



REPUBLIC OF NAMIBIA

MINISTRY OF GENDER  
EQUALITY AND CHILD WELFARE

# ANNUAL REPORT

**REPORTING PERIOD: APRIL 2012-MARCH 2013**





# MINISTRY OF GENDER EQUALITY AND CHILD WELFARE

## MANDATE

Our mandate is to ensure gender equality and equitable socio-economic development of women and men and the well being of children.

## VISION

Our vision is to be the leading institution in ensuring sustained quality of life through equal opportunities for all people in Namibia.

## MISSION

Our mission is to create and promote an enabling and sustainable environment in which gender equality, child welfare, socio-economic development and well being of all people be realized.



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# LIST OF ACRONYMS

|        |                                                                       |
|--------|-----------------------------------------------------------------------|
| AIDS   | Acquired Immunodeficiency Syndrome                                    |
| BPR    | Business Process Reengineering                                        |
| CCCW   | Community Child Care Worker                                           |
| CCPB   | Child Care Protection Bill                                            |
| CFV    | Child Friendly Version                                                |
| ECD    | Early Childhood Development                                           |
| GBH    | Grievous Bodily Harm                                                  |
| GBV    | Gender Based Violence                                                 |
| GRB    | Gender Responsive Budgeting                                           |
| HIV    | Human Immunodeficiency Virus                                          |
| M&E    | Monitoring and Evaluation                                             |
| MDG    | Millennium Development Goals                                          |
| MGE CW | Ministry of Gender Equality and Child Welfare                         |
| MP     | Member of Parliament                                                  |
| NAC    | National Agenda for Children                                          |
| NDP    | National Development Plan                                             |
| NGO    | Non Governmental Organization                                         |
| NPA    | National Plan of Action for Orphans and Vulnerable Children 2006-2010 |
| OVC    | Orphans and Vulnerable Children                                       |
| PACT   | Partner Assistance Capacity Training                                  |
| PTF    | Permanent Task Force                                                  |
| RCCF   | Residential Child Care Facility                                       |
| SADC   | Southern African Development Countries                                |
| SRH    | Sexual Reproductive Health                                            |
| STI    | Sexual Transmitted Infection                                          |
| UN     | United Nations                                                        |
| UNECA  | United Nations Economic Commission for Africa                         |
| UNFPA  | United Nations Population Fund                                        |
| UNICEF | United Nations Children's Fund                                        |
| WACPU  | Woman and Child Protection Unit                                       |



## FOREWORD

Namibia is committing herself to the implementation of the SADC Protocol on Gender and Development, which aligns with the five year Ministerial Strategic Plan 2010-2014. The ministerial strategic plan sets three major national programs in progress, namely: Gender Equality; Community and Integrated Early Childhood Development and Child Welfare.

During the year under review, the Five Year Ministerial Strategic Plan took the pivotal role to integrate and mainstream gender issues into the national agenda of various programmes and community building initiatives, which is important to the sustainable development of the state. The Ministry embarked upon numerous projects aiming to empower women through providing grants for Income Generating Activities for small business starters. Another project was the Zero Tolerance media campaign that aimed to eliminate harmful cultural practices that perpetuate discrimination and gender inequality by encouraging and harmonizing the development and implementation of gender responsive legislation, policies, programs and projects.

According to the 2011 National Population and Housing Censuses results, and, the Child Poverty Survey, Namibian children are facing challenges such as child poverty, infant mortality and malnutrition. This year the ministry has successfully facilitated the adoption of children, and has increased the number of registered orphans and vulnerable children on the systems to get financial assistance to meet the basic needs of children.

The Ministry of Gender Equality and Child Welfare will continue to pursue the achievement of its mandate and will forge for synergy with other stakeholders in attempt to realize the wellbeing of women, men, boys and girls.

**Hon Rosalia Nghidinwa**  
**Minister of Gender Equality and Child Welfare**



## PREFACE

The Ministry with its dynamic, diverse and committed team strives to ensure gender equality and the equitable socio economical development of women and men and the wellbeing of children in Namibia. During the year under review, the ministry engaged in some major projects and activities as per annual plan.

Some of the ministry's stable achievements are;

- The Ministry initiated a subsidy system for ECD centres serving poor and marginalised communities. Over 250 centres benefitted from receiving a subsidy from the Ministry. An increase in the number of centres subsidised is planned for the next financial year.
- The National Gender Task Force was established and trained on multi-sectoral approach to implement the National Gender Plan of Action.

The above are just a few of the many strives the ministry, and government at large, takes to ensure the well-being of women, men and children. In the report, you will become familiar with more activities directed at achieving the ministerial vision of being the leading institution in ensuring sustained quality of life through equal opportunities for all people in Namibia.

**Erastus I Negonga**  
**Permanent Secretary**

MANAGEMENT STRUCTURE  
MINISTRY OF GENDER EQUALITY & CHILD WELFARE



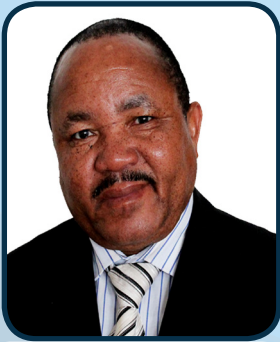
MINISTER  
HON ROSALIA NGHIDINWA



DEPUTY MINISTER  
HON ANGELIKA MUHARUKUA



ADVISOR TO THE MINISTER  
AMB. TONATA ITENGE - EMVULA



PERMANENT SECRETARY  
MR. ERASTUS I NEGONGA



DEPUTY  
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MS. MARTHA MBOMBO



DIRECTOR: GENERAL  
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MS. HELENA ANDJAMBA



DIRECTOR: GENDER  
EQUALITY & RESEARCH  
MR. VICTOR SHIPOH



DIRECTOR: COMMUNITY  
AND INTERGRATED EARLY  
CHILDHOOD DEVELOPMENT  
MS. ELINE NGHITWIKWA

# DIRECTORATE OF GENDER EQUALITY AND INTERNATIONAL AFFAIRS

**The Directorate of Gender Equality and International Affairs** is mandated to ensure gender equality and equitable socio-economic development of women, men, boys and girls at all levels of society. During the 2012/13 financial year, the Directorate was guided by the following strategic objectives:

## STRATEGIC OBJECTIVES:

- So1: To improve the status of women and girls.
- So2: To promote positive cultural practices and beliefs.
- So3: To facilitate the development of gender responsive policies and laws.
- So4: To ensure gender mainstreaming at all levels.
- So5: To ensure efficient and effective service delivery.
- So6: To strengthen coordination and networking at all levels.
- So7: To improve staff competence

## ACHIEVEMENTS AS PER STRATEGIC OBJECTIVES

### SO1: TO IMPROVE THE STATUS OF WOMEN AND GIRLS

#### I. GENDER SENSITIZATION AND AWARENESS

The Ministry conducts gender sensitization and awareness activities each year in all thirteen regions. These include training workshops and community meetings, as well as motivational talks in schools and for out of school youth.

**The objectives of these activities are:** to create awareness on gender related laws; to create awareness about GBV and how to combat it; to create awareness on the Combating of GBV Act and the Rape Act; to equip them with knowledge on Gender Concepts, National Gender Policy; and Human Trafficking; share information on available services for victims of GBV; sensitize rural women, women's groups and community members on gender issues and gender based violence including sexual and reproductive health.

The sensitization and awareness meetings targeted traditional leaders, rural women, in and out of school youth and men and boys groups.

**Traditional leaders and community members:** Community meetings/ workshops brought traditional, community leaders and community members together to share information on issues affecting their communities and give recommendations on how to improve the status of women and children boys and girls in their society. Participants were taught the acts of gender based violence, gender concepts as well as making them aware of their rights and responsibilities under the existing gender related laws and policies such as The Combating of Domestic Violence Act, Combating of Rape Act, Maintenance Act, Married Person's Equality Act and the Gender National Policy. At these meetings/workshops issues and problems faced in their communities were discussed, how to handle them, which institutions to approach that can assist people with correct information and even report acts of gender based violence to the Police. (Target reached)

**Motivational Talks for in and out of school youth:** Topics covered under motivational talks are: GBV in

relation to alcohol and drug abuse, sexual and reproductive health, teenage pregnancies, baby dumping and career guidance. During these meetings the youth are further sensitized using the National Gender Policy and its plans (National Plan of Action and GBV Plan of Action). The youth is also being sensitized on the effects of Human Trafficking.

The objective was to sensitise school learners on the importance of equal access to opportunities in education; to create awareness about the dangers of teenage pregnancy; to create awareness about drugs and alcohol abuse and to encourage more girls to take science subjects.

## II. GIRL CHILD CONFERENCE

The highlight of the year was the girl child conference held in Hardap region that brought together girls from Karas and Hardap regions.

**Goal of the conference:** The goal of the conference was to continue with the development of girls' support network through self-esteem building, the development of good decision-making skills, and the promotion of goal setting and career aspirations. The conference targeted 50 girls (25 from Karas and 25 from Hardap).

### Objective of the conference:

- To create awareness about the female body, HIV and sexual health; to develop self-esteem;
- To identify role models; to practice decision-making skills; and to plan girls clubs for the communities or build upon existing clubs.

**Topics covered during the conference include:** The conference covered a number of topics, including small group sessions on HIV/AIDS, self esteem and body image, career and future planning, gender roles and appropriate relationships, as well as large group sessions on sexual/reproductive health, peer pressure, stress management, and leadership.

**Official Opening of the conference:** The 2012 Southern Girls Conference was officially opened by Hon. H. Christians, Special Advisor to the Governor for Hardap region. The proceedings were facilitated by Ms. Yvonne Boois, the Chief Regional Officer for Hardap region. The opening was attended by 90 people (17 male and 73 females) different stakeholders such as the MGE CW, line ministries (MoSS, MoHSS), NGOs, Faith Based Organisations, Regional Council, Mariental Town Council, Peace Corp Volunteers as well as members from the media.

**Facilitators for the conference:** The Southern Girls Conference was organised by the MGE CW in collaboration with the MoHSS and 14 (9 females and 5 males) Peace Corp facilitators.

**Media coverage:** The official opening of the conference was covered by the NBC television and New Era newspaper. The New Era newspaper covered all the proceedings of the conference sessions for the entire four (4) days.

**Outcome of the conference:** Participants would return to their communities and share the knowledge gained with their peers through the establishment of girls clubs in schools and communities.

**Conference recommendations:** The 2012 Southern Girls Conference came up with some recommendations to address the social issues affecting the two regions. Some of these issues include:

- Alcohol and drug abuse
- Unemployment
- Teenage pregnancy
- Underage criminal activities

To address these issues, participants recommended the following:

- Establishment of more girls clubs in schools
- Encourage boys to join girls' clubs
- Inform young people about the dangers of alcohol and drug abuse through the use of posters, t-shirts, poems,
- Develop popularization materials



*Girl Children during the Conference held in Mariental, Hardap Region.*

### **III. TRAINING OF POLITICAL PARTIES**

Nine (9) political parties currently constituting the 5th Namibian Parliament were trained on the SADC Protocol on Gender and Development, particularly on the role of political parties to ensure 50/50 representation of women in decision making. The training was held from the 25-29 July 2012 at Swakopmund. The parties that were present were All People's Party (APP); Congress of Democrats (COD); Democratic Turn hall Alliance (DTA); National Unity Democratic Organization (NUDO); Rally for Democracy and Progress (RDP); Republican Party of Namibia (RP); South West Africa People Organization (SWAPO Party); South West Africa National Union (SWANU OF Namibia) and United Democratic Front (UDF).

Party representatives (3 females and 1 male) were selected mainly from the National Executive Committee, Regional Representatives and Women's Desks. In total 42 (24 female and 18 male) people from 9 political parties attended the training.

The training was part of the recommendations of an analysis done on political party documents (constitutions and manifestos) which was funded by International Institute for Democracy and Electoral Assistance (IDEA).

The training was officially opened by the Governor of Erongo region, Hon. Cleophas Mutjavikua who noted that the status of women's representation at Parliament level shows that only four SADC Member States have reached more than thirty percent representation of women at Parliament, with South Africa being the highest with 45%, followed by Mozambique at 39.2%, Angola with 38.6% and the United Republic of Tanzania having 36%. In his opening speech he indicated disappointment over the slow pace of implementing innovative measures to fast track equal representation of women in politics and decision making in Namibia. Women's representation and participation in decision-making in Parliament and

managerial levels have decreased over time, as well as across sectors.

The overall objective of the training was to create a platform for a national dialogue that brings together experiences of various political party representatives in an attempt to promote economic empowerment, representation and participation as set out in the SADC Protocol on Gender and Development. Furthermore, it also aimed at strengthening women's networks for the promotion of gender equality in decision making and equip members with skills in order to encourage them to willingly act and stand up against gender discrimination in decision making.

Specific objectives of the activity were to:

- Create a platform for building women's self-esteem, empowerment and assertiveness.
- Encourage them to participate in Political Party structures and ensure that Political Parties institute a 50/50 zebra system when preparing party lists.
- To share information regarding women's economic empowerment, representation and participation as set out in the SADC Protocol on Gender and Development
- Encourage positive female role models in their family, workplace and community at large.
- To provide best practices from other countries such as Rwanda etc.

Amongst the key results was witnessing parties deliberating on challenges within parties and keenly looking for solutions to address gender inequality in respective parties. A key deliverable was the Resolutions by political parties to agree to implement the SADC protocol on Gender and Development through ongoing sensitization and awareness raising for party members. In terms of commitment, each party developed a work plan, which highlighted only a maximum of 4-5 priorities for the next 6-8 months. Some of the actions include amendment of party constitution, reviewing and monitoring data on where women are in party structures, support for the amendment of the Electoral law and the training also formed a 9 member committee (1 from each party) who will be tasked to follow up on the actions, under the leadership of the MGECW.

#### **IV. TRAINING ON USING A MULTI-SECTORAL APPROACH TO IMPLEMENT THE NATIONAL GENDER POLICY AND THE NATIONAL GENDER PLAN OF ACTION**

Gender is a cross cutting issue and to facilitate the process of gender mainstreaming in various sectors, Gender Focal Points (GFPs) were appointed at managerial levels in the public and private sector including NGOs. The National Gender Permanent Task Force was established and launched on 10 September 2012 and was preceded by a training workshop on using the Multi-Sectoral Approach to implement the National Gender Policy and the National Gender Plan of Action in Otjiwarongo on 17-21 September 2012.

The workshop was attended by members of the National Gender Task Force, Gender Focal Points and members from the Interdisciplinary Team of Gender Trainers. During the workshop, participants learned about the MSA and provided concrete suggestions on how to use the approach to implement the National Gender Policy. Some of the key elements of an MSA include the following:

- A high level coordination Mechanism
- Technical capacity
- Linkage to the National Development Plan and National Budget
- Gender responsive Sector Plan and Budgets
- A monitoring and Accountability System
- Partnership with stakeholders outside of Government

#### **V. COMMEMORATE INTERNATIONAL WOMEN'S DAY AT NATIONAL AND REGIONAL LEVEL**

The UN theme for International Women's Day 2013 was "A promise is a promise: Time for action to end

violence against women,” while International Women’s Day 2013 has declared the year’s theme as The Gender Agenda: Gaining Momentum. The focus of the celebrations ranged from general celebration of respect, appreciation and love towards women to a celebration for women’s economic, political and social achievements.

The day was launched in Windhoek at the Ministry’s Head Quarters. Various stakeholders celebrated the day with the Ministry, including the Council of Churches in Namibia.



*International Women’s Day Celebrations at Head Office*

In the regions, Omusati: 300 people attended the IWD (280 female, 20 male), Oshikoto 1105 people attended the IWD (700 female, 405 male), Karas (160), Kunene 85 people attended IWD (50 female, 35 male), Omaheke 68 people attended the IWD (32 female, 36 Male)

**SO2: TO PROMOTE POSITIVE CULTURAL PRACTICES AND BELIEFS.**

**I. TRAINING OF TRAINERS WORKSHOP USING THE NATIONAL TRAINING MANUAL FOR MEN AND BOYS ON GBV, SRH AND HIV/AIDS: 11-19 JUNE 2012**

The Directorate of Gender Equality in collaboration with LifeLine/ChildLine convened a training of trainers (TOT) for gender liaison officers and respective partners from civil society, faith based and community based organizations. The training was held from 11th-19th of June 2012 in Otjiwarongo at Out of Africa Town Lodge. The training is part of a larger initiative from the Directorate in its plight to engage men and boys on Gender Based Violence, Sexual Reproductive Health and HIV and AIDS. The training was based on the National Training Manual on engaging men and boys on SRH, GBV and HIV/AIDS. The target group was 30 participants; however, only 25 (12 female and 13 male) participants attended from Omusati, Erongo, Ohangwena, Khomas, Oshikoto, Kavango and Hardap regions.

The workshop aimed to achieve the following objectives:

- To provide an extensive understanding of the key concepts of GBV, SRH and HIV/AIDS as relating to men and boys in the Namibian context
- To increase awareness that fosters a reduction or eradication in participants’ acceptability of GBV practices
- To create awareness of and consequently increase participants’ practices of alternatives to violence and help seeking behaviours that are linked to HIV/AIDS and sexual reproductive health

- To equip participants with skills in order to encourage them to willingly act and stand up against GBV and be advocates for better health outcomes for both men and women
- To equip participants with the skills and knowledge to be able to roll out the training in their regions
- Help participants develop a personal and community plan for the next steps to build prevention and response to GBV for follow-up and continuing action after the workshop, as well as act to reduce HIV infection risks

The training had 3 components as follows:

- **Exposure to the National Training Manual**

Participants were exposed to the training manual on male involvement and the focus was to allow an environment in which participants could be exposed to the sessions covered in the manual. The manual aims to challenge participants' attitudes and behaviours deemed imperative to them. It further brought out challenges, attitudes and behaviours, when it comes to harmful gender norms, Gender Based Violence, Sexual Reproductive Health and HIV and AIDS.

- **Facilitation Skills**

The primary aim of the training was to build capacity of participants to enable them to facilitate the sessions in the manual. The workshop thus covered a few sessions which focused on facilitation skills. This helped them to understand the learning theories and methodologies used in the manual.

- **Teach back Sessions**

In an attempt to ensure that participants had acquired the ability to actually facilitate sessions, they were given opportunity to prepare sessions from the manual which they would facilitate back to the larger group in pairs. All the participants who attended the training were given a chance to facilitate sessions and were evaluated based on their performance.

**Outcomes:** The outcome was measured looking at the following criteria; Knowledge, Attitudes and Behaviours and Facilitation Skills.

**Knowledge:** Given the nature of the discussions that took place during the sessions facilitated one could notice that there was a definite increase in participants' knowledge. This was evident given the way in which participants reflected back on sessions covered. It was also evident that participants grasped the meaning of gender concepts and how the construction of harmful gender norms increased certain risks and vulnerabilities with regard to GBV, SRH and HIV and AIDS.

**Attitudes and Behaviours:** Given the nature of attitudes and behaviours in that there are processes that need to take place in order for attitudes and behaviours to change. As well as the known fact that attitudes and behaviours change over a period of time. It is difficult to substantiate that participants changed their behaviours and attitudes over a period of 8 days, because these would likely be evident when they go back to their primary settings. However, participants were given exposure and a supportive environment which fostered unique opportunities in which they could re-examine how harmful gender norms increase risks and vulnerabilities when it comes to GBV, SRH and HIV and AIDS.

## II. NATIONAL MEDIA ZERO TOLERANCE CAMPAIGN ON GBV

Goal of the Campaign: The objective of the activity is to create public awareness on GBV including Human Trafficking through electronic and print media countrywide. This is an ongoing activity as advertisements

on GBV are seen on TV occasionally and in newspapers every day.

### **SO3: TO FACILITATE THE DEVELOPMENT OF GENDER RESPONSIVE POLICIES AND LAWS.**

#### **I. MEETING ON THE DRAFTING OF TRAFFICKING LAWS IN NAMIBIA**

Objective of the meeting was; as decided in previous meetings for Namibia to come up with a specific law on Trafficking in Person (TIP); to strategise with UNODC officials how to go about drafting the Bill on Trafficking in Person and how they can offer their assistance in the process.

Following is road map for the upcoming activities to ensure that the Trafficking in Person Bill is drafted:

- a) MGE CW requested UNODC to come up with a zero draft on Trafficking in Person by end April 2013 and forward it to the Ministry of Gender Equality and Child Welfare (MGE CW). The reason is to give international guidelines based on international laws on human trafficking.
- b) The TIP sub-committee to meet on 8th May 2013 at 09h00 at MGE CW's and look at the zero draft on TIP.
- c) Meeting on the incorporation of changes to the zero draft by the sub-committee together with UNODC to be held on Thursday, 6th June 2013.
- d) Stakeholders' meeting to discuss the zero draft on TIP to be held on 26 June 2013 with UNODC.
- e) The Ministries of Home Affairs and Immigration, Agriculture Water and Rural Development and Finance to be invited to form part of the above meetings.

#### **II. REFORM OF THE ELECTORAL ACT 24 OF 1992**

The Electoral Commission of Namibia faces a challenge of building public trust in itself as an institution as well as in the processes of managing elections. The objectives of the workshop was thus to start the reform process for the Electoral Act and to focus on trust building in election management and enhancing confidence in the Electoral Commission of Namibia.

The two-day consultative workshop took place on the 12th and 13th of March 2013 at Kalahari Sands Hotel. The Meeting was attended by various stakeholders including the Ministry of Gender Equality and Child Welfare.

### **SO4: TO ENSURE GENDER MAINSTREAMING AT ALL LEVELS.**

#### **I. HOLD AN INDUCTION SESSION WITH MINISTRY OF EDUCATION ON THE IMPLEMENTATION OF THE GENDER STRATEGY FOR EDUCATION**

The meeting was attended by 30 (17 females and 13 Males) from the MGE CW, MoE, and FAWENA. The event was covered by NBC and One Africa television.

The MGE CW as a custodian of promoting gender empowerment commissioned a study to undertake a gender needs assessment for the Ministry of Education. The objectives of the needs assessment were as follow: to undertake gender analysis of policies, legislations and programming processes in the Ministry of Education and identify gaps between policy and practice that contributes to gender inequality in education; to investigate the number of girls compared to boys dropping out of the education system and the reasons for the drop out; Investigate the number of women and girls who received degrees, diplomas or certificates; Examine the number of women and girls enrolled in mathematics, physical sciences, engineering and applied sciences and to look at the percentage of the population aged 15 years and

above who are illiterate.

The report on the assessment and strategy for the Ministry of Education (MoE) was handed over to the Ministry of Education. The MOE appreciated the report as it was handed over at the time when the Ministry was revising and developing their policies and programmes. The concerns raised in the assessment report would be mainstreamed into existing policies and programmes in order to be addressed.

**II. CAPACITY BUILDING FOR MGECW STAFF - TRAINING ON GENDER RESPONSIVE BUDGETING**

As part of ongoing capacity strengthening within the MGECW, an intensive training session on gender responsive budgeting was conducted from the 25-29 June 2012 for key staff members within the Directorate of Gender Equality, as well as other Directorates in the MGECW. A total of 17 staff members from the MGECW and 2 from the Ministry of Finance attended. The overall goal of the exercise was to enhance the capacity of MGECW staff in gender responsive budgeting.

The specific objectives were to:

- Explain basic gender budget concepts.
- Assess the impact of care work on women and men in an economy.
- Undertake gender responsive budget analysis of key sectors
- Propose mechanisms for national gender responsive budgeting.
- Strategize for gender responsive budgeting.

This session was a continuation of the first training which was conducted from the 02-05 April 2012. As mentioned earlier, capacity building for the MGECW is an ongoing process, which commenced with the Capacity Assessment that will highlight the gaps in order to plan for future trainings. In addition, key concepts are deliberated on and discussed at monthly directorate meetings. The newly appointed Permanent Secretary, Mr. Erastus Negonga attended the training, which served as an introduction to him on key gender concepts.

The final report is still being compiled, but the key deliverable of the training was an Action Plan that highlights the direction the MGECW intends to take in the next 3-5 years on Gender Responsive Budgeting, considering all the efforts that have been done over the years.

**III. ESTABLISH AND LAUNCH OF THE NATIONAL GENDER PERMANENT TASK FORCE**

The National Gender Policy under chapter 5 provides for the establishment of a National Gender Permanent Task Force which will oversee the implementation and monitoring of the National Gender Policy. The Task Force was established and is in place and composed of sector gender focal points to encourage and ensure the implementation of a multi-sectoral approach of gender mainstreaming programme at all levels of decision-making in all sectors of development. The Task Force was launched on **10 September 2012, Hilton Hotel, Windhoek.**

*Members of the PTF introduced*



**SO6: TO STRENGTHEN COORDINATION AND NET-WORKING AT ALL LEVELS.**

**I. REFRESHER TRAINING FOR PARALEGALS AND STAFF MEMBERS ON GENDER RELATED LAWS**

**Objectives:**

The objective of the training was to equip participants with knowledge on some key gender related laws in order for them to share the information with their respective communities and how they can assist the government in promoting and protecting human rights and freedoms.

Targets: Topic covered during the Training: The training covered a lot of topics, suc as Convection of the Elimination of All forms of Discrimination against Women, African Charter on the Right of Women in Africa, SADC Protocol on gender and Development, Combating of Rape, Will Writing and Inheritance, GBV Plan of Action and Combating of Domestic Violence Act. The training was facilitated by MGECW and MOJ and was attended by Police officers and Gender Liaison Officer, in total 40 participants (28 female and 12 male) attended.

# DIRECTORATE OF CHILD WELFARE SERVICES

The Ministry of Gender Equality and Child Welfare through the Child Welfare Directorate is mandated to promote and protect the well-being of all Namibian children in order for them to become responsible citizens who will contribute to the social and economic development of the country.

The Directorate ensures the care and protection of all children, empowers communities to take care of Orphans and Vulnerable children, and strengthens the implementation and coordination of OVC services and improvement of systems and services delivery.

This report is based on the activities for the Child Welfare Directorate implemented from April 2012 to March 2013. It is compiled according to the strategic objectives of the Child Welfare and Operational excellence themes:

SO1: To ensure care and protection of all children

SO2: To empower communities to take care of OVC

SO3: To strengthen implementation and coordination of Child Welfare Services/Programs

SO4: To ensure efficiency and effective service delivery (Operational excellence)

SO5: To strengthen coordination and networking at all levels (Operational excellence)

SO6: To improve efficiency and effectiveness of services delivery (Operational excellence)

SO6: To improve staff competence (Operational excellence)

This annual progress report refers to the key accomplishments against Annual Work Plan for April 2012 to March 2013 carried out by the Child Welfare Directorate staff at National and Regional levels.

The following are key accomplishments against annual work plan activities according to strategic objectives:

## **SO1: TO ENSURE CARE AND PROTECTION OF ALL CHILDREN**

### **I. CHILD JUSTICE/CHILDREN IN CONFLICT WITH THE LAW**

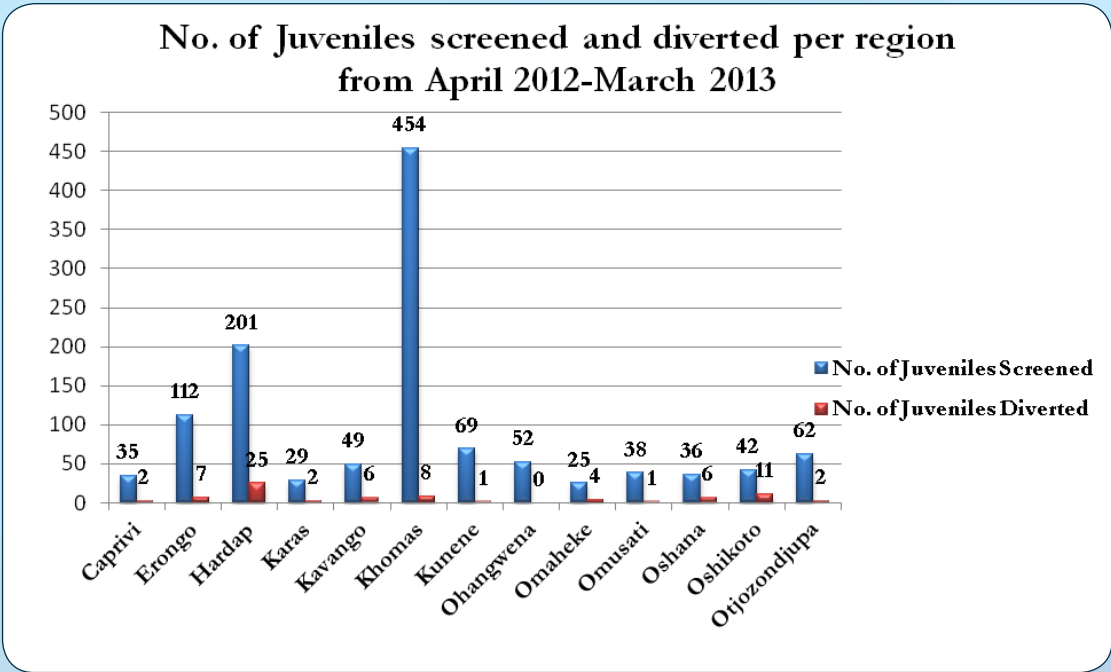
Social Workers are involved in screen conducting, diversion options and the compilation of pre-sentence reports of children in conflict with the law across the country.

The children mostly committed the following offences during this reporting period: possession of cannabis, theft, illegal hunting, assault GBH, rape, and stock theft, violation of grave yards, robbery and house breaking.

Table No.1 Number of juveniles screened/assesses and diverted by region and gender (April-2012-March 2013

| Regions      | No. of Juveniles screened/assessed |      |      | No. of Juveniles diverted |    |    | Total |
|--------------|------------------------------------|------|------|---------------------------|----|----|-------|
|              | F                                  | M    | T    | F                         | M  | T  |       |
| Caprivi      | 11                                 | 24   | 35   | 1                         | 1  | 2  | 37    |
| Erongo       | 11                                 | 101  | 112  | 2                         | 5  | 7  | 119   |
| Hardap       | 27                                 | 174  | 201  | 7                         | 18 | 25 | 226   |
| Karas        | 3                                  | 26   | 29   | 0                         | 2  | 2  | 31    |
| Kavango      | 1                                  | 48   | 49   | 0                         | 6  | 6  | 55    |
| Khomas       | 85                                 | 369  | 454  | 3                         | 5  | 8  | 462   |
| Kunene       | 0                                  | 69   | 69   | 0                         | 1  | 1  | 70    |
| Ohangwena    | 8                                  | 44   | 52   | 0                         | 0  | 0  | 52    |
| Omaheke      | 0                                  | 25   | 25   | 0                         | 4  | 4  | 29    |
| Omusati      | 5                                  | 33   | 38   | 0                         | 1  | 1  | 39    |
| Oshana       | 1                                  | 35   | 36   | 0                         | 6  | 6  | 42    |
| Oshikoto     | 3                                  | 39   | 42   | 2                         | 9  | 11 | 53    |
| Otjozondjupa | 1                                  | 61   | 62   | 0                         | 2  | 2  | 64    |
| Grand Total  | 156                                | 1048 | 1204 | 15                        | 60 | 75 | 1279  |

Chart No1. Number of Juveniles Screened/ assessed and Diverted by region (April 2012-March 2013)



## II. WOMAN AND CHILD PROTECTION UNITS

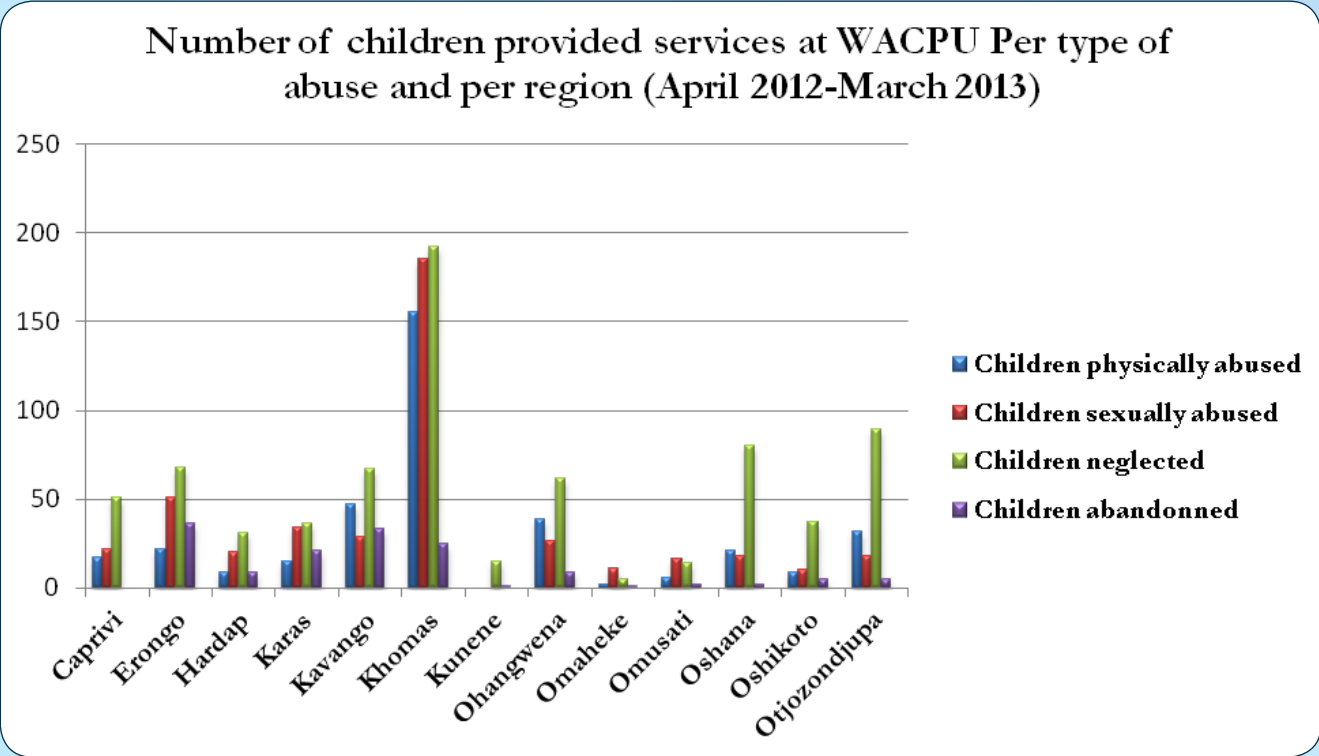
The Ministry of Gender Equality and Child Welfare in collaboration with the Ministry of Safety and Security are running 15 Woman and Child Protection Units throughout the country. During this reporting period ,Social Workers provided services to children and adults in need of protection services.

There are different types of cases being handled at WACPU such as; physical and sexual abuse, neglect and abandoned children cases, trafficking, child abduction cases, provision of psychosocial support and shelters, community outreach programs and trainings for service providers.  
The table below indicates number of children provided with protection services in different types of abuse cases

Table No.2, number of children provided with protection services in terms of neglect, abandonment, sexual and physical abuse. WACPU indicators per region and sex (April 2012-March 2013)

| Region       | No. of children physically abused |     |     | No. of children sexually abused |    |     | No. of children neglected |     |     | No. of children abandoned |    |     |
|--------------|-----------------------------------|-----|-----|---------------------------------|----|-----|---------------------------|-----|-----|---------------------------|----|-----|
|              | F                                 | M   | T   | F                               | M  | T   | F                         | M   | T   | F                         | M  | T   |
| Caprivi      | 9                                 | 8   | 17  | 21                              | 1  | 22  | 20                        | 31  | 51  | 0                         | 0  | 0   |
| Erongo       | 12                                | 10  | 22  | 47                              | 4  | 51  | 36                        | 32  | 68  | 18                        | 18 | 36  |
| Hardap       | 4                                 | 5   | 9   | 14                              | 6  | 20  | 25                        | 6   | 31  | 5                         | 4  | 9   |
| Karas        | 12                                | 3   | 15  | 17                              | 17 | 34  | 21                        | 15  | 36  | 12                        | 9  | 21  |
| Kavango      | 30                                | 17  | 47  | 26                              | 3  | 29  | 41                        | 26  | 67  | 19                        | 14 | 33  |
| Khomas       | 111                               | 44  | 155 | 151                             | 34 | 185 | 130                       | 62  | 192 | 9                         | 16 | 25  |
| Kunene       | 0                                 | 0   | 0   | 0                               | 0  | 0   | 7                         | 8   | 15  | 1                         | 0  | 1   |
| Ohangwena    | 20                                | 19  | 39  | 25                              | 1  | 26  | 32                        | 30  | 62  | 5                         | 4  | 9   |
| Omaheke      | 0                                 | 2   | 2   | 5                               | 6  | 11  | 1                         | 4   | 5   | 0                         | 1  | 1   |
| Omusati      | 4                                 | 2   | 6   | 13                              | 3  | 16  | 6                         | 8   | 14  | 0                         | 2  | 2   |
| Oshana       | 15                                | 6   | 21  | 13                              | 5  | 18  | 41                        | 39  | 80  | 1                         | 1  | 2   |
| Oshikoto     | 4                                 | 5   | 9   | 10                              | 0  | 10  | 17                        | 20  | 37  | 0                         | 5  | 5   |
| Otjozondjupa | 20                                | 12  | 32  | 16                              | 2  | 18  | 57                        | 32  | 89  | 2                         | 3  | 5   |
| Grand Total  | 241                               | 133 | 374 | 358                             | 82 | 440 | 434                       | 313 | 747 | 72                        | 77 | 149 |

Chart No.2: Number of children provided with protection services per region and type (April 2012-March 2013)



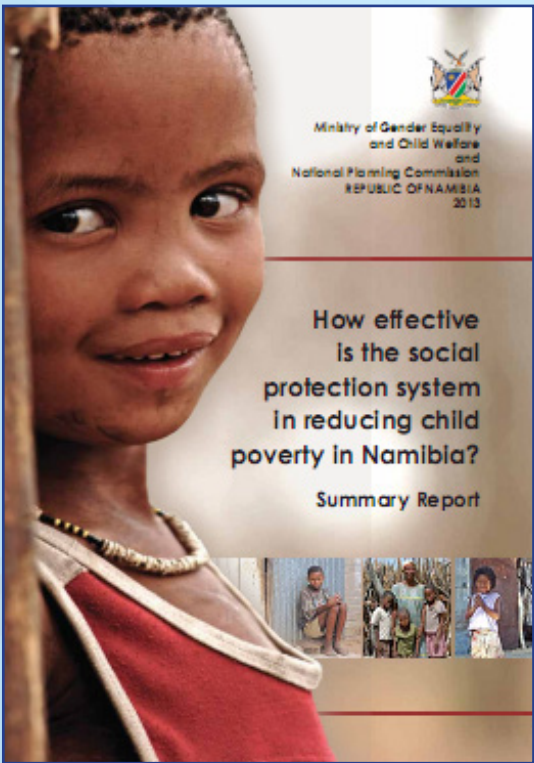
### III. STUDIES AND REPORTS

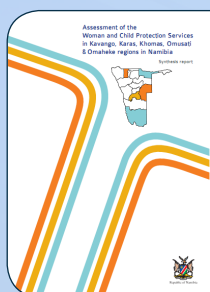
#### 2.1.3.1 How effective is the social protection system in reducing child poverty

In addressing child vulnerability, Namibia is shifting the focus of its discourse from orphans and HIV to broader group of children including children living in poverty. Namibia is one of the few African countries with a comprehensive set of social grants: Basic State Grants (Universal Old –Age Pension and Disability Grants), Child Welfare Grants (Foster Care Grant, Maintenance Grants, Special Maintenance Grants for children living with disabilities, and place of Safety Allowance) and war Veteran Grants. Currently, orphans are the beneficiaries of most of the Child Welfare Grants.

Other social protection measures include programs and services provided by government for education, health care, nutrition and child protection. Programs and services are also offered by civil society organizations, most of which focus on health, education and training services.

However, despite the government’s commitment to investing in social sectors and rolling out child-related services aimed at improving child outcomes, high levels of child poverty persist, and the social protection is not reaching the





most vulnerable groups of children.

Therefore, the overall purpose of this study was to provide a qualitative assessment of the effectiveness of the social protection system in reducing child poverty in Namibia. The specific objectives of the study were to: assess the effectiveness of social protection measures at community level; assess the uptake of services by children who are particularly vulnerable; assess the ability strategies of poor households with children to cope with economic adversity. Evidence generated by this study will support the Namibian Government's efforts to accelerate the dialogue on child poverty and vulnerability, articulate a comprehensive and child-sensitive social protection framework, and strengthen the commitments to designing such a framework.

A full report and recommendations of this study is available at the Ministry of Gender Equality and Child Welfare in hard and soft copies.

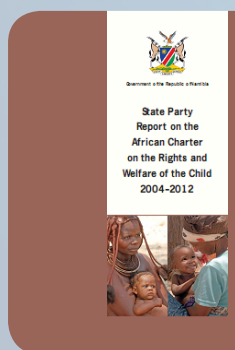
#### IV. ASSESSMENT OF THE WOMAN AND CHILD PROTECTION SERVICES IN KAVANGO, KARAS, KHOMAS, OMUSATI AND OMAHEKE REGIONS IN NAMIBIA

This assessment aimed to: Review the current protection system in Namibia, including existing WACPU services in order to determine how an integrated model can be developed and strengthened; To generate findings and recommendations to inform the development of a comprehensive National protection system. The analysis of a number of integrated protection services models, widely recognized as good practice, from five different countries suggested that replicating or adapting any of those models in Namibia would depend primarily on the assessment of the existing need, the reconsideration of WACPU's mandate, the estimated costs and resources requires to introduce a particular model, and the desired program balance between promotion, prevention and response.

At present, there is no evidence base in Namibia to justify the choice of one model of integrated protection services or to make an objective judgment about suitability of a particular model. Therefore, in the long – term, it is recommended to establish national and regional integrated data management systems, in order to provide consistently collected, disaggregated, comparable data which can be used as evidence base for decision making in policy and system development.

In the short-term, based on the information currently available and the analysis carried out as part of this study, it can be concluded that overall a WACPU model is a suitable one be used as a basis for integrated protection services, provided that a number of critical changes are implemented to strengthen the existing model. A recommended Action Plan for the strengthening of an integrated protection services model in Namibia is provided in this study.

#### III. STATE PARTY REPORT ON THE AFRICAN CHARTER ON THE RIGHTS AND WELFARE OF THE CHILD 2004-2012



This report focuses on the developmental journey taken by Namibia for the benefit of its children, starting in 1990 with the abolition of inequitable and discriminatory laws, moving thereafter to focusing on the provision of services to especially vulnerable group of children, and most recently, its current commitment in 2012 to a systematic framework which emphasizes the realization of children's rights protected by the Charter across the full life cycle of all children through a collaborative and coordinated national children's response.

This report has drawn from and built on the State's most recent periodic reports on the fulfillment of its obligations in terms of the United Nations Convention on the

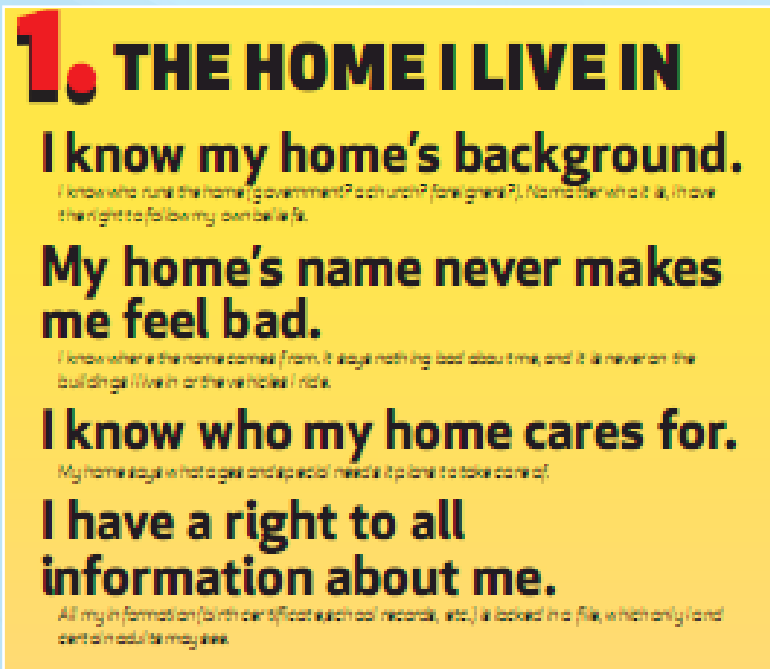
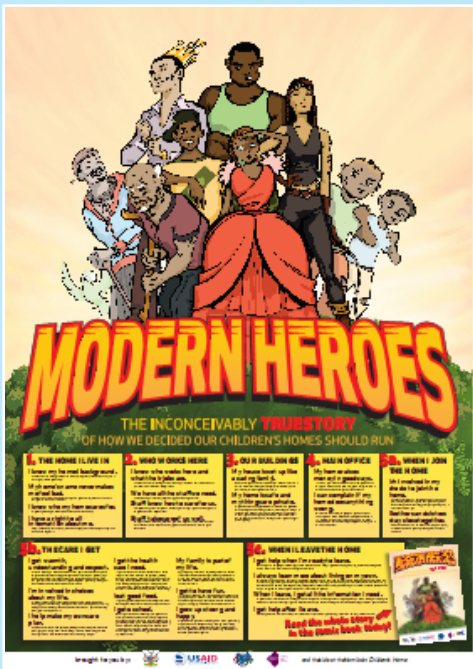
Rights of the Child (UNCRC). The UNCRC reports were developed through a consultative process which included extensive engagements with the different line ministries and agencies, independent institutions, civil society organizations and children. The supplementation of the information contained in this report involved further interviews with representatives from various line ministries, international development partners and civil society, as well as more broad-based workshop to verify and further supplement the information. A full report is available

IV. RESIDENTIAL CHILD CARE FACILITIES

2.1.5.1 Child Friendly Version (CFV) of the RCCF Standards

The aim of the Child Friendly Version of the Minimum Standards of Residential Child Care Facilities is to ensure that children themselves understand the Minimum standards of RCCFs. In another words it is designed to assist children to understand how children’s home should take care of them and what they can do if there is a problem in terms of their care. Children themselves recommended that the Child Friendly Version should be in a very simplified English language and be presented in a child friendly way. The Child Friendly version was simplified and is written in a form of a comic and poster in a child friendly manner and instead of Minimum Standards, it is referred to as the rule book of their homes.

On five different pages in the comic, the heroes write the rules on pieces of paper like the one here. They call them “standards” instead of rules, (which means the same thing.) Each paper has a big red number that matches the chapter number in the home’s rule book and title that says what this group of standards is about. Bellow those, each standard has a black number, which is the same as the number in the home rule book.



V. THE REGISTER OF THE RESIDENTIAL CHILD CARE FACILITIES

The register of RCCFs is now maintained at the Child Welfare Directorate head office. The information was previously stored in a simple word document that would not allow any proper analysis of the information collected. The register was developed in a simple excel format which allows for better storage, management, and analysis of the data. The information included in the old format was analyzed, and

additional information requirements were identified in line with the reporting analysis needs. The data on RCCFs are being entered into the newly developed electronic format. The last update of the register includes 50 RCCFs.

Table No. 3: Registered Residential Child Care Facilities in Namibia by March 2013

|       | Name of RCCF                     | Type of Facility | Town          | Region   | No. of children | No. of children | Total # children |
|-------|----------------------------------|------------------|---------------|----------|-----------------|-----------------|------------------|
|       |                                  |                  |               |          | Male            | Female          |                  |
|       | Erongo House of Safety           | Children's Home  | Swakopmund    | Erongo   | 2               | 3               | 5                |
|       | Omaruru Children's Haven         | Children's Home  | Omaruru       | Erongo   | 22              | 11              | 33               |
|       | Walvis bay Kidz Haven            | Children's Home  | Walvis Bay    | Erongo   | 16              | 15              | 31               |
|       | Nafavi Children's Home           | Children's Home  | Mariental     | Hardap   | 11              | 9               | 20               |
|       | SOS Children's Village- Tsumeb   | Children's Home  | Tsumeb        | Oshikoto | 52              | 54              | 106              |
|       | SOS Children's Village- Ondangwa | Children's Home  | Ondangwa      | Oshikoto | 52              | 46              | 98               |
|       | James Haven                      | Children's Home  | Tsumeb        | Oshikoto | 7               | 2               | 9                |
|       | The Ark-Keetmanshoop             | Children's Home  | Keetmanshoop  | Karas    | 12              | 12              | 24               |
|       | Witvlei Orphanage Centre         | Children's Home  | Witvlei       | Omaheke  | 5               | 6               | 11               |
|       | Zion Village                     | Children's Home  | Katima Mulilo | Caprivi  | 27              | 26              | 53               |
|       | Orlindi Place of Safety          | Place of Safety  | Windhoek      | Khomas   | 8               | 2               | 10               |
|       | Baby Haven                       | Place of Safety  | Windhoek      | Khomas   | 3               | 3               | 6                |
|       | Megameno Home for Orphans        | Place of Safety  | Windhoek      | Khomas   | 9               | 12              | 21               |
| Total |                                  |                  |               |          | 443             | 417             | 860              |

VI. SOCIAL WELFARE GRANTS

The Child Welfare Directorate is responsible of administering the Child Welfare grants in the country. There are different types of grants: Maintenance, Foster Care and Special Maintenance grants. The total number of children receiving social welfare grants up to March 2013, is 145452

See below a table showing the number of children received social welfare grants from April 2012 to March 2013.

Table No.4 Number of children received Social Welfare grants per region (April 2012-March 2013)

| Region       | Apr-12 | May-12 | Jun-12 | Jul-12 | Aug-12 | Sep-12 | Oct-12 | Nov-12 | Dec-12 | Jan-13 | Feb-13 | Mar-13 |
|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Caprivi      | 6279   | 6370   | 6365   | 6491   | 6774   | 6858   | 6860   | 7212   | 7212   | 7253   | 7337   | 7334   |
| Erongo       | 3883   | 3886   | 3924   | 3965   | 3998   | 4082   | 4058   | 4115   | 4115   | 4132   | 4132   | 4128   |
| Hardap       | 4953   | 4929   | 4928   | 4945   | 5055   | 5072   | 5046   | 4715   | 4715   | 4848   | 4862   | 4869   |
| Karas        | 3070   | 3086   | 3089   | 3130   | 3186   | 3236   | 3249   | 3287   | 3287   | 3305   | 3287   | 3315   |
| Kavango      | 13029  | 13371  | 13484  | 13445  | 13623  | 13989  | 14128  | 14359  | 14359  | 14834  | 15063  | 15046  |
| Khomas       | 8799   | 8760   | 8760   | 8800   | 8907   | 8938   | 8916   | 8990   | 8990   | 9117   | 9033   | 9029   |
| Kunene       | 9960   | 9911   | 10034  | 10213  | 11147  | 11214  | 11184  | 11564  | 11564  | 11690  | 11663  | 11816  |
| Ohangwena    | 22540  | 22564  | 22690  | 22869  | 22955  | 23106  | 23138  | 23448  | 23448  | 23451  | 23407  | 23520  |
| Omaheke      | 4249   | 4231   | 4311   | 4346   | 4364   | 4392   | 4377   | 4418   | 4418   | 4509   | 4496   | 4492   |
| Omusati      | 20223  | 20241  | 20108  | 20192  | 20512  | 20564  | 20419  | 20644  | 20644  | 20587  | 20764  | 20721  |
| Oshana       | 17234  | 14929  | 17152  | 17261  | 17473  | 17547  | 17555  | 17663  | 17663  | 17743  | 17719  | 17751  |
| Oshikoto     | 15762  | 15575  | 15504  | 15538  | 15948  | 16052  | 15893  | 16074  | 16074  | 16303  | 16272  | 16285  |
| Otjozondjupa | 6681   | 6719   | 6717   | 6750   | 6826   | 6836   | 6880   | 6995   | 6995   | 7177   | 7145   | 7146   |
| National     | 136662 | 134572 | 137066 | 137945 | 140768 | 141886 | 141703 | 143484 | 143484 | 144949 | 145180 | 145452 |

Chart No. 3: Number of children received social welfare grants per month (April 2012-March 2013)

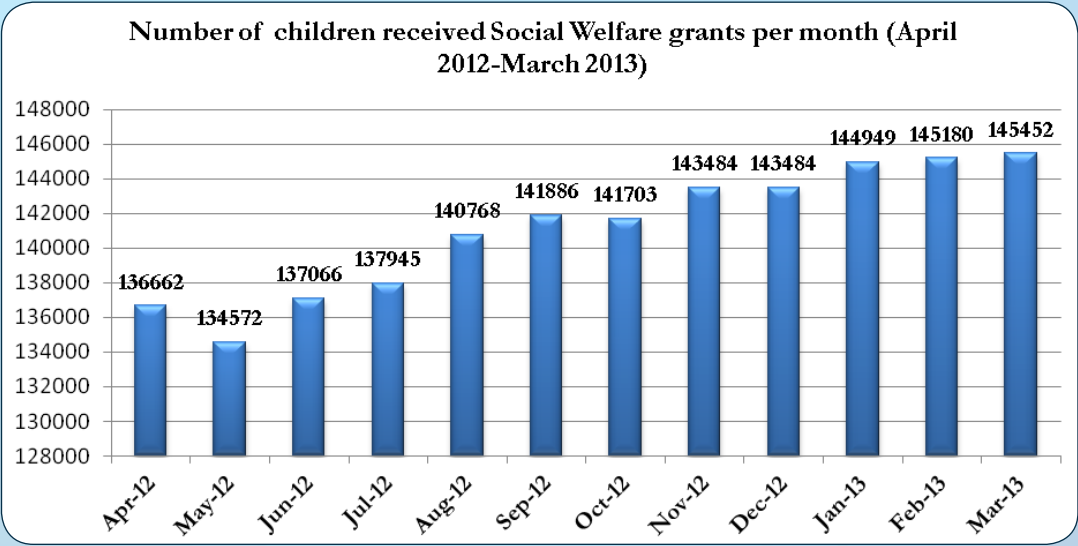
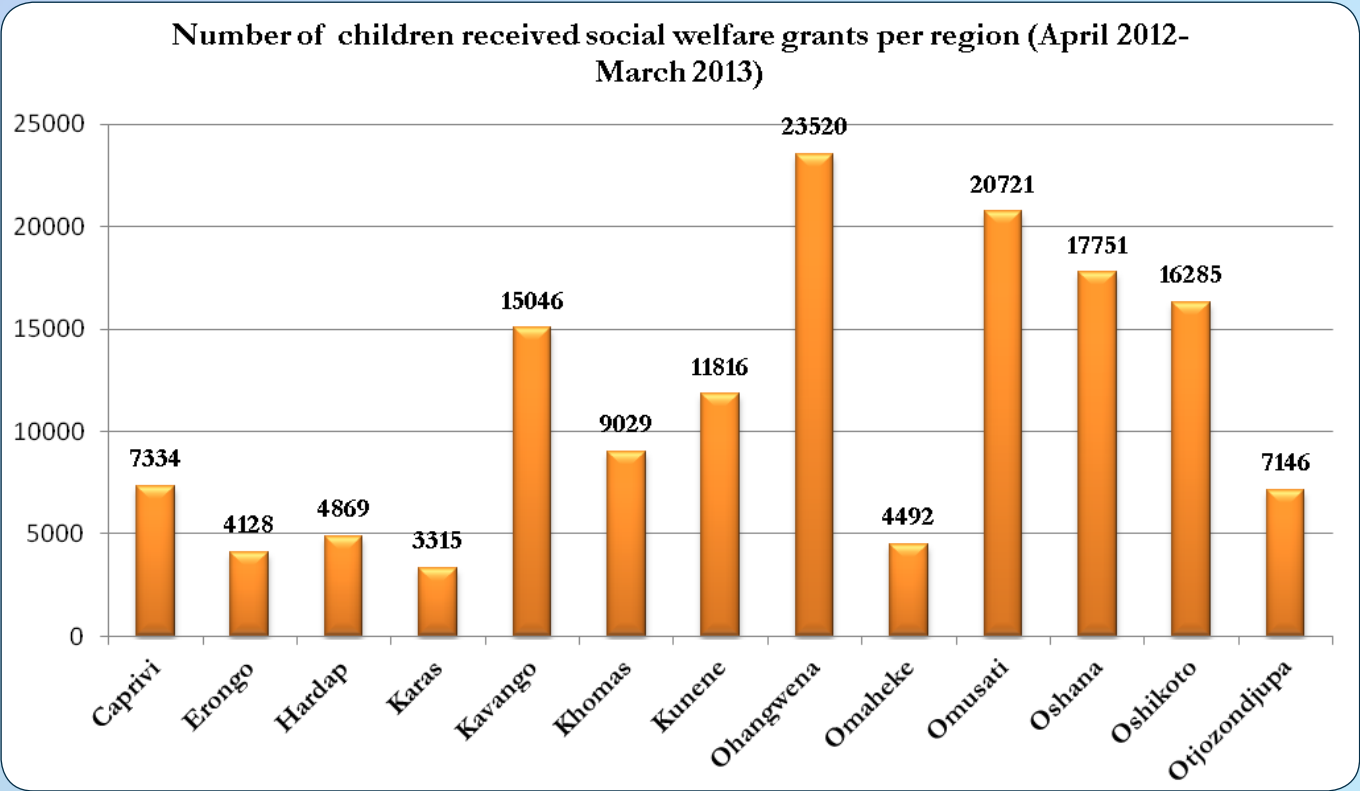


Chart No. 4 : Number of children receiving social welfare grants per region (April 2012-March 2013)



**VII. REGISTRATION AND ISSUING OF ID CARDS TO OVC ON THE GRANT SYSTEM**

The Ministry of Gender Equality and Child Welfare has contracted Epupa Investment Technology, the company responsible for the distribution of pensions and grants to the pensioners and OVC respectively, to register and issue biometric id cards to OVC on the grant system.

The objective of this exercise was

- To collect, verify and update the details of OVC on the grant system
- To issue orphans and vulnerable children on the grant system with biometric identification cards

This will serve as proof of life existence of children who are receiving grants time by time and also to serve as a control mechanism if the grants are received by the intended children.

The exercise started in June 2012 and ended February 2013. The number of children on the grant system by the time of the assignment was 135 685. Out of 135 685, 98 884 OVC are issued with the biometric identification cards. 36 713 OVC are not yet issued with bio metric ID cards and negotiations are underway in order to register and issue ID cards for the rest of OVC who are not reached.

Table No.5: Number of OVC enrolled from June 2012- February 2013

| Region       | No. of OVC to be enrolled | No. of OVC enrolled | OVC Not yet enrolled |
|--------------|---------------------------|---------------------|----------------------|
| Caprivi      | 6197                      | 6285                | -88                  |
| Erongo       | 3847                      | 1149                | 2698                 |
| Hardap       | 4936                      | 999                 | 3937                 |
| Karas        | 3035                      | 1443                | 1592                 |
| Kavango      | 12889                     | 8668                | 4221                 |
| Khomas       | 8700                      | 4523                | 4177                 |
| Kunene       | 9947                      | 7973                | 1974                 |
| Ohangwena    | 22272                     | 16564               | 570                  |
| Omaheke      | 4156                      | 1866                | 2290                 |
| Omusati      | 20250                     | 16280               | 3970                 |
| Oshana       | 17091                     | 16559               | 532                  |
| Oshikoto     | 15694                     | 13592               | 2102                 |
| Otjozondjupa | 6671                      | 2983                | 3688                 |
| Total        | 135 685                   | 98 884              | 36 713               |

SO2: TO EMPOWER COMMUNITY TO CARE OF OVC

I. TRAINING TO STAKEHOLDERS

**National Workshop on Shelters and Woman Child Protection Units:** The extent of gender based violence and child abuse in Namibia is enormous, with increasing numbers of cases being reported throughout the country. Although the Namibian Government and partner organizations have done great strives through legislation, public awareness, training and many more to protect Namibian women and children against abuse, it however seems that the frequency of these crimes have increased more than ever.

Every day reports on such matters are published in daily newspapers. For the above mentioned, a national training organized by the Child Welfare Directorate in the Ministry of Gender Equality and Child Welfare was conducted targeting Social Workers and Police Officers working at shelters and Woman and Child Protection Units in all 13 regions from the 25-29 June 2012 at Okahandja Country Lodge.

The objectives of the workshop were:

- To build the capacity of regional staff (social workers and police) on shelters and Woman and Child protection services
- To improve the service delivery and the functionality of WACPU and shelters
- To strengthen partnership and networking among stakeholders
- To make services more integrated and comprehensive

At the end of the workshop every participant was clear on the role that she/he has to play with regards to Woman and Child Protection services.

## II. CHILD JUSTICE WORKSHOP

A training workshop on Child Justice took place on 30 July -03 August 2012 all stakeholders involved in Child Justice System attended the above mentioned workshop, namely, Ministry of Gender Equality and Child Welfare, Ministry of Justice, Ministry of Safety and Security as well as the Ministry of Youth, Sports and Culture.

The primary purpose of this training was aimed at providing stakeholders with theoretical information on the implementation of the child justice system in Namibia, including philosophies and principles pertaining to child justice, restorative justice principles, diversion programs and coordination.

In a nutshell the objectives of the workshop were as follows:

- To give an update on what is happening in Namibia with the Child Justice program
- To introduce professionals to child justice issues in Namibia, in particular the Child Justice Bill.
- To equip participants with skills and knowledge useful for implementing the child justice program
- To identify key stakeholders in the child justice system and clarify their roles and responsibilities.

*Child Justice training workshop participants*



After vigorous discussions the participants came up with a list of urgent priorities that Stakeholders will have to decide on. The following is the list summary:

- Revival of Inter Ministerial Committee need to take place for better Networking amongst stakeholders(TOR for forums CCPF)
- Memorandum of understanding between stakeholders need to be drafted to clearly define roles
- Proper monitoring by implementing a uniformed reporting systems with agreed indicators (Database)
- Screening to be done at the first appearance
- Training and Sensitize stakeholders on child justice issues and Public awareness need to be raised
- Police Cells need urgent attention and separate places of detention for juvenile offenders need to be provided (Conditions in not conducive)
- Lack of human resources & other resources like transport needs attention
- Programs for repeat offenders to be put in place
- Diversion programs to be put in place
- Programs for juveniles in cells to be initiated
- Comprehensive integrated legislative framework (Consultation on draft child justice bill)
- Ownership of child justice (accountability) need to be clarified

### III. CHILD PROTECTION SYSTEM STRENGTHENING WORKSHOP

The workshop took place on 23-24 September 2012 and its objectives were; to reach a common understanding of child protection in the Namibia context, to learn from experiences from other countries and to agree on the next steps for strengthening Namibia's Child Protection System.

The workshop participants came up with the following definition for Namibia of the Child Protection:

"Child protection is quality, integrated structures and processes, both formal and non-formal inclusive of active child participation, that prevent and respond to acts of abuse (physical, sexual, emotional, stigma), exploitation, violence and neglect against individual boys and girls or groups of children.

The workshop participants also recommended the following:

Inclusive and integrated Child Protection Program: involving all formal and non-formal, government and non-government actors, especially social welfare, security, justice and education and health and ensuring children's participation

Holistic approach on the program: promoting a protective environment within which children can be protected, ensuring preventive measures are in place, responding to protection incidents and strengthening families in the care and protection of their children

Child-and family-centred program: believing that children have age-and gender-specific needs and are best supported and protected within families and communities and informed by children's views and experiences

Sustainable program: appropriate to the local context and integrated into the national development priorities.

In summary, Child Protection directly contributes towards the fulfilment of human rights as stipulated in the Constitution of the Republic of Namibia and it is aligned with CRC and ACRWC.

Although Namibia has to more work on Child Protection Strengthening, a huge progress has been made:

- Evidence base: CWG & child poverty data, child protection / WACPU mapping , studies on child labour, trafficking, migration
- Legal and policy framework:
  - Child Care and Protection Bill
  - National Agenda for Children
  - Robust & well-documented social protection for children
  - Child Care & Protection committees
  - National birth registration system
- Workforce Development:
  - MGECSW functionality & capacity review study and implementation of the recommendations from the study
- Coordination
  - Long-standing Permanent Task Force /TAC
  - Inter-Ministerial Committee on Child Justice
  - Gender Task Force & National Advisory Committee on Domestic Violence

### IV. PSYCHOSOCIAL SUPPORT FOR COMMUNITY CAREGIVERS AND SERVICE PROVIDERS

The Ministry of Gender Equality and Child Welfare has identified various key strategies through which the

needs of all children are addressed. One of these important strategies is to empower communities to care for all children. As a result the Ministry with support from Global Fund has embarked upon an exercise of training community members and Ministry staff members working at community level on psychosocial support. The exercise is aimed at equipping community workers with skills to provide appropriate care and support to all children in need of care. The outcome of these trainings is that all participants are able to mobilize communities at all levels to care for children in need within their communities..

The training was conducted in seven (7) regions namely Oshikoto, Kunene, Karas, Hardap, Khomas, Otjozondjupa and Erongo. The exercise continued till June 2013. The program targeted to train 400 caregivers.

## **V. COMMEMORATION OF THE DAY OF THE AFRICAN CHILD**

The Day of the African Child is celebrated every year all over Africa since 1991, under the auspices of the African Union, in memory of the South African Soweto massacre on 16 June 1976. The theme for this year's commemoration was: "The right of children with disabilities: Duty to protect, respect and fulfil"

The day of the African Child is celebrated by encouraging child participation as per our commitment to the United Nations Conventions on Children's (CRC) and African Charter on Rights and Welfare of Children (ACRWC). The commemoration took place in all regions. Partnership and networking at community level is fostered through the organizing and commemoration of this day.

As part of the commemoration of the Day of the Namibian Child, a round table discussion took place on the 6th June 2012 with organizations working with children with disabilities participating, e.g Dagbreek School, Moreson School, Boys Pioneers school, Eros Girls School, Onyose Trust, School for the Hearing Impaired, Clash, Lifeline/Childline and Woman and Child Protection Unit staff from Khomas region.

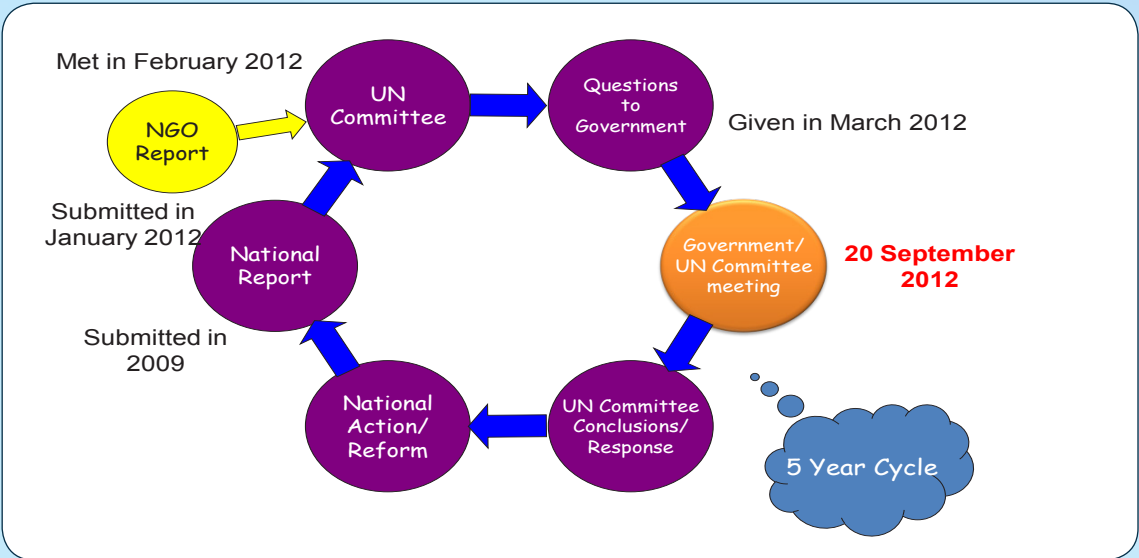
The aim of this round table discussion was to clarify the referral system for children in need of services, and also to foster continued networking of support between the schools, NGO's and Government Partners.

## **S03: TO STRENGTHEN IMPLEMENTATION OF CHILD WELFARE SERVICES/PROGRAMS**

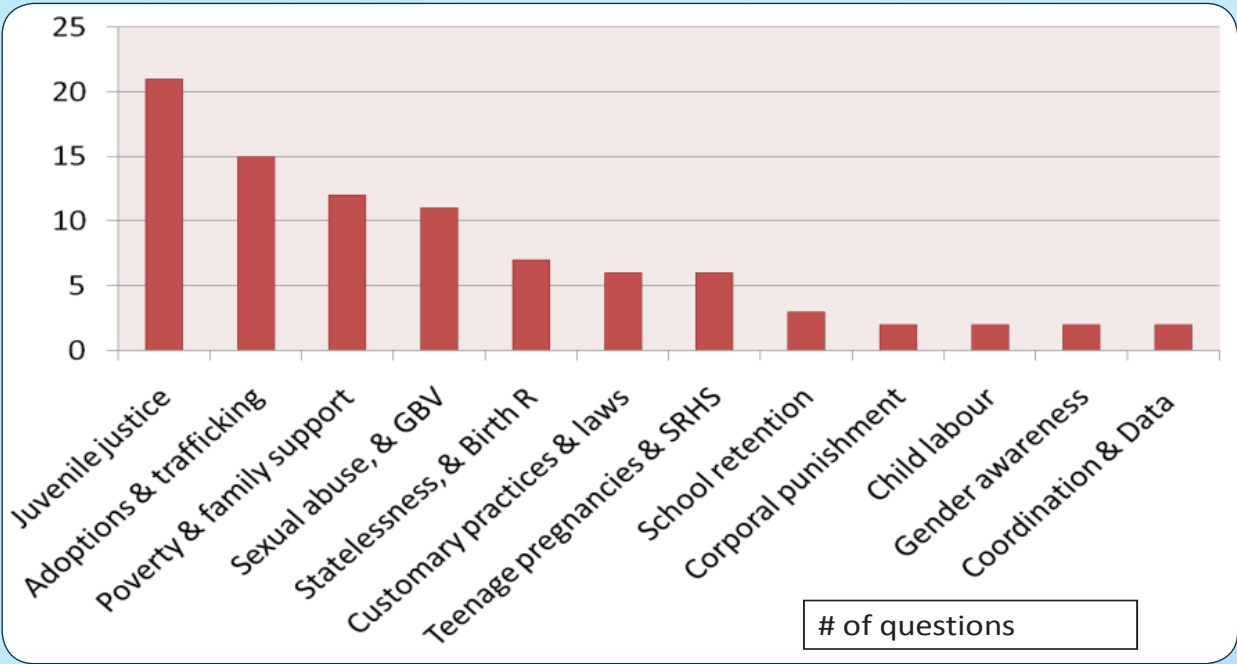
### **I. 61ST PLENARY SESSION FOR THE UN COMMITTEE ON THE RIGHTS OF THE CHILD (CRC)**

Namibia defended the Convention of the Rights of the Child (CRC) report for Namibia in Geneva on the 20 September 2012, the delegation was composed of the Ministry of Gender Equality and Child Welfare ,the Permanent Secretary and key staff members from Child Welfare Directorate. The Ministry of Justice and the Ministry of Education also formed part of the delegation.

The diagram below shows the reporting cycle: Plenary Session 20 September 2012



The chart below shows the weighting of types of questions during the plenary session.



The following are main concerns and issues the committee feels were not properly addressed in Namibia;

- Juvenile Justice System
- Safeguard adoption and child trafficking
- Social protection measures, inequalities & poverty
- Sexual abuse, harassment & GBV
- Stateless children & birth registration
- Customary practices & laws

Other observations that the committee were not happy with:

- School retention, drop outs at Grade 10, poor quality of service provision and training of teachers

- More support needed to reduce retention & supporting vocational schools to cater for school drop outs
- Sexual Reproductive Health services: Inaccessibility, user unfriendliness, and especially lack of counseling support to prevent teenage pregnancies
- Improved coordination and data collection mechanisms

## II. ACCESSION TO THE HAGUE CONVENTION ON INTER-COUNTRY ADOPTIONS

In 2011 the MGECW was directed by Cabinet to accede to the Hague Convention on Inter-country Adoptions and also to establish the Central Authority that will administer the functions of the Convention. This is a brief outline of the process that was followed so far:

- Step 1** – Conduct an assessment of all child protection programs in the country  
The assessment was conducted and the document is now available. In addition gaps were identified that should be addressed in the implementation plan.
- Step 2**- Identify members to serve on the Central Authority and Adoption Advisory Board  
Letters has been send to various Ministries to nominate officials who will serve on this two bodies
- Step 3**- Develop an implementation plan

A draft implementation plan has been shared with various stakeholders such as UNICEF and the Hague Secretariat for their input. This is final phase and once this document is finalized the country will be ready to deposit the instrument of accession.

### S01: (OPERATIONAL EXCELLENCE) TO ENSURE EFFICIENT AND EFFECTIVE SERVICE DELIVERY

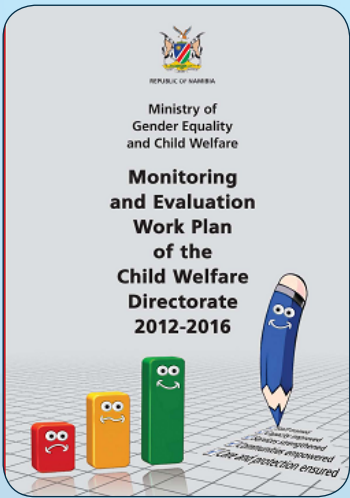
#### MONITORING AND EVALUATION ACTIVITIES

##### I. MONITORING AND EVALUATION PLAN FOR THE CHILD WELFARE DIRECTORATE’S PROGRAMS

The purpose of this Monitoring and Evaluation Plan (herein after “M&E Plan”) is to provide mechanisms through which the CWD’s performance in implementing its activities can be measured and amended. This M&E Plan describes how the staff of the Child Welfare Directorate (CWD) will monitor the implementation of the various CWD program, and provides guidelines for determining whether the objectives and targets set for each program are being met.

The data collected by the CWD for the M&E purposes will set the parameters of MGECW and the CWD accountability for child welfare. It will also enable the MGECW, the CWD and other governmental and no-governmental child welfare stakeholders to determine resource and capacity needs. Furthermore, this data will help child welfare managers and supervisors to manage, supervise and support program implementation, and to promote a targeted use of resources.

Finally, the data collected will be used for assessing the implementation of the MGECW’s Five Year Strategic Plan for 2011-2014 and the National Agenda for Children for 2012-2016.

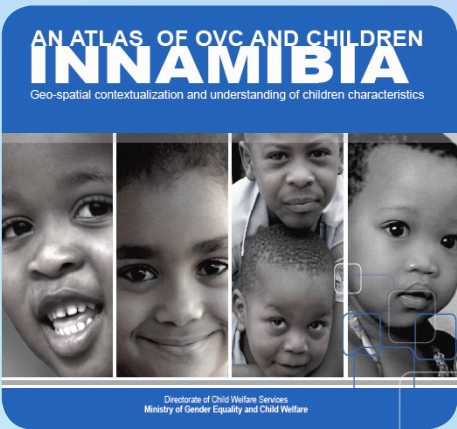


##### II. ORPHANS AND VULNERABLE CHILDREN (OVC) GEOGRAPHIC INFORMATION SYSTEM (GIS) MAPPING

The Ministry of Gender Equality and Child Welfare (MGECW), Child Welfare Division (CWD) contracted

a consultant, with the financial support of Global Fund, to map OVC services implemented by different stakeholders including the Government of Namibia by using Geographic Information Systems (GIS).

The purpose is to identify the geographical distribution of OVC providers and existing services with referral mechanisms and linkages to ensure access to quality service delivery in the thirteen regions. An OVC Geographic Information System (GIS) will be established in the Child Welfare Directorate and the use of spatial data within this GIS to produce visuals that will help stakeholders better understand OVC activities and results. The gaps in service delivery will be addressed through the use of appropriate GIS/mapping tools.



**III. CARE DATABASE ON IDENTIFICATION OF OVC NEEDS**

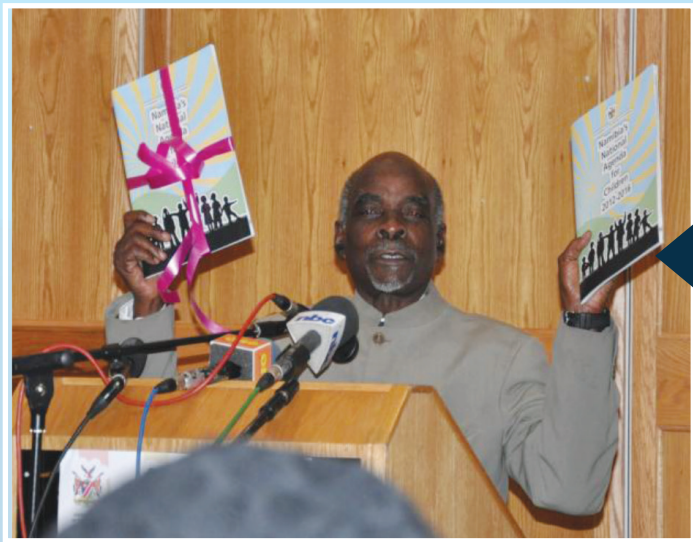
The ultimate purpose of this data base is to help Community Child Care Workers (CCCWs) at Constituency level to create monthly reports on children applying for Social Welfare grants and be able to follow up on client that referred to other service providers. It was piloted in Khomas and Omaheke regions and is ready to roll out in other regions. The database will help CCCWs to store and organize their data, able to generate reports and analyse data. The Care Database will help them to transform data into useful information that will be shared with other stakeholders at constituency level

**S03 (OPERATIONAL EXCELLENCE): TO STRENGTHEN COORDINATION AND NETWORKING AT ALL LEVELS**

**I. THE LAUNCH OF THE NATIONAL AGENDA FOR CHILDREN 2012-2016**

The Right Honorable Prime Minister, Hon Nahas Angula, launched the National Agenda for Children 2011-2016 on 15th of June 2012. The NAC is a multi-sectoral strategy document that outlines the key commitments pertaining children, which are:

- All children are healthy and well nourished
- All children have equitable access to quality integrated ECD services and pre-primary, primary, secondary and vocational education
- All children have access to age-appropriate quality HIV prevention, treatment, care and support
- All children have an adequate standard of living and a legal identity
- All children are safe from neglect, violence, abuse and exploitation



*The Right Honourable Prime Minister launching the National Agenda for Children - 2011-2016*

The process of the compilation of the first progress report on the National Agenda for children from April 2012-March 2013 to be submitted, has started and is expected to be finalized by the end of July 2013.

## **II. OVC PERMANENT TASK FORCE**

The Permanent Task Force (PTF) on OVC was established by the Cabinet in 2002 to coordinate national initiatives in support of OVC, whose numbers are increasing due to HIV/AIDS. Because of the impact of HIV and AIDS on OVC, the PTF is closely tied to the national structure for managing the AIDS epidemic and mainstreaming HIV/AIDS interventions into the various sectors.

Ministry of Gender Equality and Child Welfare is the chair of the OVC PTF. It brings together key stakeholders that address the needs of OVC. During this reporting period three meetings took place, and the focus was to develop and address issues in the National Agenda for Children 2012-2016, National Strategic Framework on HIV and AIDS, as well as National Development Plan Four (NDP4). The implementation of the plan is in progress. Other issues that were discussed during PTF meetings was the progress of the Child Care Protection Bill, baby dumping, and the plan of action to address baby dumping.

### **S04: TO ENSURE EFFICIENT AND EFFECTIVE SERVICE DELIVERY**

Trainings and workshop for Child Welfare Directorate staff members

#### **I. NATIONAL TRAINING ON CHILD WITNESSES SUPPORT AND COURT PREPARATION**

The AIDS Law Unit of the Legal Assistance Centre is currently engaged in implementing a Child Witness Support Program with funding provided by USAID through Pact Namibia.

The program aim has been to strengthen systems, build capacity for all the role players that a child witness will interface with and support the child witness from when they report an incident of violence through to post trial. A major focus of which has been to prepare children and their families for court.

The pilot project is ending in June 2013; this prompted the MGECW, ALU and PACT to hold a consultative workshop last year on 16 and 17 October 2012. During this consultative workshop, a joint implementation plan was developed with activities that would allow for the smooth transition and roll out of the program from ALU to the MGECW. It was then established that in order for sustainability and continuous running of the program well beyond the pilot phase, training, mentoring and capacity building needs to be provided to Social Workers of the Ministry of Gender Equality and Child Welfare who are attached or are working closely with the WACPU's in all the regions in Namibia.

It is against this background that the Ministry of Gender Equality and Child Welfare and ALU jointly organized a workshop to provide training and mentoring to the Social Workers. The workshop was held over four days period to ensure sufficient time for a comprehensive and thorough coverage of the subject content, to explore issues raised during the workshop and to take account of new approaches emerging from discussions at this workshop.

The learning objectives focused on:

- Explain the link between child rights and child protection.
- Understand the Namibian laws pertaining to child protection
- The effects of the criminal justice system on child witnesses
- Understand the roles of the Child Witness Support Program
- Functions and Roles of other stakeholders in the criminal justice system
- Conduct court preparation for children and parents/guardians
- Be familiar with their roles as Social Workers relating to working with child victims/witnesses.
- Know and understand the National Referral Protection flow chart

In the mean-time, the transition process of Child Witness program from the Legal Assistance to the Ministry of Gender Equality and Child Welfare is in the process. The Ministry has sent a request to the Public Service Commission to allow for 13 posts for the position of vulnerable witness support. At the moment there has been no objection from PSC, and until they give the permission, the Social Workers have to take the existing cases from LAC's CWSO by the time the project closes in June 2013.

## **II. REGIONAL CONSULTATIVE FORUM FOR THE IMPLEMENTATION GUIDELINES FOR THE MINIMUM PACKAGE OF SERVICES AND PSS CONCEPTUAL FRAMEWORK FOR ORPHANS AND VULNERABLE CHILDREN (OVC), THE MEETING HELD ON 12-13 SEPTEMBER 2012, BIRCHWOOD HOTEL, JOHANNESBURG, SOUTH AFRICA.**

The meeting focused on SADC strategic framework and program of action 2008-2015 for comprehensive care and support to promotes a holistic approach for the delivery of comprehensive services for OVC. It requires collaboration and coordination of all stakeholders including the development of policies, programs and delivery of services. The approach highlights that these entry points should either strive to provide complimentary services above normal sector mandate where possible, or refer to relevant service providers through a network of referrals to cater for the basic needs and services OVC require for optimum development.

Thus, the Minimum Package of Services for OVC was developed highlighting 6 basic services and needs. i.e Education and vocational skills; food security and nutrition; health, clean water and sanitation; child and youth protection; psychosocial support (PSS) and social protection. A Conceptual Framework for PSS was also developed to provide clarity of PSS.

The Minimum Package of Services was approved by SADC policy structures in 2011, and the SADC Secretariat will guide the Member States on how to implement these documents. There is a need for the development of Guidelines for the operationalisation of the Minimum Package of Services for OVC and the PSS Conceptual Framework.

The development for the guidelines should be done in a consultative approach. Therefore, the meeting was convened to get the inputs of the Member States. Namibia was presented by 6 people from MGEWC, MOE, MYNSSC, NYC, and MOHSS. The National Agenda for Children 2012-20126 (NAC) for Namibia includes all the services. All the other sectors are part of the OVC Permanent Task Force (PTF) , but MYNSSC and NYC still need to include the packages in their programs, and will do it during their strategic plan by the end of this year. The challenge for Namibia is to coordinate these services to OVC, and to make a decision whether the PTF is the right body to do it. If training is needed to PTF members, the assistance of the SADC secretariat could be sought.

Recommendations from the meeting:

- Member States must provide the name of the focal person for the coordination of the domestication of the minimum package (Youth and MGEWC need to discuss the coordination of this minimum package)
- The comments of participants to be incorporated in the draft guidelines, edited, translated, printed and disseminated by Nov 2012;
- Information sharing among Member States should be always a priority

## **III. THIRD PAN-AFRICAN FORUM ON CHILDREN**

The third Pan-African Forum on Children took place on the 19th-20th November 2012 in Addis Ababa, Ethiopia and the theme of the forum entitled as "Accountability for Investment in Children". The Namibian delegation was composed by the Permanent Secretary of the MGEWC and the Deputy Director from

the Child Welfare Directorate in the same ministry. The overall objective of the forum was to review the implementation of the Call by AU member states and other stakeholders and strengthen accountability, as well as advocate for stronger efforts in investing in children. The forum also promoted the mainstreaming of child rights issues into other sectors at regional and national levels. Therefore, contributing to the promotion and protection of the rights and well-being of children in the context of the family.

The draft State of Africa's Children Report 2012 of AU and the assessment made on the basis of the Monitoring and Evaluation Framework clearly shows that considerable progress has been made across the continent especially in realizing children's rights to access to health and education. Increasingly, attention is also being given to the rights and welfare of vulnerable groups of children such as those with disability. It is important to note that Namibia was the only country that was chosen to be part of experts during the forum by sharing good practices to the forum.

#### **IV. REGIONAL WORKSHOP ON IMPACT EVALUATION OF POPULATION HEALTH AND NUTRITION PROGRAMS**

The workshop was attended by the Monitoring and Evaluation Person in the Child Welfare Directorate in New Delhi (India) jointly sponsored by the Ministry and USAID Namibia from the 18-30 March 2013.

The rationale is that many governments and international organizations have established improving people's health as a key objective of their actions. To that end, they invest large amounts of money and resources in implementing health, population and nutrition programs. In a context of limited public resources and growing concerns about the performance of public programs, it is important to know whether these programs are having the intended impact they were designed for.

Therefore, good evaluations play an important role by providing evidence of the impact of program actions on target populations by answering the following rigorous questions: Does a program have an impact? By how much? Does the program have a different impact on different groups of people? Do different program components have different impacts? Why and how does the program have an impact? Is it cost effective? But, how good is the answer? To this end, the main methodologies for evaluating program impact were extensively covered by the facilitators.

In program evaluation, most of the time managers focus the functioning of the program (process evaluation), rather than the program results and program impact (Impact evaluation). Therefore, It is very important to have knowledge on how impact evaluation projects should be designed in order to differentiate between effect of other factors on the program and the impact due to the specific program.

As a way forward, the knowledge was gained on how to design impact evaluation proposal and this will help to identify impact evaluation that will be carried out and provide technical support to the ministry in such related matter. Such evaluations are very big and there is need of evaluation team; and mostly they are done by external evaluators. As the ministry has a trainee in such subject, it will be in the best interest of the ministry to make sure that such exercise is done in right way by using correct methods and design in order to have policies based evidence for:

- Efficiency on public spending and improve effectiveness by directing resources to interventions that have been proven effective.
- Accountability in the sense that one has to show what was obtained with public resources, and
- Identification of good interventions based on the outcome of the impact evaluation

#### **Challenges**

- Shortage of Social Workers continues to be a challenge in most of the regions
- Outstanding Children Child Care Protection Bill hampers service delivery
- Vulnerable children, especially the ones from poor households with parents alive do not qualify to access social welfare grants

### **Strategies to address challenges**

- Shortage of Social Workers continues to be a challenge in most of the regions
- The MGEWC also have an aggressive strategy of recruiting Social Workers from inside the country and outside of the country
- The MGEWC is holding career fair to promote Social Work profession in Secondary Schools
- Outstanding Child Care Protection Bill hampers service delivery.
- High level consultations are taking place and it is hoped that Child Care Protection Bill will be enacted this year.
  
- Vulnerable children do not qualify to access social welfare grants
  - Identification of children in needs and link them with services available
  - Addressed in the NDP4 and Plan addressing vulnerability issues in place

# DIRECTORATE OF COMMUNITY AND INTEGRATED EARLY CHILDHOOD DEVELOPMENT

## INTRODUCTION

This annual report is a synopsis of activities implemented during the implementation period of 1st April 2012 to 31st March 2013 by the Directorate of Community and Integrated Early Childhood Development under the two divisions, namely Community Development and Integrated Early Childhood Development respectively.

During this implementation period DIECD was tasked to implement key activities including community mobilization on IGAs & ECD, facilitating the participation of IGAs at trade fairs, training of IGAs beneficiaries on basic business management, piloting subsidies for ECD Centers, developing ECD Standards, developing a curriculum for 3 and 4 year olds, and providing provide educational materials & equipments to ECD Centres.

## STRATEGIC OBJECTIVES

SO1 -To promote equitable and accessible services and resources to communities

SO2 -To improve equitable access to ECD programs

SO3 -To improve management and quality delivery systems related to ECD programs

SO4 -To improve implementation of community development programs

### SO1: TO PROMOTE EQUITABLE AND ACCESSIBLE SERVICES AND RESOURCES TO COMMUNITIES

#### I. INCOME GENERATING ACTIVITIES

During this implementation period community mobilization meetings were held in all constituencies with the aim of sensitizing community members to come up with viable IGAs and apply for the IGA grant from the ministry to kick-start their IGAs.

A total of 535 grant applications were distributed in all the 107 constituencies (5 application forms per constituency). The IGA applications have been appraised and shortlisted by the Constituency Development Committee. The shortlisted IGAs were tabled at the Regional IGAs/IECD committee meeting for recommendation and ultimately for funding.

A total of 90 IGAs were recommended for funding by the Regional IGAs/IECD committee for the financial year 2012/13.

| REGION                     | ALLOCATED BUDGET        | # OF IGAs FUNDED | BENEFICIARIES |           |            |
|----------------------------|-------------------------|------------------|---------------|-----------|------------|
|                            |                         |                  | FEMALE        | MALE      | TOTAL      |
| CAPRIVI                    | N\$ 80,000              | 0                | 0             | 0         | 0          |
| ERONGO                     | N\$ 56,630              | 8                | 16            | 0         | 16         |
| HARDAP                     | N\$ 67,998              | 8                | 22            | 13        | 35         |
| KARAS                      | N\$ 60,960              | 6                | 6             | 1         | 7          |
| KAVANGO                    | N\$ 88,000              | 3                | 8             | 10        | 18         |
| KHOMAS                     | N\$ 54,608              | 6                | 11            | 6         | 17         |
| KUNENE                     | N\$ 70,237              | 10               | 21            | 9         | 30         |
| OHANGWENA                  | N\$ 76,281              | 4                | 4             | 6         | 10         |
| OMAHEKE                    | N\$ 78,000              | 13               | 19            | 6         | 25         |
| OMUSATI                    | N\$ 86,000              | 13               | 56            | 23        | 79         |
| OSHANA                     | N\$ 74,846              | 9                | 30            | 5         | 35         |
| OSHIKOTO                   | N\$ 87,000              | 3                | 8             | 1         | 9          |
| OTJOZONDJUPA               | N\$ 60,438              | 7                | 10            | 3         | 13         |
| Head Office (Special File) | N\$ 59,002              | 1                | 3             | 0         | 3          |
| <b>TOTAL</b>               | <b>N\$ 1,000,000.00</b> | <b>91</b>        | <b>214</b>    | <b>83</b> | <b>297</b> |

In addition to IGAs communities were also sensitised on the importance of Early Childhood Development, during mobilization meetings in an attempt to increase the enrolment of children below the age of 5 years into ECD Centres and to foster parental involvement in ECD.



Community mobilization meeting in Maltahohe, Hardap Region

II. PARTICIPATION OF IGAs AT TRADE FAIRS

The Directorate as per strategic objective continues to facilitate the participation of IGAs at local, national and international Trade Fairs. Trade fairs provide IGAs participants with the opportunity to market their products, to share ideas and exchange views with their counterparts from other parts of the country and from different countries. Trade fairs also provide IGAs participants with the opportunity to learn new business ideas which will enhance and possibly lead to the expansion of their current IGAs. During this period of reporting the Ministry provided IGAs participants with an opportunity to participate at Zimbabwe International Trade Fair (ZITF) which took place from the 24-28 April 2012 in Bulawayo under the theme “Investing Locally, Reaping Globally”

Five IGAs participants exhibited their products at ZITF. As indicated in the table below.

| NAME OF PROJECT                    | TYPE OF PRODUCTS                              | REGION    |
|------------------------------------|-----------------------------------------------|-----------|
| Benesta Leather Work & Shoe repair | leather shoes, handbags, and key holders      | Hardap    |
| Bupilo shoe making and repair      | leather shoes                                 | Karas     |
| Mutorora Sewing Project            | Traditional attires                           | Kunene    |
| Decoration and Wedding Design      | Wedding dresses & wedding decorating products | Ohangwena |
| Interior Deco Project              | Interior décor products                       | Oshikoto  |

In addition to the international trade fairs, IGAs participated at the local trade fairs such as Annual Ongwediva trade fair-12 IGAs, Okakarara trade fair-3 IGAs, Erongo Expo – 2 IGAs, Keetmanshoop Show-2 IGAs and Omaheke trade fair-3 IGAs. In total 22 IGAs were assisted to participate and exhibit their products at the respective local trade fairs. The directorate also facilitated the participation of the Ministry at Windhoek Agricultural and Industrial Show held on 28 September - 06 October 2012 to disseminate information and to raise public awareness on the ministerial programmes.

III. REFRESHER TRAINING ON BASIC PROJECT MANAGEMENT SKILLS TO OLD FUNDED PROJECT MEMBERS

As part of the continuous capacity building inventions for ministerial funded IGAs the Directorate continues to provide refresher training on basic business management skills. During this period of reporting a total of 56 old funded IGAs participants were trained. The training covered key areas such as record keeping, marketing, costing & pricing.

IV. ORGANIZE EXPOSURE VISITS FOR ECD CAREGIVERS AND PROJECT MEMBERS

Exposure visits for IGAs participants and ECD Caregivers are aimed at broadening the knowledge and establishing networks between IGAs participants and ECD Caregivers, hence giving them an opportunity to interact and visit IGAs and ECD centers in other regions. During this period of reporting, four project participants and four ECD caregivers from Khomas region undertook an exposure visit to Erongo region. In the same vein three IGAs participants and three ECD Caregivers from Hardap region undertook an

exposure visit to Kavango region. The IGAs participants & ECD Caregivers visited well established ECD centres and IGAs in those regions from which they learned best practices on the management of IGAs & ECD Centers.

**V. TRANSLATION AND PRINTING OF ECD BROCHURES**

The Directorate continues to utilize various promotional materials such as brochures to disseminate information pertaining to its services to the communities. The directorate has revised the content of the ECD brochure and translated it in seven (7) local languages Afrikaans, Oshindonga, Rukwangali, Lozi, Khoekhoegowab and Setwana. Printing of translated ECD brochures is expected to be completed in the next financial year. Similarly the brochure on successful IGAs has been revised and printed. A total of 5000 brochures were printed for usage during mobilization meetings and other information dissemination platforms. The IGAs brochure contains basic information such as an overview of the IGAs grant, application producers, as well as snapshots of some exemplary funded IGAs.

**SO2: TO IMPROVE EQUITABLE ACCESS TO ECD PROGRAMS**

**I. RENOVATION OF ECD CENTRES**

Some ECD Centres are operating from dilapidated buildings and this hinders safe learning. In order to address this state of affairs the directorate has set aside funds to renovate EDC centres in all regions. Regions were hard at work to ensure that selected ECD centres were renovated during this implementation year. Thus 39 dilapidated ECD Centres were earmarked for renovation and 12 ECD Centres have been successfully renovated to improve the learning environment for children.



*Oshikulufitu dilapidated ECD Center under reconstruction in Oshikulufitu village – Anamulenge Constituency*

**II. PROVIDE EDUCATIONAL MATERIALS &EQUIPMENTS TO ECD CENTRES**

In the quest to enhance early learning and promote conducive learning environments for children between the ages 0-4 years, the Directorate continues to provide educational and material support to ECD centres especially community owned ECD Centres. In this period of reporting a number of ECD centres received educational material support ranging from chair, tables, educational posters, toys & outdoor play ground equipment.



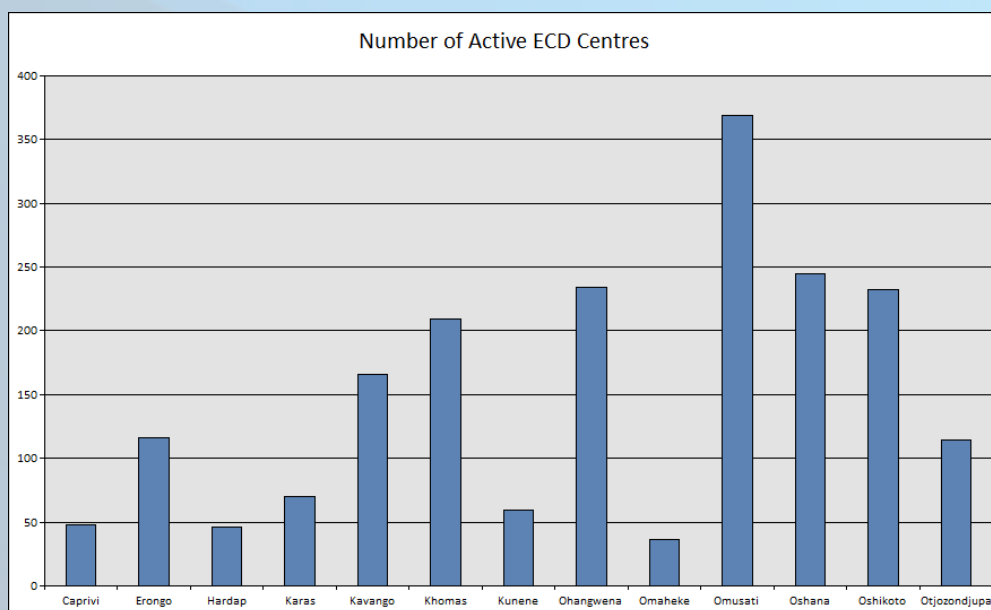
Early Learning ECD Centre in Omaruru received educational materials and Philadelphia community ECD Centre in Henties Bay, received chairs

### SO3: TO IMPROVE MANAGEMENT AND QUALITY DELIVERY SYSTEM RELATED TO ECD PROGRAMS

#### I. ECD DATABASE SYSTEM

The division of Early Childhood Development conducted a national wide ECD baseline survey in order to collect ECD data. This information was used to develop the IECD Management Information System IECD-MIS. Information collected during the survey included the number of children at the ECD centre, number of children with disabilities attending centres, educational level and qualifications of the educarers, the physical infrastructure of the ECD centre, the learning environment, learning materials, as well as health & sanitation. Subsequent to the ECD baseline survey, the IECD Management Information System (MIS) was developed.

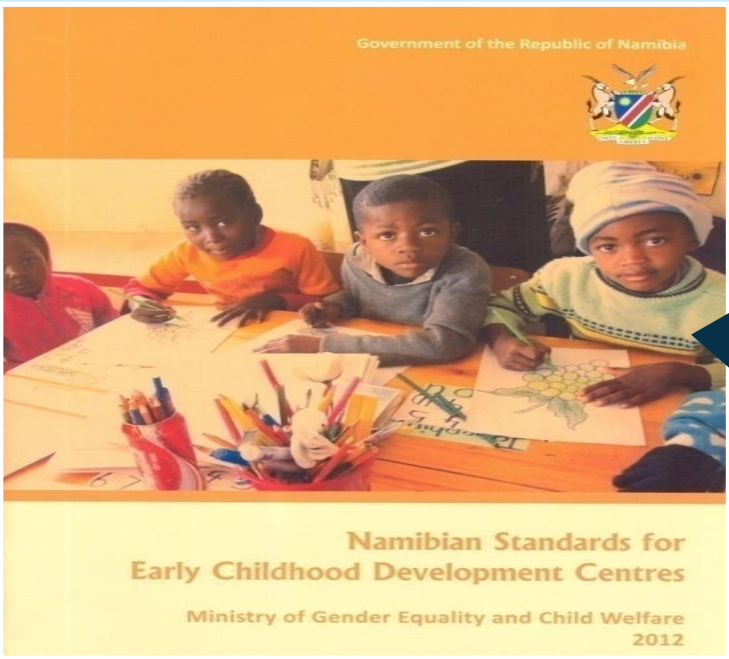
The IECD-MIS is fully functional and contains relevant information pertaining to Early Childhood Development. The system can be used to analyse the ECD situation holistically and is accessible to ECD stakeholders.



Number of ECD Centres per region

I. ECD STANDARDS

Namibian Standards for ECD Centres were developed in consultation with over 20 stakeholders and with support from ETSIP. The Namibian Standards for ECD are designed to help improve the quality of care and education that young children receive. The Standards cover all aspects of an ECD Centre- the physical facility, the qualification of the ECD educator, the learning programmes, management and finances of a centre, nutrition and hygiene, and the parental involvement in activities of the ECD Centres. The Launch of the Namibian Standard for Early Childhood Development coincided with the launch of Education For All week (EFA) under the theme; Rights from the Start: Early Childhood Care and Education now. The then Minister of Gender Equality and Child Welfare launched the Standards for ECD Centres on 9 July 2012 in Mariental, Hardap region.



Namibian Standards for ECD

II. CURRICULUM FOR 3 AND 4 YEAR OLDS

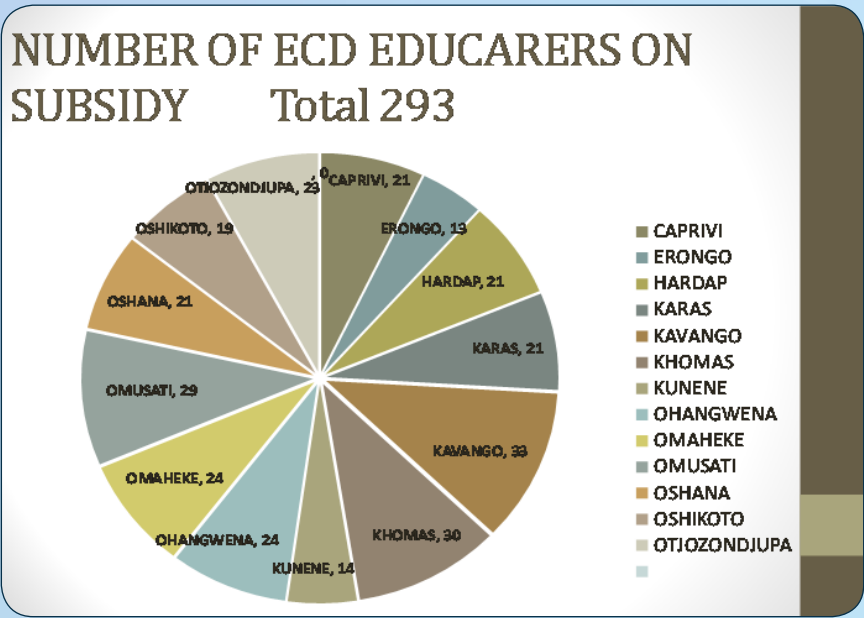
With support from USAID and in consultation with NIED and other stakeholders, the Directorate finalized the curriculum for children 3 and 4 years old. This curriculum framework has been designed for use in Namibia and provides guidance on how and where children learn, what they learn, and who supports them as they grow and develop. The Educarers using this curriculum framework are guided to provide a safe, loving and stimulating place for children to learn through free play, routines and organized activities. The framework is not prescriptive, it is a guide to help Educarers plan activities to promote development in four key areas:

- Identity and Belonging
- Physical Development and Well-Being
- Communication
- Creativity and Exploration

III. PILOTING SUBSIDIES FOR ECD CENTERS

After Cabinet approved a plan to expand Early Childhood Development with specific reference to

subsidies for ECD centres serving poor communities, the Directorate piloted the introduction of subsidies in the form of allowances for Educарers in every Region. Criteria were established to determine which centres and which Educарers would qualify for participation in the pilot phase of the allowances. After consultations with Regional Councils, funds were disbursed to provide allowances to 293 Educарers at 255 centres throughout Namibia. January 2013 to June 2013 will constitute a pilot provision of allowances. After lessons learned have been documented, the subsidy system will be rolled out to more ECD Centres and more Educарers will be receiving monthly allowances. The allowances should help to improve the quality of ECD provided to children in resource poor settings.



**IV. TWELVE WEEKS TRAINING ON BASIC ECD CURRICULUM**

The Directorate has successfully completed the twelve weeks training on basic ECD curriculum for ECD educарers. During the period under review the ECD curriculum training kicked off in June 2012 five regions namely Ohangwena, Caprivi, Karas, Kunene, and Otjozondjupa conducted the training in total 123 ECD caregivers were enrolled for training. The directorate achieved 94% completion rate; 122 educарers out of the 129 enrolled educарers graduated from the training in November 2012.

|              | Female | Male | Total | Female | Male | Total |
|--------------|--------|------|-------|--------|------|-------|
| Caprivi      | 23     | 2    | 25    | 22     | 2    | 24    |
| Karas        | 25     | 0    | 25    | 20     | 0    | 20    |
| Kunene       | 20     | 5    | 25    | 20     | 5    | 25    |
| Ohangwena    | 25     | 0    | 25    | 25     | 0    | 25    |
| Otjozondjupa | 28     | 1    | 29    | 27     | 1    | 28    |
| TOTAL        | 121    | 8    | 129   | 114    | 8    | 122   |

Training on basic ECD curriculum for ECD caregivers is conducted in order to improve the management and delivery of ECD programs especially the community owned ECD centres.

The training covers a wide range of themes such as Health & Nutrition, Areas of Child Development, Working with Children, Safety, the Value of Play and Planning and many more.



*Namibian Standards for ECD*

**SO4: TO IMPROVE IMPLEMENTATION OF COMMUNITY DEVELOPMENT PROGRAMS**

**I. MONITORING AND ASSESSMENTS OF IGAs**

In order to monitor the progress of IGAs, monitoring visits to IGAs are conducted by regional staff on a quarterly basis. During this period under review 40% of the funded IGAs were monitored, the aim of the monitoring is to provide ongoing mentoring of the IGAs as well as to detect constraints faced by the IGAs. Moreover head office staff also conducted assessment of IGAs in six regions namely, Kunene, Omusati, Caprivi, Oshana, Kavango and Khomas.

The purpose of this exercise is to inspect the general performance of the IGAs funded by the Ministry in the past few years. The exercise is also meant to verify the delivery of equipment and relevant items that the Ministry supplied to various IGAs beneficiaries, as well as taking stock on the availability of such items/ equipment. A total number of 92 IGAs were assessed of which 82% are progressing well and 18% are not progressing well and need constant support.



*A well progressing gardening IG*

**SO1: TO ENSURE EFFICIENT & EFFECTIVE SERVICE DELIVERY**

**I. TRAIN CONSTITUENCY STAFF ON THE DEVELOPMENT OF PERFORMANCE AGREEMENTS**

The Directorate and Ministry at large rolled out the Performance Management System to regional level during this implementation period. All Directorate regional staff members were trained to develop individual Performance Agreements and Personal Development Plans and to conduct quarterly reviews and end year appraisal. Subsequent to the training all regional staff members were in the position to develop their PAs and signed it with their immediate supervisors.

*Erongo Staff members with their signed PA's*



**SOS: TO IMPROVE STAFF COMPETENCE**

**I. CAPACITY BUILDING FOR STAFF MEMBERS**

Capacity building of staff members has been made a priority in the agenda of the Directorate during the period under review. It was on this ground that the Directorate organized various training as cited below.

- 1. ECD database training
- 2. Advanced Project Monitoring and Evaluation
- 3. SME Tool Kit.

**II. ECD DATABASE TRAINING**

Subsequent to the nationwide ECD baseline survey, the IECD Management Information System has been developed. Staff responsible for data capturing and management were trained on data entry and management. In order to ensure that all directorate staff members responsible for ECD can utilise the IECD Management Information System all staff under the ECD division as well as the Regional Chief Community Liaison Officers& Clerical assistants were trained on how to utilise the system.

**III. ADVANCED PROJECT MONITORING EVALUATION TRAINING**

The Directorate in partnership with the Institute for Capacity Development (ICD) organized a two-week training workshop on Advanced Project Monitoring and Evaluation.The objective of the training was to equip staff members with M&E skills. The training was attended by a group of fourteen (14) staff members consisting of Community Liaison Officers and Community Activators who represented their respective regions each.

The training covered some of these topics: Overview of Project Management, Overview of Monitoring

and Evaluation, The need and Importance of Monitoring and Evaluation, Monitoring and Evaluation as a Component of Project Planning and Implementation Process, Models of Evaluation, Planning and Evaluation, Tools for Project control, responding to Monitoring Results, Monitoring and Evaluation Challenges, Critical Success Factors, Report Writing Skills, Computer applications, Action Planning. At the end of the training, staff members were awarded certificates of attendance.

**IV. SME TOOL KIT TRAINING**

Two trainings on SME Tool Kit were organized in partnership with the Namibia Chamber of Commerce and Industry (NCCI). The objective of the training was to introduce staff members to the new SME tool kit and well at to equip them with contemporary SME related information. The first training was attended by a group of 33 staff members consisting of Chief Community Liaison Officers (CCLO's), Community Liaison Officers (CLO's) and Community Activators (CA's) representing all regions and Head Office.

The second training was attended by a group of 12 staff members consisting of Community Liaison Officers and Community Activators from Omusati, Oshana, Otjozondjupa, Hardap, Karas, Kunene, Kavango, Oshikoto and Head Office. Topics covered in the training content include: Introduction to Entrepreneurship, Planning Your Business, Managing Your Finance, Sales and Marketing, Managing Your People, Running Your Business.

# DIRECTORATE ADMINISTRATION & GENERAL SERVICES

## STRATEGIC OBJECTIVES

- SO1 -To ensure efficient and effective service delivery
- SO2 - To mainstream HIV and AIDS into programs
- SO3 - Strengthen coordination & networking at all levels
- SO4 - To promote ICT usage and access
- SO5 - To facilitate the development and acquisition of specialized and skilled staff
- SO6 - To ensure Budget and Planning and control

## I. CAPITAL PROJECTS

During the period under review the Ministry carried out the following capital projects:

### 1.1 Completion and inauguration of the Ministry Head office block in Windhoek.

To create a conducive environment for staff members and to create an easy public access to services, the Ministry constructed a building with 138 offices. All departments are now under one roof and offices have adequate space and resources for staff members to fully complete their duties.



*Newly constructed Ministerial Head Office in Windhoek*



*The Building was officially inaugurated by His Excellence Hifikepunye Pohamba on the 18 October 2012*

**1.2 RENOVATIONS OF REGIONAL OFFICES AND COMMUNITY CENTERS**

Additionally, the ministry also ensured the renovation of Ministerial Regional Offices and community centers in the following Regions: Hardap, Kunene, Otjozondjupa, Oshikoto, Khomas, Omaheke, Ohangwena, Karas and Kunene.



*A building in Epukiro, Omaheke region, converted into an office after renovation.*

Construction of the Outapi Community Center has begun and is expected to be completed in 2014. It is constructed to enable previously disadvantaged communities, especially women, to come together for training and information sharing and sell handcrafts and other produced goods.

*Outapi Craft Centre under construction*



**II. HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT**

**1. HUMAN RESOURCE MANAGEMENT**

During the period under review, the following developments were recorded in respect of staffing;

- 26 New Appointments
- 20 Transfers to other Ministries and resignations
- 0 Deaths
- 9 Resignations

**1.2 HUMAN RESOURCES DEVELOPMENT**

All Ministerial staff members are given opportunities and sponsorship to enhance their academic qualifications by enrolling for short- term and long term courses (especially) in fields relevant to their assigned jobs or to the skill needed in the Ministry.

The table below highlights some of the training undertaken during the reporting period.

| Training Course                                          | Male | Female | Total |
|----------------------------------------------------------|------|--------|-------|
| Excel course                                             | 10   | 18     | 28    |
| Events Management & Coordination                         |      | 8      | 8     |
| Customer Care                                            | 6    | 18     | 24    |
| Verification & Reconciliation of Accounting Transactions | 2    | 7      | 9     |
| Leadership & Development Program                         | 18   | 49     | 67    |
| Transport Policy                                         | 7    | 9      | 16    |
| Advanced Secretarial Skills                              | 2    | 5      | 7     |
| Handling of State Monies                                 | 7    | 9      | 16    |
| M & E                                                    | 8    | 13     | 21    |
| Communication & Diplomacy Skills                         |      | 3      | 3     |

NOTES

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MINISTRY OF GENDER  
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