,000	100,000	-	MGEPESW, MoJ
	Establishing GBV courts ensures the protection of all victims of GBV and fast-tracking of prosecution of GBV cases	GBV courts established for the protection of all victims of GBV and fast-tracking of prosecution of GBV cases	No. of GBV courts established	0	-	-	1	-	-	-	-	1,000,000	-	-	PG, Office of the Judiciary, MGEPESW MOHSS, NAMPOL NCS
Advocate for eliminating harmful social and cultural norms and practices that perpetuate GBV in all spheres of life, including the workplaces, through awareness creation, public campaigns and engagement of cultural gatekeepers	Conduct national campaigns and initiatives on GBV and Trafficking in Persons prevention and response	Awareness raising and education campaigns conducted	No. of awareness raising, and education campaigns conducted	2	2	2	2	2	-	5,000,000	5,000,000	5,000,000	5,000,000	5,000,000	MGEPESW, CSOs
	Conduct dialogue with social influencers and change makers such as traditional, religious and political leaders so that they can help in discouraging harmful practices, toxic masculinities and cultural norms and practices that perpetuate GBV	Dialogue sessions with social influencers and change makers conducted	No. of dialogue sessions conducted	4	-	4	4	4	-	-	300,000	350,000	400,000	-	MGEPESW, CSOs

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Engage men and boys as collaborative partners in the fight against GBV	Men and boys engaged as collaborative partners	No. of men and boys engaged as collaborative fighters against GBV	3,000	500	1,000	1,000	1,000	-	500,000	600,000	700,000	800,000	-	MGEPESW, CSOs
	Conduct capacity-building for CCLOs and CLOs on gender equality in families and effective parenting to promote non-violence and positive masculinities	CCLOs and CLOs trained on gender equality in families and effective parenting	No. of CCLOs and CLOs trained	0	-	29	-	29	-	-	200,000	-	300,000	-	MGEPESW, MoHSS
	Engage families through couples and family dialogue sessions to promote non-violence and positive masculinities	Dialogue sessions conducted with couples and families	No. of family members and couples dialogue sessions conducted per region	0	-	-	500	500	-	-	-	1,000,000	1,500,000	-	MGEPESW, CSOs
	Conduct training for media as partners in the fight against GBV and build their capacities to report in a gender-sensitive manner and positively on GBV	Training for media partners (houses) conducted	No. of media partners (houses) trained	34	-	10	10	10	10	-	100,000	100,000	100,000	200,000	MGEPESW, MICT, CRAN, Media Houses CSOs
	Support women to engage in sustainable income generating activities to enable them to become economically independent and be able to move away from abusive and exploitative relationships	Women supported with income generating activities	No. of women supported with Income Generating Activities per region	1,413	100	100	100	100	-	100,000	150,000	200,000	300,000	-	MGEPESW, MLIREC, CSOs

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Provide minimum packages for GBV services such as Health, Legal, Justice, Psycho-social support, and rehabilitation for survivors of GBV and TIP.	Establish minimum packages for GBV services such as Health; Legal; Justice; Psycho-social support; rehabilitation and reparation for survivors of GBV including for survivors with disabilities through establishing One Stop Centres	Minimum GBV service package developed	Minimum package for GBV services document	0	-	-	1	-	-	-	-	1,000,000	-	-	MGEPESW, MoHSS, MoJ NAMPOL, CSOs
Strengthen capacity of stakeholders to deliver comprehensive GBV services to survivors including health; psychosocial support; legal; security; shelter; and economic empowerment	Conduct coordination capacity strengthening training for multi-sectoral stakeholders (police stations, safe houses, one-stop centres, counselling, legal services, courts, community leadership and other community structures)	Multi-sectoral stakeholders trained	No. of coordination capacity training programmes conducted for service providers	1	-	1	1	1	-	-	200,000	300,000	300,000	-	MGEPESW, MoHSS, MoJ NAMPOL, CSOs
	Conduct regular coordination meetings at national and sub-national levels	Coordination meetings convened regularly as planned	No. of coordination meetings conducted by the multi-sectoral coordination platform at national and regional level	17	17	17	17	17	17	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000	MGEPESW, Regional Councils
	Sensitise inmates on GBV and TIP prevention and response	Inmates sensitised on GBV prevention and response	No. of inmates sensitised	0	-	100	100	100	100	-	500,000	550,000	600,000	650,000	National Correctional Service (lead)

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Conduct training to strengthen the capacity of service providers to enable them to mainstream GBV prevention and response during humanitarian disasters or emergencies such as the recent COVID pandemic, droughts and floods	Capacity strengthening training conducted	No. of GBV service providers trained on Gender Mainstreaming in Humanitarian Emergencies	0	-	50	-	50		-	600,000	-	600,000	-	MGEPESW, NAMPOL, MOHSS, MoJ, NGOs, CSOs OPM (DRRM)
	Conduct awareness raising on early identification of emerging forms and drivers of GBV such as cyber bulling, social media blackmailing, drug and substance abuse and humanitarian disasters and develop appropriate measures to address these emerging forms and drivers of GBV	Awareness raised on early identification of emerging forms of GBV	No. of community members reached	0	-	1,000	1,000	1,000	-	-	500,000	500,000	600,000	-	MICT (lead), MGEPESW, CSOs
Strengthen the implementation of the provision of the Labour Act of 2007 (Act No11 of 2007) on Sexual Harassment	Advocate for the development of sexual harassment workplace policies in various OMAs	Sexual harassment on the workplace policies developed	No. of advocacy interventions for OMAs to develop sexual harassment in the workplace policies	0	-	1	-	-	-	-	200,000	-	-	-	MLIREC (lead) OPM Labour Unions
Resource mobilisation for national GBV and TIP prevention and response	Develop a resource mobilisation strategy for GBV shelters, the GBV and TIP national response	Resource Mobilisation Strategy	No. of resource mobilisation strategies documents produced	0	-	-	1	-	-	-	-	500,000	-	-	MGEPESW, MFPE, NPC

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Strengthen the integrated inter-operable GBV Information Management System (IMS) and Database to capture all GBV and TIP related data by stakeholders and strengthen referrals between (health, justice, police, and social services)	Strengthen an integrated and inter-operable GBV Information Management System (IMS) and Database to capture all GBV related data by stakeholders	GBV Information Management System (IMS) and Database developed	No. of Functional GBV IMS and Database produced	0	-	1	-	-	-	-	1,000,000	-	-	-	MGEPESW
	Finalise the economy study on the cost of GBV	Economy study on the cost of GBV finalised	No. of study reports produced	0	1	-	-	-	-	1,000,000	-	-	-	-	MGEPESW
Strengthen knowledge and data generation system for evidence-based programming	Undertake research to determine the reasons for withdrawal of GBV cases reported to the police as well as protection order and maintenance applications to the courts based on findings, take corrective actions to address factors leading to the withdrawals	Research conducted	No. of research reports produced	0	-	1	-	-	-	-	2,000,000	-	-	-	MGEPESW, NAMPOL PG, MOJ
Strengthen interventions to address GBV and mental health in the workplace	Introduce and/or review staff rules and programmes in the Public Service to address GBV in the workplace	Staff rules and programmes in the Public Service to address GBV in the workplace reviewed	% of Progress made on the review of staff rules and programmes in the Public Service to address GBV in the workplace.	0	-	50 percent	100 percent	-	-	-	1,000,000	1,000,000	-	-	OPM, MOHSS, Society of Family Health, NCCI, Development Partners
Objective: To ensure efficient and effective prevention, response and support services on violence against children															
Strengthen implementation of legal frameworks and protection of children against all forms of violence	Review existing legislation to define all forms of violence against children (VAC) clearly	Legislations that define all forms of VAC amended	No. of legislations amended	1	-	1	-	-	-	-	1,000,000	-	-	-	MOJ; Law Reform Commission, LAC; MGPESC, MGEPESW

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Conduct capacity-building for law enforcement agencies to investigate and respond to cases of VAC effectively	Law enforcement officials capacitated on how to investigate and respond to cases of VAC effectively	No. of law enforcement officials trained on investigation and response to cases of VAC	0	100	-	100	-	100	100,000	-	200,000	-	300,000	MHA, MGEPESW
	Conduct capacity-building for the judicial system to handle cases related to VAC	Capacity-building for the judicial system to handle cases related to VAC conducted	No. of judicial officials trained	0	-	50	-	50	-	-	100,000	-	100,000	-	Office of Judiciary, MGEPESW, MHAISS
	Establishing child-friendly court ensuring the protection of child-vulnerable witnesses	Child-friendly courts established	No. of child-friendly courts established	3	-	-	1	-	1	-	-	1,000,000	-	1,000,000	Office of Judiciary, MGEPESW, MHAISS
Enhance prevention and early Intervention strategies relating to VAC	Develop and launch comprehensive awareness campaigns to educate parents, caregivers, and communities about the negative consequences of VAC and the importance of positive parenting practices	Comprehensive awareness campaigns developed and launched	No. of messages developed for awareness campaigns on VAC	0	3	-	3	-	3	-	-	-	-	-	MGEPESW
	Develop and Implement evidence-based parenting programmes that promote positive discipline techniques, effective communication, and stress management skills	Evidence-based parenting programmes that promote positive parenting developed	No. of parenting manuals developed	0	1	-	-	-	-	1,000,000	-	-	-	-	MOHSS (lead),, MGPESW, Society for Family Health
		Training of trainers on parenting manuals conducted	No. of professionals trained as Trainer of Trainers	0	-	50	-	50	-	-	300,000	-	350,000	-	MOHSS, MGEPESW
		Training for parents on positive parenting conducted	No, of parents trained on positive parenting	0	-	-	200	200	200	-	-	300,000	300,000	350,000	MoHSS, MGPESC, Lifeline/Childline

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Integrate violence prevention education into school curricula, promoting respect, empathy, and conflict resolution skills among leaners	Violence prevention education into school curricula integrated	Revised curricula with VAC prevention information	0	-	-	1	-	-	-	-	-	-	-	MAEC, NIED
	Train teachers to recognise signs of abuse and provide appropriate support to learners	Training for teachers to recognise signs of abuse and provision of appropriate support to learners conducted	No. of teachers trained	0	-	100	100	100	100	-	150,000	200,000	300,000	300,000	MOEAC, MGEPESW NAMPOL, NIED, Tertiary Institutions
	Establish referral systems to connect children and families with appropriate support services.	Referral systems to connect children and families with appropriate support services established	Referral mechanisms on VAC developed	0	-	1	-	-	-	-	1,000,000	-	-	-	MGEPESW, MHAISS
	Conduct outreach programmes to raise awareness about available support services and ensure that children and their families know how and where to seek help.	Awareness-raising campaigns regarding available support services to seek hep conducted	No. of children reached	13,000	5,000	5,000	5,000	5,000	5,000	300,000	300,000	300,000	300,000	300,000	MGEPESW, MHAISS. Lifeline Childline,. CSOs, NGOs
			No. of community members reached	9,000	5,000	5,000	5,000	5,000	5,000	300,000	300,000	300,000	300,000	300,000	MGEPESW, MHAISS
	Identify and collaborate with CSOs and NGOs working with VAC programmes	CSOs and NGOs working with VAC programmes identified	No. of CSOs and NGOs involved in VAC programmes collaborating with the MGEPESW	4	1	1	1	2	1	100,000	100,000	100,000	100,000	100,000	MGEPESW
Ensure efficient and effective response and support Services on VAC	Develop training materials for professionals working with children, such as healthcare providers, social workers, and educators, to identify and respond to signs of abuse or risk factors early on.	Training materials for professionals working with children to identify and respond to signs of abuse or risk factors developed	Training manual on VAC developed	0	-	1	-	-	-	-	2000,000	-	-	-	MGEPESW. MHAISS, MoEAC

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Provide comprehensive training for professionals working with child victims, including social workers, healthcare providers, prosecutors, law enforcement, agencies and magistrates to ensure they have the necessary skills and knowledge to provide effective support and assistance.	Comprehensive training for professionals conducted	No. of professionals trained on how to provide effective support and assistance to child victims	0	-	150	150	150	150	-	300,000	350,000	400,000	450,000	MGEPESW. MHAISS. Office of the Prosecutor General Office of Judiciary
		Child victims are provided effective support and assistance	No. of child victims provided effective support and assistance	0	900	900	700	700	600	1,000,000	1,500,000	2,000,000	2,000,000	2,000,000	MGEPESW
Strengthen multi-sectoral collaboration programmes among key service providers dealing with VAC	Develop standardised data collection systems to gather comprehensive information on VAC, including prevalence rates, types of abuse, and demographics.	Integrated electronic case management operationalised	Operational Integrated Electronic case management on child protection (DHIS2)	0	1	-	-	-	-	-	-	-	-	-	MGEPESW
		VAC survey conducted	No. of VAC surveys conducted	1	-	-	-	1	-	-	-	-	2,000,000	-	MoEAC, MGEPESW, NSA
	Analyse and share data to inform evidence-based policy and programme development	VAC data report produced	Report disseminated with VAC data	0	1	1	1	1	1	-	-	-	-	-	MGEPESW
	Foster partnerships with civil society organisations working in the field of child protection to leverage their expertise, networks, and resources	Partnership with CSOs working in the field of child protection to leverage their expertise, networks, and resources fostered	No. of CSOs partnering with the Ministry with the mandate to protect children	3	1	-	1	-	1	-	-	-	-	-	MGEPESW, MHAISS
Increase coverage and access to social protection services by child-headed households	Conducting investigation to identify children in child-headed households for them to benefit from the child grants	Child-headed households registered for child grants	No of child-headed households registered and benefiting for the child grants	250 (2020) Baseline	250	300	350	400	450	990,000	1,188,0000	1,300,000	1,500,000	1,700,000	MGEPESW

Gender and Economic Empowerment

Policy Objective: To improve equal and equitable access to economic empowerment training, opportunities, markets and productive resources such as credit facilities, land, technology, information and support services for women, men, youth, PWDs and MCs.

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Facilitate equal and equitable access to land and funding support for women, men, youth, PWDs and MCs.	Roll out awareness creation and legal literacy programmes on land rights, as espoused in the National Land Policy, among women and men, young people, traditional leaders and key stakeholders to enable them to appreciate the rights of women, young people and PWDs to land, including communal land	Awareness sessions on land rights and funding support rolled out	No of awareness sessions conducted on land rights and financial support	0	-	1	1	1	1	500,000	500,000	500,000	500,000	500,000	MAWLR (lead) MGEPESW, MOJ
	Train stakeholders responsible for land distribution in gender mainstreaming	Training on gender mainstreaming conducted	No. of training sessions on gender mainstreaming for women, men, youth PWDs, and MCs conducted	0	1	1	1	1	1	300,000	320,000	300,000	350,000	350,000	MAWLR, MoJ
	Lobby for allocation of financial and material resources to women, men, PWD, youth and marginalised communities who have been allocated land to enable them to turn the land allocated into productive assets	Lobbying activities on financial and material resources conducted	No. of lobbying activities on financial and material resources conducted	0	-	1	-	1	-	-	-	-	-	-	MGEPESW, MAWLR (lead), MoJ
	Implement affirmative action measures ensuring gender parity in land boards that have been appointed to oversee land administration and redistribution in Namibia	Affirmative action measures implemented	No. of board implementing Affirmative action measures % of women's representation in land boards	41 percent	-	43 percent	45 percent	47 percent	50 percent	-	-	-	-	-	MAWLR (lead); Regional Council

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Support employment creation initiatives (both formal and informal) targeting mostly rural areas and regions with high unemployment, ensuring that men, women, youth, PWD and MCs are prioritised and provided with financial support and skills development and have access to affordable technology.	Initiate and support income generating projects for women, men, youth, PWD and MCs	Income-generating projects initiated and supported	No. of women, men, youth, PWDs and MCs in viable income generation projects per region	47 females, 24 males (MGEPESW 2023/24)	-	80	80	80	-	-	500,000	600,000	700,000	-	Ministry of Labour, Industrial Relations and Employment Creation MGEPESW,
	Raise awareness on the Environment Investment Fund (EIF) targeting men, women, youth, PWDs and MCs-led enterprises, women in cultural industries and tourism in rural areas, women in the informal sector, agriculture, mining, tourism, and fishing and in rural areas with accessible and affordable finance	Awareness raised on the services provided by the Environmental Investment Fund	No. of men, women, youth, PWDs and MCs reached by EIF awareness programmes	0	-	-	200	300	-	-	-	500,000	700,000	-	MEFTF: Lead Environmental Investment Fund Development Partners
	Lobby for the review of the criteria for accessing funding from the Environmental Investment Fund to ensure that barriers preventing women from accessing funding are removed	Advocacy sessions conducted with the EIF	No. of sessions conducted	0	-	1	-	-	-	-	-	-	-	-	MGEPESW
	Create awareness among women, men, youth PWDs and MCs on existing opportunities in the Green Climate Fund	Awareness raised on a Green Climate Fund	No. of women, men, youth, PWDs, and MCs reached	0	-	50 women, 50 PWDs, and 50 MCs	-	50 women, 50 PWDs, and 50 MCs	-	-	500,000	-	500,000	-	MEFTF (lead) Environmental Investment Fund (EIF) Development Partners Ministry of Industrialisation and Trade (MIT)

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Conduct Value Chain Analysis for informal sector trades to identify viable business opportunities for women in the different regions of the country	Value Chain Analysis conducted	Value Chain Analysis Report	0	-	1	-	-	-	-	800,000	-	-	-	MEFTF (lead) Environmental Investment Fund (EIF) Development Partners Ministry of Industrialisation and Trade (MIT
	Conduct skills training in Small and Medium Enterprise (SME) development and management, marketing, and Internal Savings and Lending (ISAL) schemes for women, men, youth, PWDs and MCs to prepare them for informal sector entry	Skills training conducted	No. of women, men, youth, PWD and marginalised communities trained	0	-	100	100	100	-	-	500,000	500,000	500,000	-	MIT (lead) NCCI
															MIT (lead) Namibia Chamber of Commerce and Industry (NCCI)
	Lobby for an affirmative quota for contract awarding in both the public and private sectors for women, men, youth, PWDs and MCs-owned businesses from the procurement processes	Advocacy sessions conducted	No. of sessions convened to discuss affirmative female quota policy for contract awarding in both the public and private sectors for female-owned businesses	0	-	-	1	-	-	-	-	100,000	-	-	Ministry of Labour, Industrial Relations and Employment Creation, GEPESW, MFPE (Public Procurement Unit)
	Support learning visits to other countries by groups of women, men, youth, PWDs and MCs and government planners and civic society organisations to enable them to understand international economic and business processes	Women, men, youth, PWDs and MCs businesses supported to participate in learning visits	No. of income-generating activity projects owned by women, men, youth, PWDs and MCs businesses supported through learning visits	0	-	-	25 (5 women, 5 men, 5 PWDs, 5 MCs, 5 youth)	-	25 (5 women, 5 men, 5 PWDs, 5 MCs, 5 youth)	-	-	-	-	1,000,000	MGEPESW (lead) MFPE (Public Procurement Unit), Development Partners, MURD, MYSNS, Women in Business Association (WIBA)

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
			No. of SMEs owned by women, men, youth, PWDs and MCs-owned businesses supported through learning visits	-	-	25 (5 women, 5 men, 5 PWDs, 5 MCs, 5 youth)	25 (5 women, 5 men, 5 PWDs, 5 MCs, 5 youth)	25 (5 women, 5 men, 5 PWDs, 5 MCs, 5 youth)	25 (5 women, 5 men, 5 PWDs, 5 MCs, 5 youth)	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	Ministry of Industrialisation and Trade (lead), Namibia Tourism Board MEFT, NCCI
	Conduct capacity-building of IGA's beneficiaries through skills training and use of appropriate technologies to conduct their business	Capacity-building training conducted	No. of IGA's beneficiaries trained	300 women trained in 2022/23 (MGEPESW)	-	50	60	80	90	-	200,000	300,000	400,000	500,000	MGEPESW, Regional Councils
	Conduct training for women, men, youth, PWDs and MCs on improved modern, appropriate and affordable technology, including agricultural technology and provide required support services	Training for women, men, youth, PWDs and MCs conducted	No. of women, men, youth, PWDs and MCs reached	0	-	50 women and 50 men	-	100 women and 100 men	-	-	300,000	-	400,000	-	MAWLR: Lead Environmental Investment Fund Development Partners
Advocate for full remuneration packages for all women on maternity leave on paid employment in all sectors	Advocate for full remuneration packages for women on maternity leave in the private sector and state-owned enterprises	Advocacy workshops on full remuneration packages on maternity leave conducted	No. of workshops convened	0	-	1	-	1	-	-	150,000	-	150,000	-	MGEPESW, OPM, MLIREC, Academia, Social Security Commission, MoFPE, MIT, NCCI
	Advocate for non-discrimination in remuneration for equal work- equal pay for men and women on paid employment in the private sector and state-owned enterprises	Advocacy sessions on non-discrimination in remuneration for equal work- equal pay for men and women conducted	No. of advocacy sessions conducted	0	-	1	-	1	-	-	100,000	-	100,000	-	

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Lobby for non-contributory social security maternity leave benefits for women in the informal sector	Advocacy on non-contributory social security maternity leave benefits for women in the informal sector conducted	No, of advocacy meetings on non-contributory social security maternity leave benefits for women in the informal sector conducted	0	-	1	1	-	-	-	100,000	100,000	-	-	
Broaden financial inclusion for women and men with disabilities and MCs.	Conduct financial literacy campaigns among women, youth, men, PWDs and MCs so that they are aware of financial support packages available on the market and the modalities of accessing these products	Financial literacy campaigns implemented, and reports produced	No. of financial literacy awareness campaigns implemented per region, and No. of reports produced	0	-	-	1	-	-	-	-	700,000	-	-	MFPE, MLIREC, MGEPESW, CSOs
	Train stakeholders in the financial services sector on gender analysis and gender mainstreaming to ensure that their financial products are gender-sensitive and gender-responsive to the needs of women, youth, men, PWDs and MCs	Capacity training on gender analysis and mainstreaming in the financial sector conducted	No. of training sessions conducted	35 gender focal persons trained (2023/24 MGEPESW)	-	1	-	1	-	-	400,00	-	500,000	-	MGEPESW, MFPE, United Nations
Integrate financial literacy in the formal education curriculum, ensuring that educational materials are accessible to PWDs and MCs.	Conduct workshops with education curriculum developers to discuss ways of integrating financial literacy into the education curriculum of Namibia	Workshops conducted	No. of workshops conducted	0	-	1	-	1	-	-	300,000	-	350,000	-	MOEAC, NIED, MHETI, MFPE, MLIREC, MGEPESW Tertiary Institutions

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Mainstream gender into procurement, fisheries, mining, construction, and manufacturing sectors	Conduct training on gender mainstreaming for procurement, fisheries, mining, construction, and manufacturing sectors to lobby for specific quotas to be allocated to women, youth, PWDs, men, and MCs	Capacity training on gender mainstreaming carried out	No. of people trained	0	-	50	-	50	-	-	300,000	-	400,000	-	MGEPESW Development Partners
Enhance the capacity of women to participate in trade competitively and profitably through capacity building, funding support, market linkages, learning visits and improved access to information and technology	Conduct a study to understand gender barriers that women are facing in trade	Study conducted	Study report	o	-	-	1	-	-	-	-	1,000,000	-	-	Ministry of Labour, Industrial Relations and Employment Creation (MLIREC), MGFEPESW, Ministry of Industrialisation and Trade (MIT), MFPE
	Establish affirmative action measures to encourage women to be competitive in the export market, where they are more likely to reap more lucrative benefits	Affirmative action measures established	No. of affirmative action measures established to support women's participation in the export market	0	-	2	-	-	-	-	1,000,000-	-	-	-	
	Convene workshops to create market and mentorship linkages between established formal businesses with SMEs to grow the capacity and viability of the SMEs	Workshops conducted	No. of workshops conducted per region	0	-	1	-	1	-	-	1,000,000	-	1,500,000	-	MIT (lead) MLIREC, MGEPESW, MFPE, Private Sector
	Develop and implement specific targeted programmes to build women's capacity to trade in Africa	Programmes to build women's capacity to trade in Africa developed	No. of programmes to build women's capacity to trade in Africa developed and implemented	0	-	-	1	-	-	-	-	1,000,000	-	-	

Gender, Governance and Decision-Making

Objective: To achieve gender parity, equality and equity in representation, leadership, governance and decision-making structures and processes in the political, public and private spheres

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Eliminate all legal, economic, socio-cultural, and political barriers to women's meaningful participation in leadership, governance and decision- making at all levels	Advocate for the accelerated implementation of provisions of Articles 5, 12, and 13 of the SADC Protocol Gender and Development Strengthen affirmative action measures that impact on women's participation	Advocacy activities conducted	No. of advocacy activities conducted	0	-	1	-	1	-	-	-	-	-	-	MGEPESW, CSOs, Parliament
		National survey conducted (barriers identified)	No. of national surveys conducted	0	-	1			1	-	-	-	-	-	
		Barrier implementation plan (remedial actions) developed	No. of barrier implementation plans produced	0	-	-	1	1	1	-	-	-	-	-	
Enact the Gender Equality and Equity Law	Advocate for a Gender Equality and Equity Law	Advocacy activities conducted	No. of advocacy activities conducted	0	-	1	1	1	1	-	150,000	150,000	150,000	200,000	MGEPESW, MoJ, Law Reform Commission of Namibia, CSOs, Parliament, Legal Assistance Centre (LAC), ECN
		Stakeholder consultations held (Legal advice obtained from the Attorney General and all relevant stakeholders)	No. of stakeholder consultations held	0	-	1	1	-	-	-	-	-	-	-	
		Gender Equality and Equity Law drafted	% progress made towards the drafting of the Bill	0	-	25 percent	50 percent	100 percent							
Strengthen gender equality and equity measures in all political parties	Advocate for institutionalisation of gender equality and equity measures in all political parties	Gender equality and equity measures in all political parties institutionalised	No. of engagements with political parties conducted and the No. of political parties engaged	0	-	1	-	1	-	-	-	-	-	-	MGEPESW, Political Parties
		Gender equality and equity activities implemented	No. of Political Parties that implement gender equality and equity activities	1	-	4	5	5	5	-	-	-	-	-	MGEPESW, All Political Parties, ECN
	Promote the participation of women in politics and decision-making structures	Woman participation in politics and decision-making increased	No. of awareness engagements conducted with politicians and no of reports produced	5	-	1	1	1	1	-	500,000	500,000	500,000	500,000	MGEPESW, Political Parties ECN, Parliament, Development Partner

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Lobby for amendments to the Electoral Law to have specific provisions on gender parity at all levels	Lobby and advocate for the amendment of the electoral law so that it can have specific women's quota and gender parity provisions at all levels and not just at local authority levels	Lobbying and advocacy activities conducted	No. of lobbying and advocacy activities conducted	0	-	1	1	1	-	-	100,000	150,000	200,000	-	ECN (lead), MGEPESW, MoJ,, Law Reform Commission of Namibia, CSOs Parliament, Legal Assistance Centre (LAC)
		Engage ECN and relevant stakeholders	No. of engagements	0	-	1	1	1							
		Criteria for gender parity developed	No. of criteria developed	0				1							
Strengthen traditional and community leaders awareness on gender equality and equity issues	Conduct continuous gender awareness engagements with traditional and community leaders to address traditional norms and values that act as barriers to women participation in leadership	Awareness engagements with traditional and community leaders conducted	No. of awareness engagements conducted with traditional and community leaders	14	-	14	14	14	14	800,000	800,000	800,000	800,000	800,000	MGEPESW, MURD, CSOs, Traditional Councils and Community Leaders
Strengthen the capacity of aspiring women candidates and those already elected through mentorship and training programmes to build their agency and confidence to participate in the electoral process effectively	Conduct mentorship and training programmes to strengthen the capacity of aspiring women candidates and those already elected to build their confidence and agency to participate in the electoral process effectively	Capacity-building training conducted	No. of capacity-building training initiatives conducted	0	-	1	1	-	-	-	500,000	600,000	-	-	MGEPESW, CSOs, Development Partners, UN Agencies

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Strengthening Monitoring for Accountability to ensure monitoring of implementation of the SADC Gender and Development Protocol at national level at regular intervals to assess progress, identify gaps and determine measures that need to be taken to achieve gender equality and parity in decision-making structures and processes	Conduct regular monitoring and evaluation of the implementation and impact of the SADC Gender and Development Protocol at national level to assess progress, identify gaps and determine measures needed to be taken to achieve gender equality and parity in decision-making structures	Monitoring and evaluation activities conducted, and reports produced	No. of M and E activities conducted and No. of reports produced	0	-	1	1	1	1	200,000	200,000	220,000	300,000	300,000	MGEPESW, SOs Development Partners, UN Agencies, NGOs
Engage the private sector to create awareness of the need for gender parity in decision- making structures and processes	Conduct engagement sessions with the private sector to create awareness of the need for gender parity in decision-making structures and processes	Private sector engaged, and reports produced	No. of engagements with the private sector and reports produced	0	-	1	-	1	-	-	400,000	-	400,000	-	MGEPESW, CSOs
Gender, Media, Information and Communication															
Objective: To improve women, men, girls, boys, PWDs and MCs access to media, information, and communication and to achieve gender equality and equity, women's participation in decision-making in the media industry, and gender-responsive and sensitive reporting in the media.															
Strengthen engagement with media houses and support of gender mainstreaming capacity in the media industry.	Provide training to media houses to equip them with skills to conduct gender analysis, gender audits, developing and implementing gender equality and sexual harassment policies	Training conducted for media houses	No. of gender mainstreaming training sessions conducted for media houses	0	-	1	-	1	-	-	300,000	-	300,000	-	MGEPESW, Ministry of ICT, CSOs, Development Partners
			No. of media practitioners trained on gender = responsive reporting and coverage	0	-	20	-	20	-	-	300,000	-	300,000	-	MGEPESW (lead) MICT, media houses

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Strengthen the implementation and monitoring of the Affirmative Action measures for the media industry	Develop an Affirmative Action Policy Framework for the media sector and monitor the implementation of the policy	Affirmative Action Policy developed	% progress made towards the development of an Affirmative Action Policy Document	0	-	-	50 percent	50 percent	-	-	-	1,000,000	1,000,000		MICT (lead), MGEPESW, CSOs, MISA Namibia
Adopt measures that promote gender mainstreaming in the ICT media policy, programmes, and projects	Conduct periodic gender analysis of media reporting and recognise and reward media houses and journalists that excel in gender-sensitive reporting	Gender analysis of media stories conducted, and journalists and media houses awarded	No. of annual gender Media award sessions held	10	-	1	-	-	1	-	500,000	-	-	500,000	
Advocate for gender mainstreaming into ICT legal frameworks	Gender mainstreaming in ICT legal frameworks	Gender mainstreaming into ICT legal frameworks	No. of advocacy sessions held	0	-	1	-	-	-	-	-	-	-	-	
Strengthen the capacity of media practitioners on gender-sensitive reporting	Train young female journalists to empower and prepare them to take up leadership positions in media houses	Capacity-building training for young female journalists conducted	No. of capacity-building training initiatives conducted	0	-	1	1	1	-	-	300,000	350,000	400,000	-	MICT (lead), MGEPESW, CSOs, MISA Namibia
	Conduct training on gender-sensitive reporting for media practitioners	Training on gender-sensitive reporting conducted	No. of training initiatives conducted	0	-	1	-	1	-	-	400,000	-	450,000	-	
Promote Women's Access to ICT and Media particularly in rural areas.	Implement programmes that increase women's access to media products and ICT resources and knowledge, particularly in rural areas where the majority of the population is female and has limited access to the media	Programmes increasing women's access to ICT implemented	No. of programmes initiated to increase women's access to media products, ICT resources and knowledge per region	0	-	1	-	-	-	-	800,000	-	-	-	MGEPESW, MICT, CSOs, MISA Namibia, Tertiary Institutions

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Conduct national engagements with media owners, practitioners, civil society organisations, media technology providers and relevant government departments to discuss strategies and technologies for disseminating media products in rural areas in an accessible and sustainable manner	National engagements on media access strategies convened	No. of national engagements with media houses conducted	0	-	-	1	-	-	-	-	750,000	-	-	MGEPESW, MICT, CSOs, MISA Namibia, Tertiary Institutions M ICT, MGEPESW, MISA Namibia, Tertiary Institutions
	Conduct community-based engagements with groups of women, men and young people and PWDs on the use of ICT	Community based engagements conducted	No. of community-based engagements conducted per region	0	-	1	-	1		-	400,000	-	450,000	-	
	Develop a community women empowerment training manual on ICT	Training manuals developed	% progress made on the development of the Community ICT Training Manual	0	-	-	-	-	1	-	-	-	-	2,000,000	M ICT, MGEPESW, MISA Namibia, Tertiary Institutions
Gender, Environment, Climate Change and Climate Justice															
Objective 1: To promote equal and equitable access to benefits from the environment and to decision-making structures and processes of environmental management bodies by women, men, boys, girls, PWD, and MCs ***Objective 2: To increase gender responsiveness in climate change and disaster adaptation and mitigation initiatives***															
Formulate and review existing policies and legislation on sustainable utilisation of natural resources to make them gender responsive	Conduct a gender audit of the environment, natural resources, climate change policies and legislation to propose policy and legislative changes to address the identified gaps	Gender audits conducted	No. of gender audit reports produced	0	-	-	1	-	-	-	-	1,000,000	-	-	Ministry of Environment, Forestry and Tourism (MEFT), (lead), MGEPESW, EIF, Office of the Auditor General
	Conduct stakeholder workshops and lobby for the implementation of the recommended changes	Stakeholder workshops convened	No. of stakeholder workshops conducted	0	-	1	-	1	-	-	500,000	-	500,000	-	

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Promote gender advocacy on environment and climate change issues.	Conduct community dialogue sessions and campaigns on environmental management, energy and climate change and discuss their impact on women, men, boys, girls, PWDs, and MCs	Community awareness and dialogue sessions conducted	No. of community awareness and dialogue sessions conducted per region	0	-	1	1	1	1	700,000	700,000	700,000	900,000	900,000	Ministry of Environment, Forestry and Tourism (MEFT), (lead), MGEPESW, EIF, Office of the Auditor General
	Conduct media awareness campaigns on environmental management using community radio, TV, IEC material, billboards and print media	Media awareness campaigns on environmental management conducted	No. of media awareness campaigns conducted	0	-	1	1	1	1	500,000	1,000,000	500,000	500,000	1,000,000	
Strengthen gender mainstreaming capacity for institutions responsible for the management of the environment, climate change adaptations and natural disasters	Conduct capacity-building training workshops on gender mainstreaming for institutions responsible for management of the environment, climate change adaptations and natural disasters	Capacity-building training on gender mainstreaming conducted	No. of training sessions conducted	0	-	1	-	1	-	-	500,000	-	700,000	-	MEFT, MGEPESW, EIF
	Support institutions responsible for management of the environment, climate change and natural disasters to develop and implement gender equality and sexual harassment policies	Gender and Sexual Harassment Policies developed	No. of supported institutions with Gender Equality and Sexual Harassment Policies	0	-	-	1	-	-	-	-	1,000,000	-	-	

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Conduct empowerment training for men, women, boys, girls, PWDs and MCs to enable them to effectively participate in environmental, climate change, disaster management and decision-making processes	Training for men, women, boys, girls PWDs and MCs conducted	No. of training sessions conducted per region	0	-	-	1	1	-	-	500,000	500,000		-	MEFT, MGEPESW, EIF
	Develop a gender responsive environmental management module and incorporate in education curriculum at all levels	Environmental management module developed and incorporated in education curriculum at all levels	% of progress made on the development of the environmental management module	0	-	-	-	10 percent	50 percent	-	-	-	600,000	1,200,000	
Develop an affirmative action framework for the environmental and climate change sectors to increase the proportion of women employed and participating in natural environment management and climate change mitigation and adaptation programmes.	Implement affirmative action measures in the framework to increase the proportion of women in decision-making positions and boards of institutions responsible for managing the natural environment, Climate Change and Disaster Management	Affirmative action measures implemented	No. of institutions implementing affirmative action measures to increase women's representation in boards and decision-making positions	0	-	-	1	-	1	-	-	600,000	-	700,000	MEFT, MGEPESS, EI
Promote research and knowledge generation on the intersection between environment, climate change and gender equality	Conduct a gender assessment on the intersection between environment and climate change among men, women, girl, boys, PWDs, and MCs	Gender assessment conducted	Research report	0	-	-	1	-	-	-	-	1,500,000	-	-	MEFT, EIF, Development Partners, United Nations, NGPs, Private Sector, Academia

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Support gender mainstreaming in national level strategies for climate-induced disaster management and risk reduction and coping mechanisms	Conduct a gender analysis of national level strategies for climate-induced disaster management and risk reduction and coping mechanisms	Gender analysis conducted	Gender analysis report	0	-	-	-	-	1	-	-	-	-	1,000,000	MEFT, EIF, Development Partners, United Nations, NGPs, Private Sector, Academia
	Develop a gender mainstreaming strategy with specific tools for mainstreaming gender in the planning, design and implementation of environment and resource management programmes; Climate Change; Disaster Management Programmes; risk reduction and coping mechanisms	Gender mainstreaming strategy developed	Gender mainstreaming strategy document	0	-	1	-	-	-	-	2,000,000	-	-	-	MEFT, EIF, Development Partners, United Nations, NGPs, Private Sector, Academia
Promote the use of energy efficient alternatives such as using green energy sources	Embark on a public campaign (road shows, radio programmes, TV, billboards) to promote the use of sustainable and environmentally friendly sources of energy	Public awareness campaigns conducted	No. of awareness campaigns conducted per region	0	-	-	-	1	-	-	-	-	-	1,000,000	MEFT

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Integrating gender considerations into the development and review of Nationally Determined Contributions (NDCs), National Action Plans (NAPs), long-term strategies, and other climate change policies and strategies	Assess the extent of inclusion of gender and climate change into the key national climate change policies and strategies	Assessment reports on Nationally Determined Contributions (NDCs), National Action Plans (NAPs), long-term strategies, and other climate change policies and strategies	No. of assessment reports compiled	0	-	1	-	-	-	-	1,000,000	-	-	-	Environmental Investment Fund (IEIF) (lead), MEFT, MGEPESW, Development Partners
Support women, men, boys, girls, PWDs, youth, and MCs in implementing climate actions that are responsive to gender considerations at the grassroots level.	Develop targeted interventions for women, men, boys, girls, PWDs and MCs segment on gender and climate change	Interventions for women, men, boys, girls, PWDs and MCs segment on gender and climate change	No. of interventions developed	0	-	-	-	2	1	-	-	-	1,000,000	1,000,000	MEFT (lead), EIF, Development Partners
	Assess the level of transformation amongst the women, men, girls, boys, PWDs and MCs as a result of such interventions	Assessments reports	No. of assessment reports produced	0	-	-	1	-	-	-	-	1,200,000	-	-	MEFT (lead), EIF, Development Partners
Improve the generation and utilisation of sex-disaggregated data in climate change initiatives across various sectors to facilitate monitoring, evaluation, and planning processes	Identify data gaps and enhance research to improve data availability on gender and climate change	Data gap analysis research report produced	No. of research reports produced	0	-	50 percent	100 percent	-	-	-	1,000,000	1,000,000	-	-	NSA (lead), MEFT, EIF, Development Partners
	Support the processing, presentation and use of administrative data on gender and climate change	Processed, presented and used administrative data on gender and climate change conducted	No. of sectors facilitating, presenting and utilising administrative data on gender and climate change	0	-	1	1	-	-	-	1,000,000	1,000,000	-	-	NSA (lead), MEFT, EIFF

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Identify gender champions within each thematic area of adaptation, and mitigation, while also establishing innovative multi-stakeholder platforms focused on gender and climate change	Advocate for gender mainstreaming towards climate change negotiation across different segments	Advocacy initiatives conducted	No. of advocacy meetings convened	0	-	1	1	1	1	100,000	100,000	100,000	-	-	MEFT, EIF, MGEPESW,
	Identify champions in each climate change negotiation segment to tag along the gender and climate change agenda	Champions identified	No. of champions identified per region	0	-	2	1	-	-	-	-	-	-	-	
	Establish a national platform to discuss gender and climate change	Platform established	No. of platforms established	0	-	1	1	1	-	-	-	100,000	100,000	100,00	
The Girl and Boy Child															
Objective: To eradicate child and forced marriages, teenage pregnancies and all practices that violate the rights and discriminate against the girl and boy child in all spheres of life, including family															
Support effective implementation of laws and policies designed to eliminate all forms of discrimination against the girl and boy child	Conduct training and capacity-building for policymakers and service providers in education, health, legal, and social protection, among others, on the implementation of laws and policies on the rights of girls and boys in a gender-sensitive and responsive manner	Capacity-building training initiatives conducted	No. of capacity-building training initiatives conducted	0	-	1	-	1	-	-	400,000	-	450,000	-	MGEPESW, MoJ, Legal Assistance Centre, Women's Action for Development Development Partners, MOHSS, MOEAC, FAWENA, CSOs

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Intensify awareness campaigns on Adolescent Sexual Reproductive Health (ASRH)	Conduct sustained, intensified and targeted awareness campaigns on ASRH, teenage pregnancies, child marriages, and harmful practices, particularly in regions with high rates of teenage pregnancy and child marriages. The campaigns should target parents, traditional leaders, faith-based organisations (FBOs), community members, and identified social influencers in the respective regions	Awareness campaigns on Adolescent Sexual Reproductive Health conducted, and reports produced	No. of awareness campaigns conducted	0	-	1	-	1	-	-	1,000,000	-	1,500,000	-	MOHSS, CSOs, MGEPESW
Changing social norms on harmful practices that violate the rights of the girl and boy child	Develop/revise a manual for conducting engagement sessions with various traditional, religious and community leaders and community members on negative cultural and religious practices that promote violation of the rights of the girl and boy child	Manual for conducting engagement sessions developed/revised	No. of manuals for community engagement sessions developed	0	-	1	-	-	-	-	2,000,000		-	-	MGEPESW, MOHSS. LAC, CSOs, Regional Councils and Local Authorities, FAWENA, CSOs

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Conduct training for CSOs, CBOs, FBOs and traditional leaders on how to conduct community dialogue sessions to discuss negative cultural and religious practices that promote gender inequality and the violation of the rights of the girl and boy child	Training initiatives conducted and reports produced	No of capacity-building training initiatives conducted, and No. of reports produced	0	-			1	1	-			400,0000	450,000	
	Conduct engagement sessions with traditional, religious community leaders and community members on negative cultural and religious practices that promote violation of the rights of the girl and boy child	Engagement sessions conducted and reports produced	No. of community engagement sessions conducted, and No. of reports produced	0				14	14	-	-	-	300,000	300,000	MGEPESW, MOHSS. LAC, CSOs, Regional Councils and Local Authorities, FAWENA, CSOs
	Conduct engagement sessions with girls and boys on harmful cultural and religious practices that promote violation of the rights of the girl and boy child	Engagement sessions conducted, and reports produced	No. of community engagement sessions conducted	0	-	-	-	14	14	-			200,000	200,000	
	Develop a booklet with recommendations to change the identified cultural and religious practices that violet the rights of the girl and boy child	Booklet with recommendations developed	No. of booklets developed	0	-	1	-	-	-	-	500,000	-	-	-	MGEPESW, MOHSS. LAC, CSOs, Regional Councils and Local Authorities, FAWENA

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Support Implementation of the Education Sector Policy on the Prevention and Management of Learner Pregnancy	Continue conducting awareness and education programmes on the Prevention and Management of Learner Pregnancy Policy targeting teachers, education officials, traditional leaders, and communities to increase appreciation and understanding of the policy to promote policy buy in, uptake and implementation	Awareness and education programmes conducted	No of awareness programmes conducted	0	-	2	2	2	1	-	800,000	900,000	500,000	500,000	MOEAC, MOHSS, MGEPESS, CSOs, FAWENA
	Conduct training programmes targeting the girl and boy child to build their agency, assertiveness, self-confidence and "power within" to make her/him less vulnerable to sexual abuse, economic exploitation and early pregnancy	Training for boys and girls conducted	No. of training initiatives conducted per region	0	-	14	14	14	14	-	500,000	500,000	500,000	500,000	MOEAC, MOHSS, FAWENA MGEPESS
	Conduct action research to establish school re-entry barriers for young mothers and fathers and take appropriate measures to address the barriers	Research conducted and report produced	Research report	0	-	-	1	-	-	-	-	1,000,000	-	-	MHETI, MOEAC, MGEPESW, CSOs, NGOs

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Develop a disaster preparedness strategy for the education sector	Develop a humanitarian and disaster preparedness strategy for the education sector to trigger mitigatory action that creates a safe learning environment, particularly protecting the girl and boy child from sexual abuse and exploitation during humanitarian disasters, as was the case during the COVID-19 lockdowns and floods	Humanitarian and disaster preparedness strategy for the education sector developed	Disaster Preparedness Strategy Document	0	-	-	1	-	-	-	-	1,000,000	-	-	MOEAC, OPM, MOHSS
Promote gender research on the challenges and negative practices that affect the development of the boy child	Conduct research on the challenges and harmful practices that are impacting negatively on the rights, growth and development of the boy child	Research conducted	Research report	0	-	1	-	-	-	-	1,000,000	-	-	-	MOEAC, MGEPESW, MOHSS
	Conduct a study on the prevalence and effects of Drug and Substance Abuse among boys and girls	Research report	Research report	0	-	-	1	-	-	-	-	1,000,000	-	-	MOEAC, MGEPESW
Intensify family support programmes for children living and working on the streets so that they are rehabilitated and reintegrated into their families	Implement family tracing, reunification and rehabilitation programmes for children living and working on the streets	Family tracing, reunification and rehabilitation programmes for children living and working on the streets implemented	No. of programmes implemented	0	-	1	1	1	1	-	-	-	-	-	MGEPESW, MOEAC, MOHSS

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Ensure adherence to the legal provisions of the zero tax on sanitary products	Assess the implementation of the zero tax on sanitary products	Assessments conducted	No. of assessments conducted	0	-	-	-	1	-	-	-	-	500,000	-	MFPE (lead), MOEAC, MGEPESW
Provide sufficient support for the development of the boy-child	Conduct awareness on the challenges and harmful practices that are impacting negatively on the rights, growth and development of the boy child	Awareness sessions conducted	No. of awareness sessions conducted	0	-	10	14	14	14	-	100,000	140,000	140,000	140,000	MGEPESW, MHSS, Traditional Authorities
Gender, Legal Affairs and Human Rights															
Objective: To promote gender equality and equity, related human rights and ensure effective implementation of legislations and the alignment of customary laws to the Namibian Constitution															
Strengthen accountability mechanisms for the implementation of gender equality policies and legal frameworks to ensure that gender mainstreaming constitutes one of the key result areas for performance assessments of public service heads of departments and ministries	Conduct a gender audit of OMAs to determine the extent to which gender is being mainstreamed and the institutional capacity for gender mainstreaming	Gender audit conducted and report produced	No, of gender audit reports produced	0	-	-	1	-	1	-	-	1,000,000	-	1,000,000	MGEPESW, OPM
	Lobby and advocate for gender mainstreaming and gender equality to be a key result area for performance assessment of senior public service heads of departments and ministries	Lobbying activities conducted	No. of lobbying activities	0	-	1	-	-	-	-	-	-	-	-	

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Implement increased and sustainable awareness initiatives and capacity training on the provisions of the international, continental and regional gender equality instruments such as CEDAW among all stakeholders, including the judiciary, police and health workers, to enable these stakeholders to implement these provisions in their work effectively	Awareness initiatives and capacity-building training conducted and reports produced	No. of awareness creation activities implemented	0	-	1	1	1	1	-	800,000	900,000	1,000,000	1,000,000	
			No. of training initiatives conducted and No. of reports produced	0	-	1	1	1	1	-	700,000	800,000	1,000,000	1,000,000	
Promote civic education programmes on existing legal instruments on gender equality	Conduct legal awareness dialogue sessions with women, girls, men and boys, traditional leaders and communities on critical legislation related to women's rights, gender equality, GBV and TIP	Legal awareness dialogue sessions conducted and reports produced	No. of dialogue sessions held and No. of reports produced	0	-	2	2	2	1	-	900,000	1,000,000	1,500,000	1,000,000	MGEPESS, MoJ, NAMPOL
	Conduct legal literacy engagements with Traditional Authorities on legal instruments that promote gender equality and alignment of customary laws to the Namibian Constitution	Legal literacy engagements conducted	No. of legal literacy engagements conducted	2	2	2	2	2	-	300,000	350,000	400,000	450,000	-	MGEPESW, MURD MOJ, PG, LAC, CSO, FBOs, Regional Councils, OMBUSMAN, Development Partners

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
	Lobby for the inclusion of legal awareness questions into the Women Empowerment module of the NDHS	Lobbying activities conducted	No. of women empowerment module included in the NDHS	0	-	-	-	1	-	500,000	500,000	-	-	-	MGEPESW, MOHSS, NSA
Improve legal literacy through civic education targeting women, girls, men, boys, traditional leaders, PWDs, MCs, and community courts.	Conduct legal literacy education targeting women, girls, men, boys, traditional leaders, PWDs, MCs and community courts	Legal literacy sessions conducted	No. of sessions conducted	2	1	1	1	1	1	400,000	450,000	450,000	500,000	500,000	MGEPESW, MOHSS, MHAISS
Strengthen the Legal Aid System to improve access to justice for poor and vulnerable	Providing adequate human and technical resources to the Legal Aid System to ensure that more GBV survivors, in particular women, girls and women with disabilities, have access to legal and protection services	More human, financial and technical resources allocated to the Legal Aid System	% increase in human and technical resources allocated to the Legal Aid System	0	10 percent	20 percent	30 percent	40 percent	-	2,000,000	2,500,000	3,000,000	3,500,000	-	MoJ, Development Partners
Gender, Peace Building, Conflict Resolution, Security and Disaster Management															
Objective: To achieve gender parity and equality to strengthen women's participation in decision making processes and structures responsible for peace-building, conflict resolution, security and disaster management															
Strengthen monitoring mechanisms for the implementation and evaluation of the National Action Plan on Women, Peace and Security	Develop tools and guidelines for monitoring implementation of the National Action Plan on Women, Peace and Security	Tools and guidelines for monitoring implementation of the NAP on peace and security developed	No. of tools and guidelines documents developed	1	-	1	-	-	-	-	2,000,000	-	-	-	Ministry of Defence and Veterans Affairs (lead) MHAISS (lead) NCIS, MGEPESW, CSOs
	Build the capacity of civil society to enable them to track progress on the implementation of the NAP and UNSCR 1325	CSO training conducted	No. of training sessions conducted		-	1	-	1	-	-	300,000	-	350,000	-	

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Promote civic education among communities on career opportunities in the security and disaster management sectors for women	Conduct awareness dialogue sessions with women, girls, community members and in schools on career opportunities in the security and disaster management sectors to breakdown stereotypes that prevent women from pursuing opportunities in the security and disaster management sectors	Awareness dialogue sessions conducted	No. of awareness and dialogue sessions conducted per region	0	-	2	2	2	1	-	300,000	300,000	350,000	400,000	Ministry of Defence and Veterans Affairs (lead) MHAISS (lead), MGEPESW, CSOs OPM-DDRM, Development Partners National Central Intelligence Service (NCIS)
Strengthen gender mainstreaming within the security and disaster management sectors	Continue conducting GBV, gender equality awareness and gender mainstreaming training within the security and disaster management sector	GBV and gender equality awareness and gender mainstreaming training conducted	No. of awareness activities conducted	0	-	1	1	1	1	-	300,000	350,000	400,000	500,000	Ministry of Defence and Veterans Affairs (lead) MHAISS (lead), MGEPESW, CSOs OPM-DDRM, Development Partners National Central Intelligence Service (NCIS
			No. of training initiatives on gender mainstreaming conducted	0	1	-	1	-	-	800,000	-	900,000	1,000,000	-	
	Develop institutional gender equality and equity policies within the security and disaster management sectors	Policy on sector gender equality and equity developed		0	-	1	1	1	1	-	300,000	350,000	400,000	500,000	
Strengthen implementation of the Affirmative Action Act to increase female representation in the security and disaster management sectors	Develop guidelines to strengthen the implementation of the Affirmative Action Act to achieve gender parity in decision-making positions in peace and security institutions	Guidelines developed	% progress made towards the development of guidelines	0	-	1	-	-	-	-	1,000,000	-	-	-	Ministry of Defence and Veterans Affairs (lead) MHAISS (lead), MGEPESW, CSOs OPM-DDRM, Development Partners National Central Intelligence Service (NCIS
		Guidelines implemented	% progress made towards the implementation of guidelines	0	-	-	25 percent	50 percent	75 percent	-	-	-	-	-	

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Capacity Strengthening for women involved in conflict prevention, conflict resolution, peacebuilding and disaster management	Conduct capacity-building for women in conflict prevention, conflict resolution, peacebuilding and disaster management	Capacity building conducted	No. of capacity-building initiatives conducted for women	0	-	1	1	1	1	-	400,000	450,000	500,000	550,000	Ministry of Defence and Veterans Affairs (lead), MHAISS, NCIS
Gender Equality in the Family															
Objective: To promote gender equality and equity in family relationships and provide greater protection for women and men in all spheres of family life including marriage, divorce, maintenance and inheritance															
Align family laws with the Constitution	Conduct awareness on Gender equality laws to address norms, beliefs and practices that are discriminatory and not in alignment with the Namibian Constitution	Awareness on gender equality laws conduced	No. of awareness sessions conducted	0	1	1	1	2	2	500,000	-	200,000	250,000	300,000	MGEPESW, MoJ, Judiciary, CSOs, NAMPOL
Enhance implementation of family laws by addressing challenges that stakeholders face in enforcing the law maintenance forms and lack of maintenance investigators	Conduct stakeholder consultative workshops to identify challenges that stakeholders face in enforcing family laws and develop recommendations to address the identified challenges	Stakeholder consultative workshop convened	No. of stakeholder consultative workshops convened	0	-	-	1	-	-	-	-	800,000	-	-	MGEPESW, MoJ, Judiciary, CSOs, NAMPOL

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Address harmful cultural Practices by continuously engaging families, communities, and traditional and religious leaders to create awareness	Continuously engage families, communities, and traditional and religious leaders, and create awareness aimed at dismantling customs and traditional harmful practices that discriminate against women and children and make them vulnerable to gender-based violence (GBV) and other forms of abuse and discrimination	Awareness creation conducted	No. of awareness creation sessions conducted per region	0	-	5	-	5	-	-	500,000	-	600,000	-	MGEPESW, MoJ, Judiciary, CSOs, NAMPOL
Promote positive gender norms in learning institutions through strengthening gender equality, equity, family and life skills education	Advocate the inclusion of gender positive topics in the education curriculum to teach gender equality, equity, family and life-skills education within schools to enable young men and women and children to internalise positive gender norms that respect and promote gender equality, equity and respect for women and girls	Monitoring visits conducted	No. of monitoring visits per school/ educational institution	0	-	1	-	1	-	-	500,000	-	600,000	-	MGEPESW, MOEAC
Develop self-esteem and agency among women, men, boys, girls, PWDs and MCs from adolescence stage to adulthood through training and peer education	Establish community level peer education groups for creation of awareness on gender related rights and building confidence, agency and self-esteem amongst men, women, boys and girls	Peer education groups established	No. of peer education groups established per region	0	-	50	60	65	70	-	500,000	500,000	600,000	500,000	MGEPESW

Cross-cutting Issues

Disability and marginalised communities

Objective: To mainstream disability and marginalisation communities in the implementation of all policy activities and ensure that all data is disaggregated by disability and marginalisation status

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Identify the needs and priorities for PWDs and MCs for each strategy under the NGEEP thematic areas	Raise public awareness on social protection programmes, rights for PWDs and MCs to enhance access to services	Public awareness raised on social protection, programmes and rights of PWDs and MCs	No. of awareness sessions conducted on social protection programmes and on the rights of MCs and PWDs	0		1	1	2	2	-	500,000	500,000	500,000	550,000	MGEPESW, Regional Councils, MoJ, Social Security Commission, Other OMAs
			No. of disaggregated beneficiaries of the social protection programmes	0	-	400	600		1	-	300,000	300,000	300,000	350,000	MGEPESW, MoJ, Regional Councils
Disaggregate data by sex, disability, and marginalisation status across all thematic areas of NGEEP	Populate disaggregated data by sex, disability, marginalisation status on targeted programmes	Data on sex, disability, MCs disaggregated	No. of reports with disaggregated data by sex, disability and marginalisation status of all thematic areas of the NGEEP	0	1	1	1	1	1	-	-	-	-	-	MGEPESW, Regional Councils, Local Authorities, other OMAs
Strengthen the provision of assistive devices and technology support services for PWDs to increase accessibility, productivity and mobility	Advocate for budget increase for the provision of assistive devices and technologies and support services for persons with disabilities	Budget allocation for the provision of assistive devices and technologies and support services for persons with disabilities increased	% of budget increased for the provision of assistive devices and technologies and support services for persons with disability	-	-	15percent	15percent	15percent	15percent	-	-	300,000	-	350,000	MOHSS, MGEPESW Federation for Persons with Disabilities

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Strengthen capacity on gender mainstreaming among organisations of PWDs and MCs developing gender equality and sexual harassment policies and GBV strategies	Conduct capacity-building training for organisations representing PWDs and MCs	Capacity-building training conducted	No. of capacity-building training initiatives conducted	-	-	-	-	-	-	-	-	-	-	-	MGEEPESW, Ministry of Safety and Security, MoJ
Gender Responsive Planning and Budgeting															
Objective: To promote gender mainstreaming and GRPB in all sector policies, programmes, projects and budgets															
Strengthen capacity on GRPB for all OMAs	Appoint gender focal persons in OMAs to ensure capacity building and implementation of GRB into sector policies, programmes, projects, and budgets and to monitor gender mainstreaming programmes in OMAs and other institutions for effective coordination	Gender Focal Persons appointed in OMAs	No. of OMAs with functional GFPs	0	25	-	-	-	-	-	-	-	-	-	MGEPESW
	Conduct gender-responsive budgeting capacity-building training for government planners, gender focal points and policymakers, NGOs and Parliamentarians	GRB capacity-building training conducted	No. of capacity-building training initiatives conducted	0	1	1	2	2	2	500,000	500,000	500,000	500,000	550,000	MGEPESW, UN Agencies
	Roll out the GBR Curriculum for MPs and civil servants	GRB curriculum for MPs and civil servants rolled out by NIPAM	No. of staff members and MP's trained	0	-	30 staff members and 15 MP's	30 staff members and 15 MP's	30 staff members and 15 MP's	30 staff members and 15 MP's	-	700,000	700,000	700,000	800,000	NIPAM (lead), MGEPESW

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
Strengthen the capacity of the Office of the Auditor General to monitor gender equality and equity programmes	Conduct Performance Audits on equity across sectors	Performance Audits on Gender Equality in Namibia for various OMAs conducted	No. of Performance Audits on Gender Equality for various OMAs conducted	0	-	1	-	-	1	-	500,000	-	-	600,000	Office of the Auditor General, MGEPESW
Ensure that the GRPB guidelines are reviewed, updated, and implemented by all OMAs	Conduct a review of the GRB guidelines	Reviewed and updated GRB guidelines	Updated guidelines	0	-	1	-	-	-	-	800,000	-	-	-	MGEPESW, Development Partners
Coordination and Accountability															
Objective: To strengthen coordination mechanism for effective implementation of the NGEEP at all levels through capacity development and establishing accountability mechanisms															
Strengthen accountability mechanisms for policy implementation and ensure gender mainstreaming is considered as a key result area in the performance contracts of heads of OMAs	Lobby for the inclusion of gender mainstreaming and GRPB as one of the key results areas for performance assessments of Cluster chairpersons	Gender mainstreaming and GRB incorporated into the performance appraisal system as a key result area	No. of OMAs with gender mainstreaming and GRB as KRA in their performance appraisal indicators	0	-	6	6	6	6	-	-	-	-	-	OPM, MGEPESW, Development Partners
	Report to National Assembly on Ministerial gender mainstreaming activities undertaken by various ministries	National Assembly apprised on various ministerial gender mainstreaming activities	No. of OMAs with Gender Responsive reports presented to Parliament	0	10	10	-	20	20	-	-	-	-	-	Parliament (NC and NA) MGEPESW, Development Partners
Strengthen existing Gender Coordination Mechanism to address gaps and challenges identified in the NGP 2010-2020 review	Review and update the national gender coordination mechanism	Gender Coordination Mechanism reviewed and updated	A reviewed and updated Gender Coordination Mechanism	1	-	1	-	-	-	-	500,000	-	-	-	MGEPESW, Development Partners
Promote the establishment of Gender Desks in OMAs	Lobby for the establishment of Gender Desks in OMAs	Gender Desks established	No. of OMAs with Gender Desks or Divisions	2	-	3	4	6	8	-	-	-	-	-	MGEPESW, UN Agencies

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget NAD '000					Responsible Entity
					2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
National Gender Equality and Equity Policy Implementation Plan Mid-Term Review	Conduct a mid-term review of the NGEEP	NGEEP mid-term review conducted	A reviewed and updated NGEEP	1	-	-	-	1		-	-	-	700,000	-	MGEPESW
Improve monitoring and evaluation of the 3rd NGEEP															
Objective: To improve monitoring and evaluation of the 3rd NGEEP															
Facilitate the development of a monitoring plan that considers short-term, medium-term and long-term indicators of gender equality in Namibia.	Develop the Monitoring Plan for the NGEEP	Monitoring Plans developed	No of Monitoring Plans developed	0	-	1	-	-	-	-	1,000,000	-	-	-	MGEPESW (lead) Technical teams, Coordination Mechanism Structures
Facilitate the design of a tool for collecting quantitative and qualitative sex-disaggregated data on all key focus areas of the 3rd NGEEP	Develop M and E Tools	M and E Tools developed	No. of M and E tools developed	0	-	-	1	-	-	-	-	1,000,000	-	-	MGEPESW
Institutionalise tools for effective monitoring and evaluation of all programmes and initiatives resulting from this policy	Conduct awareness for OMAs on the NGEEP M and E Tool	Awareness sessions conducted	No. of awareness sessions conducted	0	-	-	-	1	-	-	-	-	500,000	-	MGEPESW

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NOTES