



Republic of Namibia

Ministry of Gender Equality and Child Welfare



ANNUAL REPORT

REPORTING PERIOD: MARCH 2013 – APRIL 2014





Republic of Namibia

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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4. PROGRAMME: POLICY, SUPERVISION AND SUPPORT SERVICES

LIST OF ANCRONYMS

AIDS	Acquired Immunodeficiency Syndrome
ASC	After School Centre
BPR	Business Process Reengineering
CCCW	Community Child Care Worker
CCPB	Child Care Protection Bill
CFV	Child Friendly Version
ECD	Early Childhood Development
FBO	Faith Based Organizations
GBH	Grievous Bodily Harm
GBV	Gender Based Violence
GRB	Gender Responsive Budgeting
HIV	Human Immunodeficiency Virus
IGA	Income Generating Activity
M&E	Monitoring and Evaluation
MDG	Millennium Development Goals
MGECW	Ministry of Gender Equality and Child Welfare
MP	Member of Parliament
NAC	National Agenda for Children
NCH	Namibia Children's Home
NDP	National Development Plan
NGO	Non Governmental Organization
NGPTF	National Gender Permanent Task Force
OMA	Organizations/Ministries/Agencies
OVC	Orphans and Vulnerable Children
PACT	Partner Assistance Capacity Training
PTF	Permanent Task Force
RCCF	Residential Child Care Facility
RGPTF	Regional Gender Permanent Task Force
SADC	Southern African Development Countries
SO	Strategic Objective
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



It is my singular honor to present to you the Annual Report 2013/14. This document will outline the strides taken by the Ministry in pursuit of reaching our ministerial mandate, and also, speaks of the challenges faced and how they will be overcome.

I am proud to say that it has been an outstanding year in terms of achievements and progress. The eagerly awaited Child Care and Protection Bill has been finalized and is awaiting tabling in parliament, and once passed, it will be a victory for the ministry and for each and every child in Namibia as the Bill ensures that all children, especially those vulnerable, are protected. Adding to the list of achievements, our Gender Equality Directorate ensured that parliamentarians, governors and representatives of all political parties were educated on SADC Protocol on Gender and Development, and the 50/50 equal representation in politics and decision making at a well attended Conference on Women in Politics and decision making. More about these activities and many more achievements can be read about in the pages of the report to follow.

However, it is unfortunate that the media is still marred with reports of ongoing gender based violence and "passion" killings. I would like to use this platform to, in the strongest terms, condemn these acts, and reiterate the Ministry's pledge to fight this evil in our society.

Hon Rosalia Nghidinwa
Minister of Gender Equality and Child Welfare

PREFACE



We are delighted to report on the progress and activities of the Ministry of Gender Equality and Child Welfare, for 2013/2014.

We believe that this year has been a successful one in terms of achieving our set goals. Compared to previous years, we are pleased to have seen an increase in the number of children on the grant system, an increase in the number of Income Generating Activities (IGA's) supported by the Ministry, and, an increase in the number of Early Childhood Development Centers across the country. According to NDP4, as the ministry given the mandate to ensure extreme poverty alleviation, I believe that the increase of these figures speak volumes on the strides taken to achieve that mandate.

The Ministry is committed to the achievement of gender equality and to witness an increment of women's participation in decision making positions, in resource distribution and to see improved livelihoods for vulnerable groups. We believe that a strategic route to alleviate extreme poverty is through the grass roots levels of community development, which encompasses all of the afore-mentioned, including the social protection of children. This report will shed light on what the ministry has undertaken to achieve this.

In conclusion, I would like to thank the staff of the Ministry of Gender Equality and Child Welfare for their continued hard work and dedication in their efforts to achieve our ministerial targets. I also thank our stakeholders, both national and international, on their willingness to partner and share ideas on issues of concern.

Erastus I Negonga
Permanent Secretary
Ministry of Gender Equality and Child Welfare

MANAGEMENT STRUCTURE



Minister: Hon
Rosalia Nghidinwa



Deputy Minister: Hon
Angelikka Muharukua



Advisor to the Minister:
Amb. Tonata Itenge
Emvula



Permanent Secretary:
Mr Erastus Negonga



Deputy
Permanent Secretary
Ms Martha Mbombo



Director General Service
and Administration
Mr Shivute Indongo



Director Child Welfare
Services
Ms Helena Andjamba



Director Gender Equality
and International Affairs
Mr Victor Shipoh



Director Community
Empowerment
Ms Eline Nghiitikwa

INTRODUCTION

The Ministry of Gender Equality and Child Welfare is mandated to “Ensure gender equality and socio-economic development of women and men and all well-being of children”. Our ministerial priority, according to the NDP4 is **Extreme Poverty Alleviation**, through the following 4 programmes:

1. Promotion of Gender Equality and Empowerment of Women
2. Care and Protection of Children
3. Support Community Development and Early Childhood Development
4. Policy, Supervision and Support Services

PROGRAMME: PROMOTION OF GENDER EQUALITY AND EMPOWERMENT OF WOMEN

The Directorate of Gender Equality and Research is mandated to ensure gender equality and equitable socio-economic development of women, men, boys and girls at all levels of society. During 2013/14 financial year, the Directorate carried out the following main activities guided by the following strategic objectives:

1. To improve the status of women and girls
2. Ensure Gender Mainstreaming at all levels
3. To facilitate the review, and develop gender responsive laws and policies
4. To promote positive cultural practices and beliefs

SO 1: TO IMPROVE THE STATUS OF WOMEN AND GIRLS

(i) Commemoration of International Women's day, 8 March 2013 & 2014.

The UN theme for International Women's Day 2013 was **“A promise is a promise: Time for action to end violence against women”**. During the 2013 International Women's Day, the national annual theme was declared 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.



Ms. Martha Mbombo, MGEWC Deputy Permanent Secretary, delivering the welcoming remarks at the Women's Day celebrations in Windhoek.

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, United Nations agencies as well as other Civil Society Organisations.

In the regions, a total of 1718 people (**female 1162, male 556**) attended the event. This day is commemorated annually to celebrate and reflect on women's economic, political and social achievements.

In March 2014, the day was commemorated under the theme **“Equality for women is progress for all: Walk a mile in a woman shoes”**. The day was commemorated in collaboration with Black Excellence, an organisation for young Namibian males. The objective was to encourage the nation to stop violence against women. The idea of the walk a mile in her shoes was to experience the situation of women who experience GBV. The event was attended by more than 300 men and women in Windhoek.



The image above depicts the visual materials that were used to create awareness of the event

(ii) 58th Session on the Commission on the Status of Women

The purpose of the 58th Commission on the Status of Women 2014 was to review progress, share experiences and good practices, analyze gaps and challenges, and agree on priority actions to accelerate the implementation of the Beijing Platform for Action and the achievement of gender equality. The 58th Session on the Commission on the Status of Women held on 10-21 March 2014 focused on the theme **“Challenges and achievements in the implementation of the Millennium Development Goals for Women and Girls”**.

The CSW theme provided a significant moment for Member States to recognize and affirm the critical importance of sexual and reproductive health and rights (SRHR) and the ICPD Programme of Action (PoA) to the achievement of all the Millennium Development Goals, in particular MDG 5, on improving maternal health, and its target A on reducing by three-quarters the maternal health ratio, and target B on achieving universal access to reproductive health by 2015.

(iii) Training of Political Parties on Politics and Decision-Making in Relation to the SADC Protocol

The Conference on Women in Politics and Decision Making in Namibia, the first of its kind, was held at Walvis Bay from 22nd to 24th November 2013. The Conference attracted over 150 participants and was also attended by the Ministers of Finance, Gender Equality and Child Welfare, Deputy Minister for Youth, National Service, Sport and Culture. In addition, Namibian Members of Parliament, Regional Governors, Regional and Local Councillors and invited members of Parliament from SADC countries attended the conference.

The purpose of the conference was to encourage women politicians to take their rightful position in politics and to seriously discuss the implementation of the SADC Protocol on Gender and Development 50/50 equal representation in Politics and Decision-making by 2015. The conference was attended by participants from all regions, which some are seen in the picture below.



Participants attending the conference on Women in Politics and Decision Making in Namibia.

The key recommendations of the Conference were, among others, to amend the Electoral Law to include the 50/50 provision of women representation, and that political parties should comply and provide for a zebra listing of women and men candidates at the local, regional and parliamentary levels as well as consider increasing seats in parliament.



Official opening of the conference on Women in Politics and Decision Making in Namibia

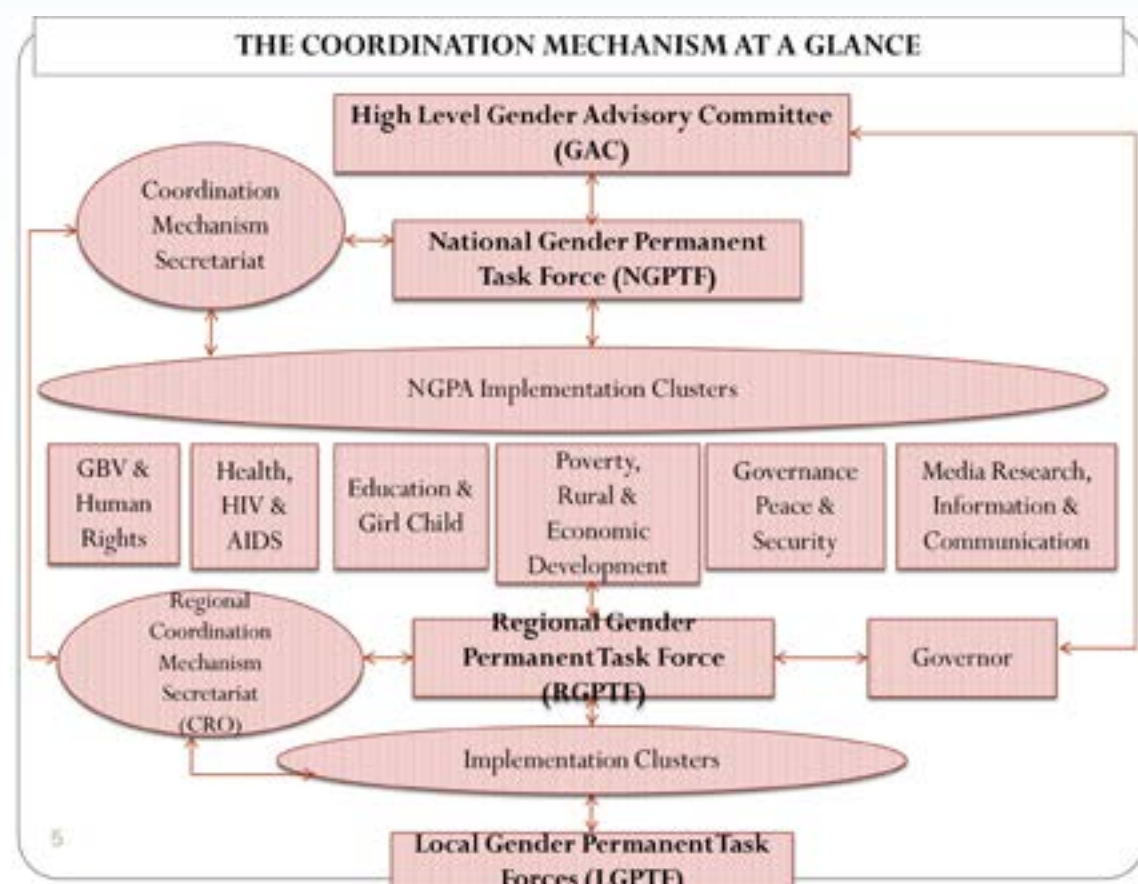
SO 2: ENSURE GENDER MAINSTREAMING AT ALL LEVELS

(i) The Multi-Sectoral Approach to Women's Rights

The main focus in this area has been to develop a multi-sectoral coordination mechanism for gender programming in Namibia. Efforts included harmonisation of different opinions at the MGECEW and of stakeholders regarding coordination of gender activities in the country. It also involved facilitating various consultative meetings and processes including holding consultations with MGECEW staff from all the fourteen regions of Namibia.

The MGECEW as well as the UN through the United Nations Partnership Framework (UNPAF) planned to support the operationalisation of the coordination mechanism from 2014 onwards.

The Coordination Mechanism would facilitate the effective implementation and operationalization of the National Gender Policy and its Plans of Action.



Coordination Mechanism on the implementation of the National Gender Policy

(ii) Gender Responsive Budgeting (GRB)

An important test of gender mainstreaming is the extent to which this is reflected in budgets. At present the budgets of most of the institutions are gender blind. They do not reflect any specific allocations for promoting equal status of women and men in society, for example specific budget lines for ending gender based violence or women's empowerment funds.

During the period of reporting, the GRB manual was revised and was used in training the Ministry of Finance (MoF) staff members and other selected government Offices, Ministries and Agencies (OMAs). In addition, introductory training was also conducted for MGECEW management on GRB, gender mainstreaming and women's empowerment.

(iii) Gender Capacity Development: Masters Degree in Gender and Development Studies

The Ministry made the greatest strides in gender capacity development during the course of 2013. Namibia through the University of Namibia started offering a Master's Degree in Gender and Development Studies in January 2014. This initiative would increase the number of people with advanced gender skills and expertise. Ten students have enrolled for the course, two men and eight women, of which five are staff members from the MGECEW.

(iv) Gender Capacity Assessment and Capacity Building Plan

A gender capacity assessment was conducted in 2013 in order to identify gender capacity needs in the MGECEW and a gender capacity development plan for the MGECEW was developed in a participatory process. The gender capacity development plan with cost estimates is to be implemented in the next five years and it outlines activities that the MGECEW should implement to strengthen its role as the national gender machinery.

(v) Commemoration of 16 Days of Activism against Gender Based Violence (GBV)

The 16 Days of Activism against GBV campaign is commemorated annually from the 25th of November -10 December. The 2013 launch of 16 Days of Activism against GBV was preceded by a conference on Women in Politics and Decision Making in Namibia which was held from the 22nd to 24th November 2013. The event was launched under the theme: **"From Peace in the Home, To peace in Namibia: Let's Unite to end Violence against Women and Children"**.



In the picture above, Honourable Rosalia Nghidinwa is accompanied by Hon. Mcleod-Katjirua, Governor of Khomas and Ms. Magdeline Mathiba-Madibela, Head of the SADC Gender Unit, as she launches the 16 Days of Activism against GBV.

SO 3: TO FACILITATE THE DEVELOPMENT OF GENDER RESPONSIVE POLICIES AND LAWS

(I) Proposed Amendments on The National Procurement Bill

The objective was to identify gender gaps in the National Procurement Bill and propose

recommendations or measures to close the gaps. A consultative meeting was held to analyse the Bill. Recommendations were to ensure that the Bill clearly indicate that women are not left out. The recommendations of the Consultative meeting were incorporated in the Procurement Bill.

(ii) In-depth study on Human Trafficking in Namibia

In 2013, the MGE CW commissioned the Namibian Institute for Public Administration Management (NIPAM) to carry out the in-depth study on Human Trafficking in Namibia.

The objectives of the In-depth study were to generate a deep understanding of trafficking patterns, risk factors or gaps in counter-trafficking efforts focusing on particular needs, problem areas, target groups or areas of the country where additional information is needed and design and tailor new initiatives and programmes to meet the identified challenges.

The field work for the study was conducted from August/September 2013. Nine regions were covered, namely Khomas (Windhoek), Ohangwena (Oshikango), Oshana (Ondangwa), Zambezi (Katima, Ngoma, Wenela, Shesheke), Kavango East (Rundu, Kayali, Divundu: Mohembo Border control), Kavango West (Katwitwi), Karas (Karasburg, Keetmanshoop, Luderitz, Ariamsvlei, Noordoewer), Erongo (Swakopmund, Walvis Bay) and Omaheke (Gobabis, Buitepos/Trans-Kalahari borderpost).

SO 4: TO PROMOTE POSITIVE CULTURAL PRACTICES AND BELIEFS

(i) Training of Key Service Providers on the Implementation of the GBV Plan of Action

Training on the familiarisation and costing of the GBV Plan of Action was conducted in November 2013. It was attended by 38 participants, (27 were female and 11 were male) from line ministries, Civil society organisations and Faith Based organization.

The objective was to obtain an overview of the coordination mechanism of the National Gender Plan of Action, Familiarise stakeholders on the National Plan of Action on Gender-Based Violence 2012-2016, Map the status of its implementation. During the training the Plan of Action on Gender Based Violence was costed.

(ii) Consultative Session/Meeting to Develop a Strategy to Address GBV in Namibia

The Hon. Rosalia Nghidinwa, Minister of Gender Equality and Child Welfare hosted a consultative session that brought together Women Parliamentarians, female ambassadors/high commissioners and NGOs to deliberate on strategies to address GBV. The consultative session aimed at looking at the current situation of GBV in Namibia; Share ideas from other countries perspectives on the best ways to address GBV in Namibia. The meeting took place on 8 April 2013 and 61 people attended. The deliberation was under the theme: **“Kick Gender Based Violence out of Namibia”**.



Hon. Minister, Rosalia Nghidinwa, delivering the opening remarks during the consultative meeting

The meeting noted that Namibia has adequate laws and other legal instruments for prevention, protection and punishment of GBV, but implementation thereof is of critical concern. All stakeholders were encouraged to translate the laws and policies into action to ensure operationalisation of all laws in place.



Representatives from Non-governmental organisations who attended the consultative meeting

(iii) **Launch of the SADC Gender Monitor 2013**

The SADC Gender Monitor 2013 was launched during the Conference on Women in Politics and Decision Making in Namibia at Walvis Bay, Protea Hotel on 24th November 2013. The purpose of the SADC Gender Monitor is to track the implementation towards achieving each of the 28 targets of the SADC Gender Protocol on Gender and Development by 2015; with special focus on part three on governance (Article 12 and 13) on women in politics and decision making positions. This document was also being launched in other SADC member states.



Hon. Minister of Gender Equality flanked by Mrs. Matiba-Mathibela (left), SADC Gender Unit and Mr. Victor Shipoh (right), Director of Gender Equality and Research, during the launch of the SADC Gender Monitor

2. PROGRAMME: CARE AND PROTECTION OF CHILDREN

The Directorate of Child Welfare ensures the care and protection of all children, empowers communities to take care of Orphans and Vulnerable children, and strengthens the implementation of the Child Welfare programs for efficient and effective service delivery.

This report is based on the activities for the Child Welfare Directorate as implemented from April 2013 to March 2014 focusing on the following strategic objectives as stated in the Ministerial Strategic plan for 2010-2014:

- 1: To ensure care and protection of all children
- 2: To empower communities to take care of OVC
- 3: To strengthen implementation of the Child Welfare Programs/Services
- 4: To strengthen coordination and networking at all levels

SO 1: TO ENSURE CARE AND PROTECTION OF ALL CHILDREN

(i) **Child Protection program**

Child Justice/Children in conflict with the law

Social Workers are responsible to Conducting screening, diversion options and compiling pre-sentence reports of children in conflicts with the law across the country.

The children mostly commit the following offences during this reporting period: possession of cannabis, theft, illegal hunting, and assault causing Body Harm (GBH), rape, stock theft, violation of grave yard, robbery and house breaking. Mostly Social Workers recommend for normal trial, life skills and counseling.

The table and the chart below illustrates the number of juveniles screened and diverted per region and per gender:

Table No. 1: Number of Juveniles Screened and diverted by region and Gender (April 2013-March 2014)

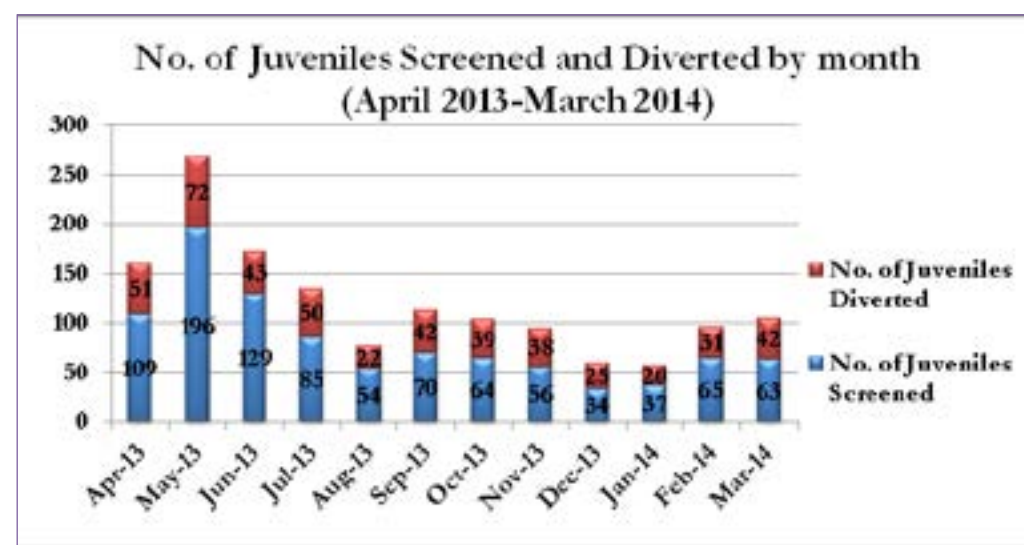
Region	No. of Juveniles screened			No. of Juvenile diverted		
	F	M	T	F	M	T
Zambezi	6	13	19	1	4	5
Erongo	15	122	137	13	52	65
Hardap	13	89	102	7	67	74
Karas	2	42	44	1	20	21
Kavango	1	38	39	1	11	12
Khomas	19	237	256	7	95	102
Kunene	1	41	42	1	20	21
Ohangwena	16	56	72	5	44	49
Omaheke	2	35	37	0	9	9
Omusati	6	51	57	4	22	26
Oshana	6	40	46	3	32	35
Oshikoto	6	50	56	0	25	25
Otjozondjupa	0	53	53	0	29	29
Total	94	868	962	44	431	475

The above table shows that more children are screened compared to the children diverted during this reporting period. It also shows that Khomas region has the highest number of children screened (256 children), followed by Erongo (137 children and Hardap (102 children) respectively. This means that more programs addressing Juveniles in conflict with the law should be intensified in the above mentioned regions.

Chart No1: Number of Juveniles Screened and Diverted by region (April 2013-March 2014)

The chart below illustrates the number of children screened and diverted by month from April 2013 to March 2014. It shows that in May a number of 120 children were screened while 72 children were diverted which is the highest numbers compared to rest of the month. However, it is evident that in all cases children screened exceeded the number of children diverted.

See the chart 1 below:



(ii) Woman and Child Protection Units (WACPUs)

The Ministry of Gender Equality and Child Welfare in collaboration with the Ministry of Safety and Security run 15 Woman and Child Protection Units through out 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: abuse (Physical and sexual), neglect and abandonment of children, trafficking, abduction, provision of Psychosocial Support, shelters, community outreach programs and training for service providers.

The following table is an indication of the type of work carried at Woman and Child Protection Units:

Table No.2: Number of children provided with protection services in different types of abuse cases (April 2013 - March 2014)

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
Erongo	11	14	25	56	14	70	43	46	89	2	9	11
Hardap	13	9	22	12	2	14	26	20	46	6	4	10
Karas	5	0	5	10	0	10	32	45	77	2	1	3
Kavango	7	10	17	27	0	27	22	17	39	8	7	15
Khomas	56	50	106	134	36	170	110	99	209	12	11	23
Kunene	4	0	4	2	0	2	5	0	5	0	0	0
Ohangwena	40	28	68	50	6	56	46	52	98	16	8	24
Omaheke	8	5	13	12	3	15	16	22	38	1	2	3
Omusati	10	6	16	37	1	38	12	7	19	2	0	2
Oshana	11	7	18	15	0	15	39	21	60	2	3	5
Oshikoto	19	7	26	16	0	16	8	4	12	12	3	15
Otjozondjupa	19	12	31	39	4	43	69	52	121	0	2	2
Zambezi	3	0	3	19	4	23	1	1	2	0	0	0
Total	206	148	354	432	70	502	430	386	816	63	50	113

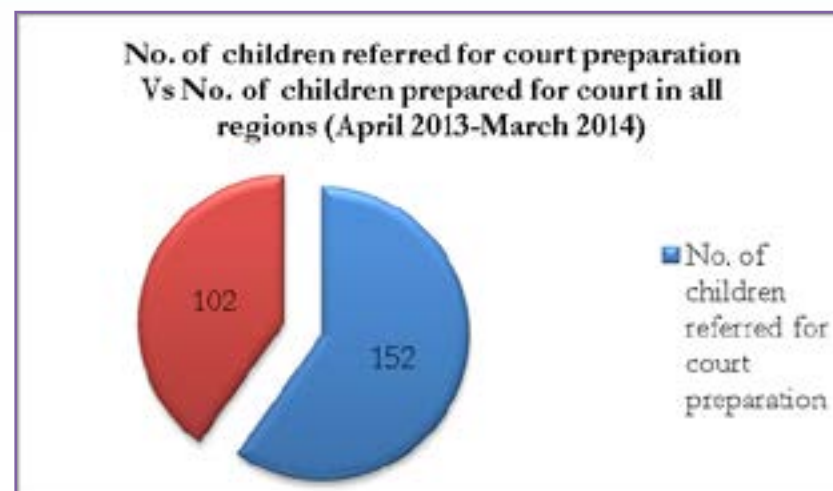
(ii) The Child Witness Support

The Child Witness Support Programme implemented through AIDS Law Unit (ALU) at Legal Assistance Centre was designed as a pilot programme from which effective gathering of information, documentation and evaluation formed the basis of an advocacy strategy.

The latter aimed at informing Government of the impact and costing of such a necessary programme as well as in an effort of advocating for it to be incorporated within the Ministry of Gender Equality and Child Welfare structures of Child Protection interventions. The child Witness Support and Court Preparation Program then was transitioned to the Child Welfare Directorate within the MGE CW with UNICEF Namibia's financial and technical support.

The below figure illustrate the types of services being rendered through the child witness support pilot program:

Chart No.2: Number of children referred for court preparation Versus children prepared for court (April 2013-March 2014)



(iii) National and International instruments on children;

Accession to the Hague Convention on the Protection of Children and Cooperation in respect of Inter-Country Adoption

The Hague Convention on the Protection of Children and Cooperation in respect of Inter-Country Adoption is important for Namibia in order:

- To establish safeguards to ensure that inter-country adoption take place in the best interests of the child and with respect for his/her fundamental rights as recognised in international and Namibian laws
- To establish a system of co-operation amongst countries that has signed the Convention to ensure that those safeguards are respected and thereby prevent the abduction, the sale of, or traffic in children
- To secure the recognition in contracting States of adoptions made in accordance with the Convention

In view of acceding to the above mentioned Convention, the Ministry has finalized the following process:

- Conducted an Internal need Assessment on the current child care systems and adoption practices in Namibia. This was done with the aim of mapping out best practices, identifying gaps in human resources and legal structures as well as potential areas of improvement.

- The Ministry also finalized an implementation Plan that addressed the gaps identified in the Need Assessment as well as an outline of how the Convention will be implemented in the country
- These two processes were done after the Cabinet has given approval for the country to accede to the said Convention and for the Central Authority to be hosted by the Ministry of Gender Equality and Child Welfare.
- Relevant Ministries nominated staff members to be appointed as members of the Central Authority and Adoption Advisory board
- The Ministry is now in the process of depositing the Instrument of Accession to the said Convention.

(v) Commemoration of the African Child Day and Celebration of the Namibian Child Day



The Theme of the DAC, in 2013, was, “Eliminating Harmful Social and Cultural Practices Affecting Children: our collective responsibility”. Commemoration activities started on the 10th June 2013 as members of the preparatory committee participated in a live television show called “Talk of the Nation”, a group of children had a session with the Prime Minister of the Republic of Namibia and he was questioned by the children on what the Government of Namibia is doing in terms of protecting the rights of the children. This was followed by a range of other activities and the commemoration ended on the 15th of June 2013 at the After School Centre in Katutura, Windhoek, where the First Lady of the Republic of the Namibia delivered the key note address while the Deputy Junior Mayor of the Junior Town Council of the City of Windhoek delivered the closing remarks.

Furthermore, the Day of the Namibian Child was celebrated on 28 September 2013. The main event was celebrated in Noordoewer (Karas region). Theme of the DAC was similar as the one for the African Child Day “Eliminating Harmful Social and Cultural Practices Affecting Children: our collective responsibility”.

The key note speaker was the Minister of Gender Equality and Child Welfare. All 13 regions celebrated the event.

(vi) *Children's Parliament of Namibia*

The mission of the Namibian Children's Parliament is to help creating a society with a high sense of responsibility, of which children and the youth are partners with adults in decision making affecting the lives of children and young people.

The fourth Session of the Children's Parliament was held on the 6-10 May 2013 under the theme **“Ensuring that the voices of tomorrow's leaders are heard”**. On the 8 May 2013, the Ministry of Gender Equality and Child Welfare hosted children Parliament dinner. The purpose was to engage the young Parliamentarians on issues that affecting their wellbeing and strengthens networking with the MGE CW. During the event the MGE CW encouraged the Parliamentarians to remain focused on their education and to be champions in their respective communities. The Parliamentarians also indicated that they would like to see the Child Care and Protection Bill being passed as speedily as possible.



Hon Rosalia Nghidinwa, Minister of MGE CW with the children parliamentarians

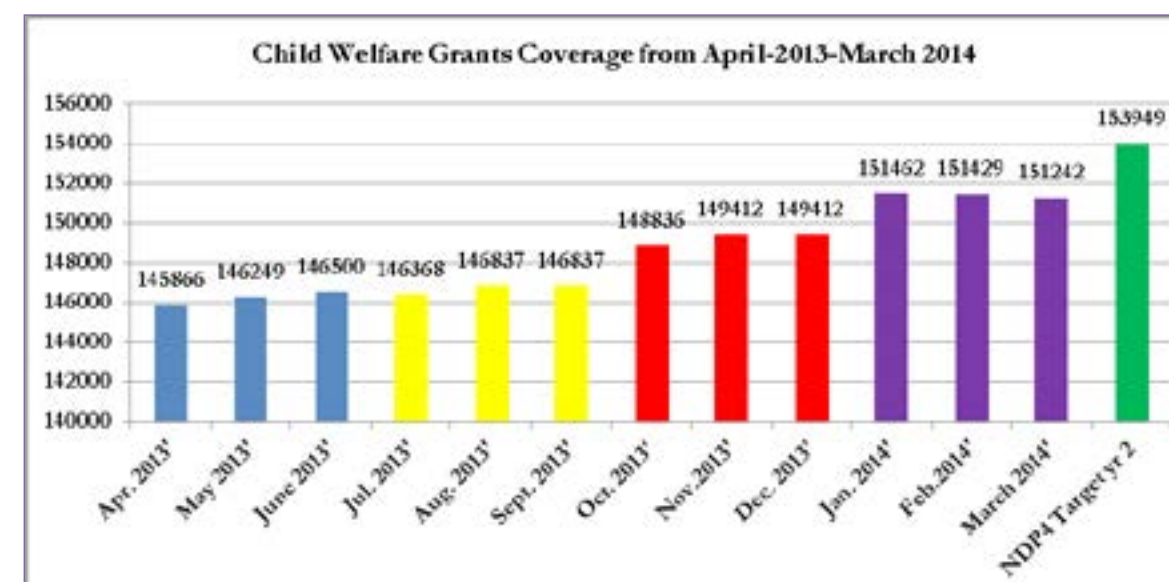
SO 2: TO EMPOWER COMMUNITIES TO TAKE CARE OF CHILDREN

Under the above mentioned strategic objectives the following are the programs and projects:

(i) *Child Welfare Grants*

The Child Welfare Directorate is responsible for 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 that received social welfare grants up to March 2014 was 145 452, as per chart No.2 below.

Chart No.3: Child Welfare Grants Coverage from April 2013 to March 2014



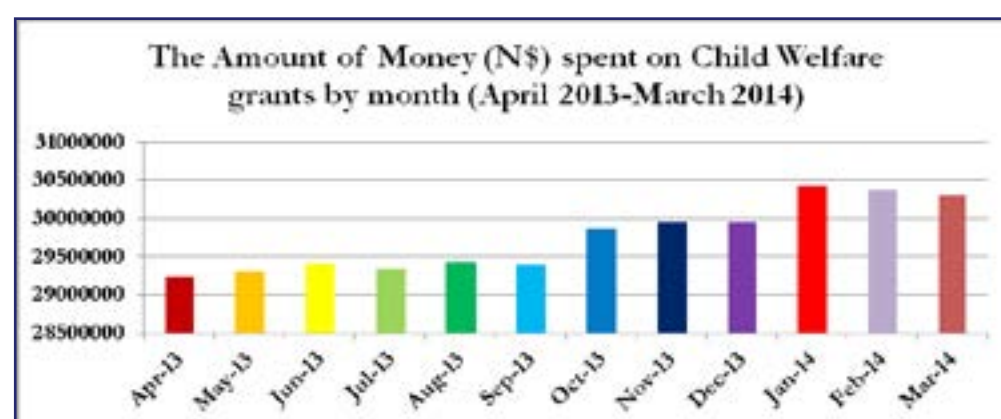
The above chart illustrates the number of children received grants by month. It has been a steady increase of children receiving grants on monthly basis. The number of children received grants by March 2014 was 151242. However, the NPD4 target for year two of 153949 children was not met due to different stabling block in the grant administration process. It is hoped that once the Child Care Protection Bill is approved more children will be benefit from the grants.

The below table shows the number of children received grants by region and gender:

Table No.3: Number of children received Social Welfare grants by region and gender (April 2013-March 2014)

REGION	Male	Female	Total
ERONGO	2036	2304	4340
HARDAP	2279	2769	5048
KARAS	1543	1967	3510
KAVANGO	8272	8476	16748
KHOMAS	4323	4596	8919
KUNENE	6336	7128	13464
OHANGWENA	11264	13113	24377
OMAHEKE	2071	2637	4708
OMUSATI	10280	10846	21126
OSHANA	8285	9428	17713
OSHIKOTO	7468	8982	16450
OTJOZONDJUPA	3286	4255	7541
ZAMBEZI	3637	3661	7298

Chart No.4: The Amount of Money Spent on Child Welfare Grants by Month (April 2013-March 2014)



The total amount of N\$ 326 597 700 was spent on Child Welfare Grants payment for financial 2013/2014.

(ii) Subsidies to Residential Child Care Facilities (RCCF)

A part of the Child Welfare grants for the families taking care of single, double or vulnerable children, the Ministry also provides financial support to Residential Child Care Facilities owned by Private and Faith Based Organizations that are registered with the Ministry in

accordance with the Minimum Standards of RCCF.

During the reporting period, the total subsidy granted to RCCFs amounted to N\$ 4115876.76 as per the table below.

Table No. 4: Registered and subsidized Residential Child Care Facilities and the amount spent of subsidies (April 2013 to March 2014)

Name of the Facility	Region	Amount (in N\$)	No. of children
1. James Heaven	Oshikoto	45 408.00	8
2. Johan Home	Erongo	68 112.00	12
3. Esda	Khomas (Shelter)	319 724.52	
4. Children's Education Centre	Erongo	158 928.00	28
5. Omaruru Children's Home	Erongo	147 576.00	26
6. SOS Children's Village	Khomas & Oshikoto	1 651 716.00	291
7. Onyose Trust	Khomas	50 148.00	21
8. Maggie's Sun House	Khomas	90 816.00	16
9. Opoganda Children Centre for Disability	Khomas	45 372.00	19
10. Walvisbay Kids Haven	Erongo	113 520.00	20
11. Dolam Children's Home	Khomas	280 962.00	18
12. Clash	Khomas	407 133.24	
13. Christ Hope International	//Karas	63 855.00	15
14. Zion Village	Caprivi	272 448.00	48
15. Hope Village	Khomas	136 224.00	24
16. Cheshire Home	Caprivi	170 280.00	30
17. Erongo House of Safety	Erongo	340 56.00	6
18. Casa Angelo	Otjozondjupa	59 598.00	21
TOTAL		4 115 876.76	603

Other forms of support provided were done in the form of training and the sponsorship of material.

(iii) Residential Child Care Facilities (RCCFs);

Child Friendly Version (CFV) of the RCCF Standards

The Child Friendly Version (CFV) of the Minimum Standards of Care for Residential Child Care Facilities was finalized, printed and launched by the Minister on the 14th of June 2013 at an occasion organized by the Ministry in collaboration with UNICEF as part of the celebrations of the Day of the African Child. The finalization of the CFV standards was made possible through the technical support from Partner Assistance Capacity Training (PACT) that worked on a storyline with the children of the Namibia Children's Home.

The CFV comic book was distributed to selected Residential Child Care Facilities across the Country for pilot testing in August 2013 such as: Hope Village, SOS Children's Village WHK and Dolam Children's Home. The Pilot was a great success; the children's comments and recommendations were incorporated and the new CFV of standards will be printed in 2014/2015 financial year.

(iv) Psychosocial Support for Community Caregivers and Service Providers

This project started towards the end of the last quarter of 2012/2013 and continued in to the first quarter of 2013/2014 (April-June 2013). The MGECW supported by Global Fund has trained Community members and other service providers at community level on how to provide psychosocial support. The aim of the Psychosocial Support training was to equip caregivers and service providers with skills to provide appropriate care and support to all children in need.

The table below indicates that the majority of community members trained out of 418, the majority of them were women (347) and men were the minority (71); which is an indication that more women are involved in taking care of children in need.

Table No.5 Number of people trained under the above mentioned training

Region	Town	No. of participants		
		M	F	T
Khomas	Windhoek	7	62	69
Karas	Keetmanshoop	3	44	47
	Ruderitz	4	13	17
Kunene	Khorixas	6	12	18
	Opuwo	12	14	26
	Outjo	0	23	23
Erongo	Swakopmund	0	30	30
	Walvisbay	2	23	25
	Omaruru	6	12	18
Oshikoto	Tsumeb	3	22	25
	Ondangwa	12	31	43
Hardap	Rehoboth	2	19	21
	Mariental	14	42	56
Total		71	347	418

SO 3: TO STRENGTHEN IMPLEMENTATION OF THE CHILD WELFARE PROGRAMS/SERVICES

Under the above mentioned strategic objectives the following are the programs:

(i) National and International Trainings & Workshops

The below are national and international trainings undertaken by the Child Welfare Directorate staff. The aim of trainings is to enhance the capacity of the staff members for them to be able to deliver efficient and effective service delivery to children, their families and the community at large.

(ii) National training for the Child Welfare Directorate staff members and stakeholders

The Child Welfare Directorate continuously sends its staff members to trainings and workshops in order to promote capacity building. Capacity building is for all, irrespective of grade or title. Below is a table of trainings that were undertaken by staff and stakeholders.

Table No.6 Capacity building and Trainings undertaken by staff of CWS

Name of training	People trained	No. of people trained			Date & Venue	Funding Agency
		M	F	T		
1.Adoption training	Social Workers and Chief Clerks of the Children's court	1	24	25	24-26 July 2013, Windhoek	MGECW
2.Child Justice Training	Social Workers & Youth Officers	12	22	32	06-09 August 2013, Swakopmund	MGECW
3.Report writing training and other tools on Child Welfare grants training	Senior Administrative Officers & Administrative Officers (Group one)	8	21	29	25-28 June 2013, Swakopmund	MGECW
	Group Two (2)	10	16	26	6-9 August 13, Swakopmund	
	Group three (3)	6	19	25	26-29 Nov. 2013, Swakopmund	
	Group four (4)	9	19	28	4-7 Feb. 2014, Swakopmund	
	Total	33	75	108		
5.First Aid Training	RCCFs Caregivers	0	0	30	12-14 Aug. 2013, Windhoek	MGECW

6. Child sexual abuse training and legislation	Social Workers	5	26	31	5-7 Nov. 2013, Windhoek	
7. Chairpersons of the Boards of Managements of RCCFs training workshop	Board members	-	-	12	4-7 Nov. 2013, Tsumeb	MGECW
8. Residential Child Care Facilities training workshop	Social Workers	3	18	21	10-14 Feb. 2014, Swakopmund	MGECW
9. M&E Training for the Child Welfare Directorate staff	Social Workers, Senior Adm. Officers & Adm. Officers (Group one: Khomas and Omaheke)	4	18	22	11-14 Nov. 2013, Otjiwarongo	Global Fund
	Group Two: Zambezi & Kavango	9	24	33	2-5 Dec. 2013, Swakopmund	
	Group three: Oshikoto & Erongo	7	23	30	29 Jan.-01 Feb. 2014, Otjiwarongo	
	Group four: Karas, Hardap & Otjozondjupa	6	30	36	17-20 March 2014, Swakopmund	
	Group five: Oshana and Ohangwena	11	30	41	31 Mar.-03 Apr. 2014, Otjiwarongo	
	Total	33	107	140		
10. National training on Child Witness support and court preparations training workshop	Social Workers, Police Officers & Prosecutors (Group one: Khomas, //Karas, Hardap & Omaheke)	9	12	21	20-22 August 2013, Windhoek	UNICEF
	Group two: Otjozondjupa, Erongo & Kunene	3	23	26	24-26 Sept. 2013, Otjiwarongo	

	Group three: Omusati, Oshana, Ohangwena & Oshikoto	8	19	27	21-23 January 2014, Ondagwa	
	Group four: Kavango & Zambezi	4	15	19	4-6 Feb. 2014, Rundu	
	Group five: 2 Social Workers per region	3	23	26	5-7 Mar. 2014, Windhoek	
	Total	27	92	119		
11. Positive parenting training	Caregivers			25	24-25 Sept. 2013, Windhoek	MGECW

(iii) *National Training Workshops gallery pictures*

The below are just a couple of many pictures depicting some of the trainings undertaken by the Child Welfare Directorate targeting its staff members and other stakeholders.



Child Justice training, Swakopmund



Positive Parenting training at ASC



M&E training for Khomas and Omaheke group



M&E training for Kavango and Zambezi group

(iv) International Conferences/workshops/ Trainings**Table No 7 Other capacity building activities undertaken by the Directorate during the year in question**

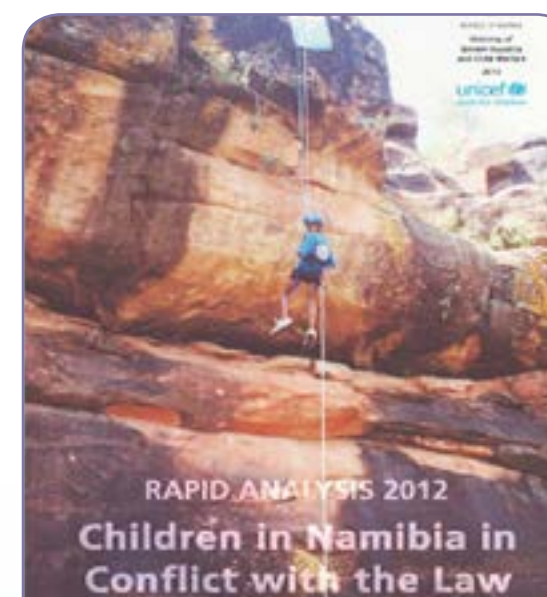
Name of conferences & training	People trained	No. of people trained			Date & Venue	Funding Agency
		M	F	T		
1. Routine Health Information System Management Training workshop	M&E Focal Person	0	1	1	23 Sept.-04 Oct 2013, New Delhi, India	MGE CW&UNICEF
2. TOT on Comprehensive Sexuality Education and Information phase 1, 2 & 3	Control Social Worker at H.O Social Worker at NCH	0	2	2	8-12 July 2013, 19-24 August 2013 & 17-22 Feb 2014	Save Children International & MGE CW
3. Global Conference on Child Labour	Control Social Worker	0	1	1	08-10 October 2013, Brasilia, Brazil	International labour Organisation & MGE CW
4. Regional Training and review meeting on implementation of the SADC Minimum Package of Services for OVC & Youth	Control Social Worker	0	0	1	20-21 March 2014, South Africa	SADC & MGE CW
5. Benchmarking visit on Gender Based Violence and Shelters	Director	0	1	1	13-16 May 2013, Gaborone, Botswana	MGE CW
6. UNICEF Executive Board Annual session on children	Director	0	1	1	18-21 June 2013, New York, USA	MGE CW
7. UNICEF Executive Board regular second session on children	Director	0	1	1	3-6 Sept. 2013, New York, USA	MGE CW
8. International Conference on child sensitive social policies	Director	0	1	1	19-20 Feb. 2014, Harare, Zimbabwe	UNICEF

(v) Studies on Child Welfare Programs;**Rapid Analysis: Children in Conflict with the law**

The overall objective of this study was to undertake a provisional investigation into the state of Namibia's compliance with obligations arising under the United Nations Convention on the Rights of the Child (UNCRC) as far as the situation of children in conflict with the law is concerned.

SO 4: TO STRENGTHEN COORDINATION AND NETWORKING AT ALL LEVELS

The below program and projects address the strategic objective on coordination and networking at all levels:

**(i) Coordination and Networking;****Permanent Task Force on Children**

The Ministry of Gender Equality and Child Welfare was directed by the Cabinet in

2004 to establish the Permanent Task Force on OVC and currently is called Permanent Task Force on Children. The PTF has been coordinating the implementation of all children related initiatives in the country. Currently the work of PTF is centred around the National Agenda for Children (2012-2016) and the National Strategic Framework on HIV/AIDS (2011-2015).

Permanent Task Force meetings are held on a quarterly basis and are chaired by the Ministry of Gender Equality and Child Welfare and consist of representatives from various Line Ministries, Offices/Agencies, Civil Society Organizations (CSOs) as well as Development Partners.

(ii) Child Care Protection Forums

The Child Care Protection Forums are found at regional (Regional Child Care Protection Forums) and at Constituency (Constituency Child Care Protection Forums) levels. The roles and responsibilities of Regional and constituency Child Care Protection Forums are:

- To identify and resolve regional/constituency challenges to ensure children access to education, health care, protection, care and support services
- To identify children who are at risk and who are not accessing services, the type of services they need and refer these children to existing service providers
- To act as an information sharing and educational learning platform that facilitates the flow of information at community levels.

- To monitor services rendered to children and the response from existing service providers in the region/constituency and to hold service providers accountable

The table below shows the number of functional CCPFs at regional and constituency levels. A functional CCPF is one that: has a list of ordinary members and committee members; has a work plan; meets periodically; and has available minutes of its meetings, also reflecting the number of people in attendance

Table No. 8 Number of Child Care protection Forums at regional and constituency levels functioning

Regions	# of functional Regional Forums	# of constituencies per region	# of functional Constituencies Forums
Erongo	0	6	4
Hardap	0	8	1
Karas	0	7	1
Kavango East	1	6	2
Kavango West	0	8	3
Khomas	0	10	3
Kunene	0	7	0
Ohangwena	1	12	5
Omaheke	0	7	0
Omusati	1	12	8
Oshana	1	11	4
Oshikoto	0	12	9
Otjozondjupa	0	7	7
Zambezi	0	8	3
TOTAL	4	121	50

3. PROGRAMME: SUPPORT COMMUNITY DEVELOPMENT AND EARLY CHILDHOOD DEVELOPMENT

During this period the **Directorate Community Empowerment** was tasked to implement key activities which include among others, community mobilization on IGAs & ECD, facilitate the participation of IGAs at trade fairs, training of IGAs beneficiaries on basic business management, provision of subsidies to ECD educarers, implementing ECD Standards, implementing curriculum for 3 and 4 year olds, to provide educational materials & equipments to ECD Centres as well as to produce advocacy and community mobilization materials.

The report will cover detailed activities and outcomes under the following Strategic Objectives:

- To improve livelihoods of communities
- To improve management & implementation of community development programmes
- To promote and expand equitable and accessible ECD services to poor communities
- To improve the management and quality delivery system of ECD program

SO 1: TO IMPROVE LIVELIHOODS OF COMMUNITIES

(i) Provision of IGA's Start-up Support

As customary, community mobilization meetings were conducted in all thirteen (13) regions to sensitize community members to participate in both ECD and IGAs programs and apply for materials and equipment support from the Ministry. In total, 136 community mobilization meetings were conducted whereby 4, 925 people were reached, 3249 females and 1677 males. A total of 535 grant application forms were distributed in all the 107 constituencies (5 application form per constituency).



Community mobilization meeting-Omusati Region

An amount of one million Namibia dollars (N\$1,000,000.00) has been budgeted for IGAs (Income Generating Activity) support and in total, ninety-eight (98) IGAs were recommended for funding for the financial year 2013/14. The table below indicates the funding details:

Table 9: Funds utilised per Region

Region	Allocated Budget	# of IGAs funded	Beneficiaries		
			Female	Male	Total
Erongo	N\$ 56,630	8	10	6	16
Hardap	N\$ 67,998	8	12	5	17
Karas	N\$ 60,960	6	6	2	8
Kavango	N\$ 88,000	4	5	1	6
Khomas	N\$ 54,608	6	7	3	10
Kunene	N\$ 70,237	10	14	5	19
Ohangwena	N\$ 76,281	5	6	1	7
Omaheke	N\$ 78,000	13	9	4	13
Omusati	N\$ 86,000	13	12	6	18
Oshana	N\$ 74,846	9	8	5	13
Oshikoto	N\$ 87,000	3	11	4	15
Otjozondjupa	N\$ 60,438	7	7	4	11
Zambezi	N\$ 80,000	6	8	6	14
Head Office (Special File)	N\$ 59,002	1	8	0	8
Total	N\$ 1,000,000.00	99	123	52	175



The Hon Minister handing over IGA materials & equipments in Omusati Region

(ii) **Participation of IGAs at Trade Fairs**

During the reporting period, the Ministry facilitated the participation of IGAs at local trade fairs such as Rehoboth Show -3 IGAs, Stampriet Show- 3 IGAs, Okakarara trade fair-4 IGAs, Erongo Expo -4 IGAs, Keetmanshoop Show-3 IGAs, Helao Nafindi Trade Fair-4 IGAs, Otavi Show-2 and Omaheke trade fair-4 IGAs, in total 27 IGAs had the privilege to participate and exhibit their products at the respective local trade fairs.

(ii) **Basic Business Management training for newly and old IGAs beneficiaries**

The Directorate continues to build the capacities of funded IGAs' beneficiaries in basic business management, and as such, a total of 99 newly funded IGAs beneficiaries were trained during the period under review. The training aims to equip the beneficiaries with necessary knowledge and skills on how to manage their business on a profitable manner. The training covers key areas such as record keeping, marketing, costing & pricing. In addition, refresher trainings on basic business management were conducted for 125 old funded IGA beneficiaries.

(iv) **Training of IGAs beneficiaries in various production skills**

As part of the Directorate's effort to improve the quality of products produced by IGA beneficiaries skills-training on leather processing was conducted and 9 participants/beneficiaries from 8 regions namely: Hardap, //Karas, Otjozondjupa, Kunene, Omusati, Omaheke, Kavango and Khomas were trained. The leather training program covered practical and theoretical aspects which include an introduction of the basic set of equipment required and how to use the equipment properly; basic leather product cycle; an introduction to a complex equipment kit including proper maintenance through demonstration.



Trainings conducted with an IGA that makes leather sandals

Furthermore, the theoretical aspect of the training covered topic such as basic leather product cycle, marketing and basic principle of budgeting. Upon completing the training participants were awarded with certificates and were issued with training kits to continue exercising the acquired leather processing skill and knowledge.

SO 2: TO IMPROVE MANAGEMENT & IMPLEMENTATION OF COMMUNITY DEVELOPMENT PROGRAMMES

The following activities under the strategic objectives were undertaken.



In effort to improve the livelihood of community members, the Deputy Minister Hon Angelika Muharukua came to the rescue of a woman, known only as “Queen”, who has been living under a bridge in Windhoek for the past 24 years.

The Deputy Minister expressed heartbreak witnessing such living conditions that women and children are subjected to, and stated that Queen will be removed from under the bridge and will be placed in a temporary place of safety.

(i) Develop Income Generating Activities (IGAs) Implementation Guidelines

The Directorate (CIECD) developed the draft IGAs operating guidelines and the IGAs implementers handbook with assistance of a consultant contracted by PACT- Namibia. The process included review of Income Generating Activities programme and Community Empowerment Centres (CECs).

The IGA guidelines serve as a guiding strategic document and provide guidance on programme implementation. They are complemented by a programme handbook, which is designed as a detailed guide for field staff. The handbook provides step-by-step instructions on how to implement the intervention, together with templates for all necessary forms and documents.

(ii) Monitoring and Evaluation of Community Development Programs & Activities;

IGAs Monitoring and Assessment

In order to monitor the progress of IGAs, monitoring visits to IGAs are conducted by regional staff on a quarterly basis. During the reporting period, 93 of the funded IGAs were monitored. The aim of the monitoring is to provide ongoing mentoring of the IGAs as well as to detect constraint faced by the IGAs and provide possible solution to that effect.

Moreover, head office staff also conducted assessment of IGAs in all regions with the purpose to inspect the general performance of the IGAs funded by the Ministry in the past few years. A total number of 180 IGAs were assessed of which 80% are progressing well and 20% are not progressing well and need constant support. An example of an IGA that is doing well is seen in picture 4.



Assessed IGA from Oshana region

(iii) Operationalize Community Empowerment Centres

The Ministry constructed 11 Community Development Centre in Hardap, Oshana, Kavango East, Kunene, Ohangwena, Oshikoto, Omusati, Omaheke, Otjozondjupa and Zambezi regions to serve as the hub for economic strengthening activities in the region. However, programmes to be conducted at Community Empowerment Centres were not in place yet thus, the Ministry devoted time to develop activities and programmes to be run at the centres.

(iv) Strengthen Regional Women in Business Association (WIBA) Committees

The Ministry through the Directorate Community Empowerment continue to facilitate the formation of WIBA committees at both constituency and regional levels. The Women in Business Association serves as a platform for mentoring and capacitated business women. During the period under review, a total of 26 WIBA committees were established, each committee consist of 30 members amounting to 780 WIBA members. WIBA committee members were oriented to key WIBA activities these include, business to business mentorship, basic business trainings and exchange visits.

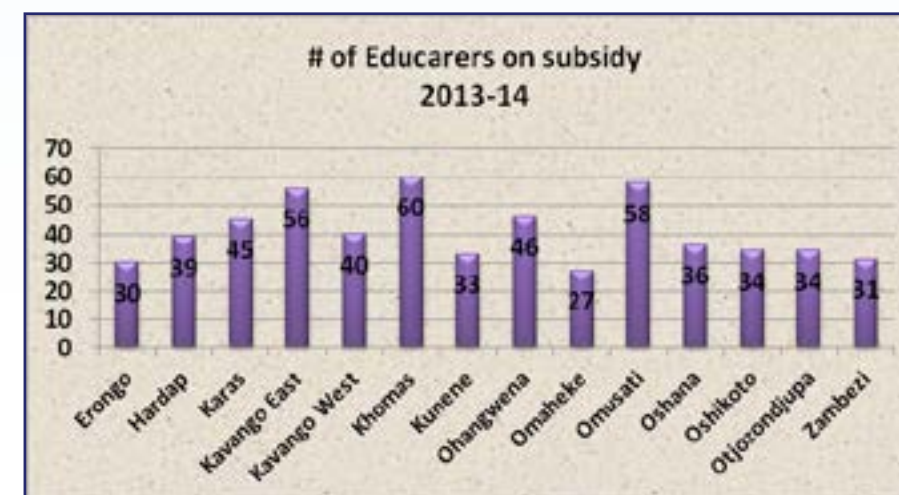
SO 3: TO PROMOTE AND EXPAND EQUITABLE AND ACCESSIBLE ECD SERVICES TO POOR COMMUNITIES

The following activities under Strategic Objectives 3 were implemented during the reporting period.

(i) Provision of subsidies to ECD Educarers

There was an increase in the provision of ECD subsidy to Educarers in the year under review. The Ministry provided monthly subsidies to a total of 532 educarers from 253 community ECD centres. An amount of N\$ 9,876,000.00 was allocated and spent on subsidy for all 14 regions. The graph below indicates the number of educarers on subsidy per Region.

Chart 5: Indicates of educarers on subaisy



(ii) Renovation of ECD Centres

Some ECD Centres throughout the country are operating from dilapidated building which is a risk factor to the safety of children and counterproductive to learning and development. To address this state of affairs the Ministry budgeted an amount of N\$2,600,000 for renovation of community ECD centres and purchasing of education materials and equipment in all regions. Therefore, 51 ECD Centres have been successfully renovated to improve ECD facilities and created safe learning environment for child, an example thereof is depicted below in picture 5.



Ndiningawosha Kindergarten in Onesi Constituency

(iii) **Educational Materials and Equipment ECD Centres**

In the quest to enhance child care, early learning and provide conducive environment for children 0-4 years, the Ministry continues to support educational materials and equipment to community owned ECD Centres. During this reporting period all renovated centres received educational material ranging from children furniture, teaching and learning materials, toys and outdoor playground equipment.

so 4: TO IMPROVE THE MANAGEMENT AND QUALITY DELIVERY SYSTEM OF ECD PROGRAM

Activities that were undertaken under this Strategic Objectives include:

(i) **Capacity Strengthening of ECD Educators**

The Ministry developed an ECD Educators curriculum to provide guidance on how and where children learn, what they learn, and how Educators can support them as they grow and develop. To broaden their knowledge in child development and stimulation, Educators use this curriculum to build on their knowledge and experience by providing a safe, loving and stimulating place for children to learn through free play, routines and organized activities.

During the implementation period, a total of 453 ECD Caregivers/Educators of which 8 are male and 445 female from all 13 regions undertook seven (7) weeks ECD Curriculum training over a period of three months, with two weeks interval in between. The aim of this training is also to strengthen the capacity of Educators in the content of the curriculum in order to respond to the needs, rights and interests of the children aged 0-4. An amount of N\$ 4, 300, 00 was allocated to all the regions for the training of 453 educators. Pictures 6 and 7 indicate some of the groups that were trained.



Educator Graduates – Omusati Region



Educator Graduates Hardap Region

Table 10: ECD budget distribution to regions for 2013/2014

Regions	ECD centers renovation teaching and learning materials	ECD Educators training	# of Educators trained per region	Educators Subsidy for 12 months	# of Educators on subsidy
1. Zambezi	200,000	200,000	35	558,000	31
2. Erongo	200,000	200,000	49	540,000	30
3. Hardap	200,000	500,000	50	882,000	39
4. Karas	200,000	200,000	26	606,000	45
5. Kunene	200,000	200,000	39	480,000	33
6. Omaheke	200,000	500,000	56	486,000	27
7. Oshana	200,000	500,000	52	870,000	46
8. Oshana	200,000	500,000	60	594,000	36
9. Oshana	200,000	500,000	60	594,000	36
10. Oshikoto	200,000	200,000	35	678,000	34
11. Otjozondjupa	200,000	300,000	49	576,000	34
12. Khomas	200,000	300,000	27	1,200,000	60
13. Kavango East	100,000	250,000	35	776,000	56
14. Kavango West	100,000	250,000	27	274,000	40
Total	N\$2,600,000	N\$4,300,000	590	N\$9,558,000	526

(ii) **Transition of ECD from MGE CW to MoE**

As stipulated in NPD4, in order to better integrate ECD with other aspects of education, it is recommended that the responsibility for ECD be transferred from the Ministry of Gender Equality and Child Welfare to the Ministry of Education. Based on that, a transition plan has been developed, and discussions held between the Permanent Secretary (MGE CW) and the Under Secretary for General Education and managers of the two ministries at the Ministry of Education. It was resolved that the High Level Technical Committee to be revived to work on the transfer of ECD to MoE.

4. PROGRAMME, POLICY, SUPERVISION AND SUPPORT SERVICES

The Directorate of Administration and General Services is mandated to provide administrative support services for the operations of the ministry, thus to ensure efficient and effective service delivery. The directorate carries out its activities guided by its single strategic objective;

SO 1: ENSURE AN ENABLING ENVIRONMENT AND HIGH PERFORMANCE CULTURE

(i) Human Resource Management

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

- 18 New Appointments
- 4 Promotions
- 21 Transfers to other Ministries and resignations
- 1 Death
- 3 Retirements

(ii) Human Resource Development

The Ministry's staff members at various levels were given opportunities and sponsorship to pursue short- term and long term courses especially in the field relevant to their assigned jobs or to the skill needed in the Ministry. A total number of 68 staff members were trained in various courses, categorized into qualified and non-qualified, of which the numbers of staff per category are 21 and 47 respectively.

(iii) Construction and renovation of regional and constituency offices;

Projects

The following projects were planned by the Ministry and approved by National Planning Commission to be carried out during the Financial Year 2013/2014. The objectives were to construct new buildings, renovate and make alterations to the existing facilities.

(iv) Renovation/ Construction of Ministerial Headquarter (Juvenis Building)

The objective of renovation of the existing building was to make alterations to the building, increase the number of offices and improve the working environment. The practical completion was scheduled to take place in September 2013 but there was insufficient budget allocation for the project. It was then completed in March 2014. Below, is a picture of the Ministerial headquarter while still under renovation in 2013



*Ministerial Headquarter
Juvenis, under renovation*



*The Ministerial Headquarter
Juvenis Building after
renovation (March 2014)*

(V) Construction and Renovation of Offices

Ministerial offices at Otjinene and Outapi received new offices and renovations, while other offices, namely Keetmanshoop Recreational Centre, Rundu Recreational Centre, were delayed in construction as funds were viremented from those projects, in order to cater for the renovation of the Juvenis Building.

(VI) Homes of Safety and Shelters

The Homes of Safety in Khorixas and Opuwo in the the Kunene region, underwent renovations. Please refer to the illustrations below.



*Above is a picture of the
Home of Safety under
renovation in Khorixas (2013)*



*Homes of Safety and shelter
at Khorixas after renovation
(February 2014)*

Table 11: The table below illustrates the funds utilized for construction during the reporting period

Projects	2013/14 Estimate N\$(000)	Actual expenditure:31 March 2014
Renovations /Construction of Ministerial Headquarters-Juvenis Building	8,000	43,591,248.98
Renovations Regional and Constituency Offices	10,000	370,429.10
Outapi Craft Centre	2,300	2,441,283.82
Renovation Homes of Safety and Shelter	1,200	1,001,911.38
Renovation of Namibia Children' Home	1,500	1,365,929.76
Construction/ Renovation of After School Centre	1,500	1,370,530.21
Drawings and documentation of Omaruru Community Centre Construction	500	161,688.51

NOTES

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Ministry of Gender Equality and Child Welfare

Juvenis Building • Independence Avenue

Private Bag 13359 • Windhoek, Namibia

