



REPUBLIC OF NAMIBIA

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MINISTRY OF GENDER EQUALITY,  
POVERTY ERADICATION AND  
SOCIAL WELFARE

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# ANNUAL REPORT

2020/21

# Acknowledgements

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# CONTENTS

List of Abbreviations	iii
Foreword	iv
Acknowledgement	v
1. High Level Statements	1
2. Overall Achievements	2
3. Highlights of the year 2020/2021	3
3.1 Directorate of Community Development and Poverty Eradication	4
3.2 Directorate of Gender Equality and Women's Empowerment	8
3.3 Directorate of Child Care and Protection Services	11
3.4 Directorate of Disability Affairs and Marginalised Communities	19
3.5 Directorate of Social Protection Services	20
3.6 Directorate of Administration and General Services	22
3.7 Directorate of Policy, Planning and Research	24
4. Challenges	27
5. Conclusion	28

## LIST OF ABBREVIATIONS

<b>AWOME</b>	Acceleration of Women-Owned Micro-Enterprises
<b>CCPA</b>	Child Care and Protection Act
<b>CCLO</b>	Chief Community Liason Officers
<b>ECD</b>	Early Child Development
<b>FY</b>	Financial Year
<b>GAC</b>	Gender Advisory Committee
<b>GBV</b>	Gender Based Violence
<b>GRB</b>	Gender Responsive Budgeting
<b>HEW</b>	Health Extension Workers
<b>HPP</b>	Harambee Prosperity Plan
<b>IBR</b>	Integrated Beneficiary Register
<b>IUM</b>	International University of Management
<b>IMC</b>	Inter-Ministerial Committee
<b>IMIS</b>	Integrated Management Information System
<b>IGA</b>	Income Generating Activity
<b>IYB</b>	Improve your Business
<b>KPI</b>	Key Performance Indicator
<b>MGEPEWSW</b>	Ministry of Gender Equality, Poverty Eradication and Social Welfare
<b>NCH</b>	Namibia Children Home
<b>NDP</b>	National Development Plan
<b>NNP</b>	Nationhood, National Pride
<b>NRM</b>	National Referral Mechanism
<b>NIPAM</b>	Institute of Public Administration and Management
<b>NUST</b>	Namibia University of Science and Technology
<b>O/M/A</b>	Offices, Ministries and Agencies
<b>OVC</b>	Orphans and Vulnerable Children
<b>PA</b>	Performance Agreement
<b>PMS</b>	Performance Management System
<b>RCCF</b>	Residential Child Care Facilities
<b>SOP</b>	Standard Operational Procedures
<b>SPP</b>	Social Protection Policy
<b>SDGEA</b>	Solemn Declaration on Gender Equality in Africa
<b>TIP</b>	Trafficking in Person
<b>TOT</b>	Trainers of Trainees
<b>TOR</b>	Terms of Reference
<b>UNAM</b>	University of Namibia
<b>UNICEF</b>	United Nations International Children’s Emergency Fund
<b>VAC</b>	Violence Against Children
<b>VTC</b>	Vocational Training Centre
<b>WBA</b>	Women in Business Association

## FOREWORD



I am pleased to present the Annual Report for the 2020/21 Financial Year (FY) of the Ministry of Gender Equality, Poverty Eradication and Social Welfare (MGEPESW).

The Main purpose of this Annual Report is to document the key achievements and activities executed by the Ministry as a merged department, with an overarching mandate of ensuring gender equality, poverty eradication and socio-economic development of targeted groups. This report is the result of the Ministerial staff members' collaborative efforts, as well as the ongoing assistance of our strategic partners and other stakeholders.

The activities carried out during the 2020/21 FY are strongly aligned to the Vision 2030, the Fifth National Development Plan, HHP I, the Ministry's Strategic Plan, as well as to the guidance set out under the Performance Management System (PMS), which gives high priority to service delivery.

As a custodian of the Social Protection sphere, great achievements have been observed. The Ministry attained 98%, 74% and 64% coverage of the Old Age Grant, Disability Grant, as well as Orphan and Vulnerable Children Grants respectively. Furthermore, 92% funeral benefits coverage was successfully disbursed to the old age and disability grants beneficiaries.

In addition, The Ministry distributed food, and non-food items to 10, 173 households in 14 regions, and also successfully relocated and provided basic food parcels, provided livestock and fencing materials to 41 beneficiaries of the Commando special group, moreover, provided access to services to 300 persons with disability, as well as supported 69 micro businesses with material and equipment aid to establish or expand their businesses through income generating activities.

The Marginalised community were supported with transport for school going learners, food assistance to 29 004 households, a well as burial assistances to 207 members. In addition, 75 children were accommodated at the Namibian Children's Home.

In terms of policy regulations and reports, the Ministry developed the National Social Protection Policy, the National report on the implementation of the Solemn Declaration on Gender Equality in Africa (SDGEA) to the African Union, the Violence against Children (VAC) report as well as the Data to Action Plan on VAC, National Referral Mechanism (NRM) and Standard Operational Procedures (SOPs) for combating of trafficking in persons.

The Ministry further conducted a study on Child Marriage in Namibia in 6 regions and developed a Namibia National Agenda for children review report.

In terms of infrastructure development, The Ministry constructed 41 Early Childhood Development centres (ECDs) in 13 regions, renovated 44 ECDs in 12 regions, as well as completed renovations at Rundu and Mariental Gender Based Violence (GBV) Shelter.

In an effort to strengthen capacity, the Ministry sensitized 60 Traditional leaders on GBV prevention, response, and harmful practices, and 20 Media practitioners on sensitive reporting of GBV cases.

Furthermore, 48 persons across OMAs and 37 Members of Parliament were trained on Gender Responsive Budgeting (GRB), and production skills training was provided to 96 persons, in beads ornament weaving and management trainings.

Challenges relating to lack of finances, insufficient human resources, administrative inefficiencies, limited skills, lack of compliance amongst stakeholders, persistence of GBV in the country, and Covid-19 restrictions, hindered maximum execution of the planned activities.

As a country confronted with several socio-economic issues, and so eager to elevate the dignity of all Namibians, the Ministry is committed to implementing a route to equality, social justice, and dignity for all.

Finally, I would like to appreciate all staff members for their hard work and unwavering commitment to serve the Namibian Nation.



*Asioka*  
Hon. Doreen Sioka (MP)  
Minister

## ACKNOWLEDGEMENT

“

Despite various obstacles that impeded the full execution of planned activities, the Ministry managed to implement substantial programs and projects, with an execution rate of 68 percent, as outlined in this report.

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The Ministry is mandated to ensure the well-being of society's most vulnerable members: women, children, the elderly, people with disabilities, and marginalized communities.

Despite various obstacles that impeded the full execution of planned activities, the Ministry managed to implement substantial programs and projects, with an execution rate of 68 percent, as outlined in this report.

This Annual Report would not be possible without the collaboration, guidance, and expertise from our stakeholders.

Their continued support and efforts to collaborate to enhance social protection in Namibia is highly appreciated.

Special thanks go to the Ministry's staff employees who worked diligently to fulfil their tasks in time and efficient manner. Their loyalty and dedication in serving the Namibian nation is commendable.

Finally, I would like to express my heartfelt appreciation to our Honourable Minister, Honourable Deputy Ministers, and the whole management team for their steadfast oversight and leadership in carrying out the Ministry's duty.



*Ms Esther Lusepani*  
Executive Director

# 1. HIGH LEVEL STATEMENTS

## VISION

A caring and inclusive society where all Namibians enjoy a dignified life.

## MISSION

To create, promote an enabling environment and equal opportunities for sustainable socio-economic development for the wellbeing of targeted groups.

## MANDATE

To ensure gender equality, poverty eradication and socio-economic development of targeted groups.

## PILLARS

1. Gender Equality and Related Human Rights Advocacy
2. Accelerate Socio-Economic Development and Integration of women, girls and boys, marginalized communities and persons with disabilities
3. Stakeholder Coordination
4. Institutional Excellence

## STRATEGIC OBJECTIVES

1. Ensure gender equality, equity and the empowerment of women, girls, boys, marginalized communities and people with disabilities
2. Advocate and promote the related human rights for women, girls, boys, marginalized communities and people with disabilities
3. Strengthen and expand social protection
4. Mobilise communities towards socio-economic empowerment
5. Improve care and protection for children's well-being
6. Ensure stakeholders communication and coordination
7. Develop Integrated Management Information Systems
8. Enhance effective policy and legislative frameworks
9. Ensure effective Policy and Legislative frameworks

## CORE VALUES

### INTEGRITY

Being honest and ensuring systems and procedures are rules compliant

### TEAMWORK

Working together for the common good

### EMPATHY

Bringing humanity to our work

### INCLUSIVITY

We strive for excellence and understand that our diversity strengthen us

### PROFESSIONALISM

To achieve high quality performance that exceeds standards

### ACCOUNTABILITY

Taking responsibility for our actions

### ACCESSIBILITY

Always making ourselves available to meet customers expectations

## 2. OVERALL ACHIEVEMENTS

<p><b>Social assistance</b></p>	<ul style="list-style-type: none"> <li>• Attained 98% coverage of the Old Age Grant</li> <li>• Achieved a 74% coverage of the Disability Grant.</li> <li>• Attained 64% coverage of OVC Grants</li> <li>• Attained 92% disbursement of Funeral Benefit for the Old Age and Disability Beneficiaries</li> <li>• Relocated and provided basic needs such as food parcels, livestock, and fencing materials to 41 beneficiaries of the Commando Special group (former members of SWATF)</li> <li>• Supported the Marginalised community in 10 regions; 1372 learners with transport to and from hostels, food assistance to 29,044 Households and 207 burial assistances.</li> <li>• Accommodated 75 children (37 males and 38 Females) at Namibian Children's Home.</li> <li>• Provided access to services to 300 persons with Disability with employment, assistive devices, rehabilitation services, housing, land, and vocational training.</li> <li>• Distributed food items and Non-Food items to 10,173 Households and 42, 604 registered beneficiaries in all 14 regions.</li> <li>• Supported 69 micro businesses with materials and equipment aid, to establish or expand their businesses through Income Generating Activities (IGAs)</li> </ul>
<p><b>Policy/Regulation &amp; Reports</b></p>	<ul style="list-style-type: none"> <li>• Developed the National Social Protection Policy</li> <li>• Developed the National report on the implementation of the Solemn Declaration on Gender Equality in Africa (SDGEA) to the African Union.</li> <li>• Finalised a report of on the Violence against Children (VAC) and developed the Data to Action Plan on VAC.</li> <li>• Developed a National Referral Mechanism (NRM) and Standard Operational Procedures (SOPs) for combating of trafficking in persons</li> <li>• Conducted a study on Child Marriage in Namibia in the Kavango East and West, Kunene, Zambezi, Ohangwena and Omusati regions.</li> <li>• Developed a Namibia National Agenda for children review report</li> <li>• Attained 90% progress towards decentralizing the identified social welfare functions.</li> <li>• Developed GRB curriculum for High Institutions of Learning.</li> <li>• Violence against children and youth in Namibia.</li> </ul>
<p><b>Capacity Development</b></p>	<ul style="list-style-type: none"> <li>• Provided production skills training in beads ornament weaving and management trainings to 96 persons.</li> <li>• Trained 48 persons across OMAs on Gender Responsive Budgeting (GRB), 37 Members of Parliament (National Assembly)</li> <li>• Sensitized 60 Traditional leaders on GBV prevention, response, and harmful practices and 20 Media practitioners on sensitive reporting of GBV cases including Trafficking in Persons.</li> <li>• Trained 48 national and regional MGEPEWSW Community Liaison Officers (staff members) on assessment and registration of ECD centres for five days.</li> </ul>
<p><b>Infrastructure Development</b></p>	<ul style="list-style-type: none"> <li>• Constructed 41 Early Child Development (ECD) centres in 13 regions (38 standard ECDs and 4 Model ECDs).</li> <li>• Renovated 44 ECD centres in 12 regions.</li> <li>• Completed the renovations at Rundu GBV Shelter and Mariental GBV Shelter</li> </ul>

# 3. HIGHLIGHTS OF THE YEAR 2020/2021

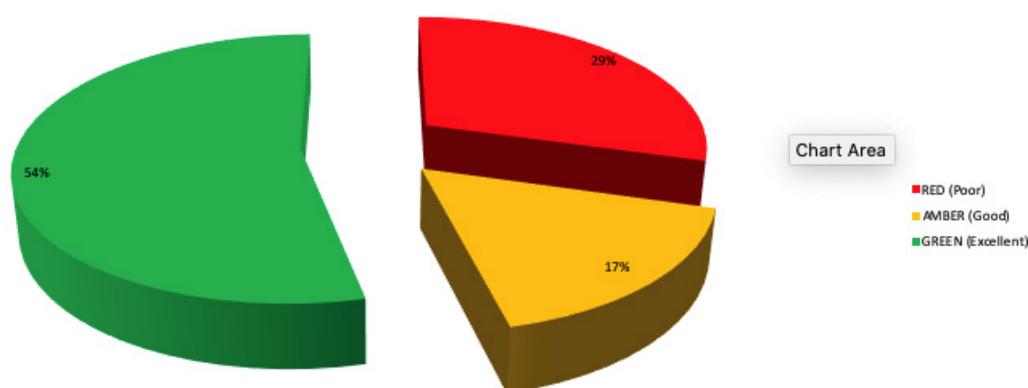
## INTRODUCTION

The Annual Report of 2020/21 FY of the Ministry of Gender Equality, Poverty Eradication and Social Welfare (MGEPEWSW) summarises the performance of the Ministry in executing its Annual Work Plan.

This report is structured as follows; Section one provides the high-level statements and strategic pillars of the Ministry, Section 2 summarises the overall achievements, Section 3 provides highlights

of the year 2020/21, with emphasis on the main activities undertaken and achievements.

Lastly, the report recognises the multiple challenges that hindered maximum execution of the planned activities. The chart below illustrates overall annual performance of the key performance indicators (KPIs).



**Figure 1: Annual Performance of KPIs**

The overall annual performance as stipulated in the pie chart (figure 1) and table one above depicts that 54 % of the KPIs were scored excellently, 29 % of the KPIs were performed poorly, whereas 17 % were done well. The Highest performing Directorate

average score was recorded at 77%, with the lowest being 61%. This demonstrates that the Ministry can meet the agreed-upon requirements in order to fulfil its goals, although there are a few aspects that need improvement.

DIRECTORATES	AVERAGE % PROGRESS
1. Directorate of Social Protection Services	77%
2. Directorate of Administration & General Services	74%
3. Directorate of Gender and Women's Empowerment	71%
4. Internal Audit Section – Administration	67%
5. Directorate of Child Care and Protection Services	66%
6. Directorate of Policy Planning & Research	68%
7. Directorate of Disability Affairs and Marginalized Communities	61 %
8. Directorate of Community Development and Poverty Eradication	61%

**Table 1: Average Annual performance of the Directorates**

# 3.1 DIRECTORATE OF Community Development and Poverty Eradication

The Directorate of Community Development and Poverty Eradication facilitates interventions for community development, poverty eradication and childhood development. The following section summarises the Directorate’s achievements for the 2020/21 financial year.

## 3.1.1 MAIN ACTIVITIES UNDERTAKEN AND ACHIEVEMENTS

### 3.1.1.1 Special Program Implementation / Special Cases

The Directorate successfully relocated forty-One (41) beneficiaries of the Commando Special group (former members of SWATF), to their regions of origin as per Cabinet Directive. The members were identified to be repatriated to Kunene, Otjozondjupa,

Erongo, Omaheke and Omusati Region. In order to ensure they have met their basic needs, 3 months food parcels and other assistances were donated and distributed to these beneficiaries.



Figure 2: Relocation of the former members of SWATF to their regions of origin.

### 3.1.1.2 Increased capacity of women micro-entrepreneurs to successfully manage their enterprises.

The Directorate implemented capacity building interventions aim at equipping women micro entrepreneurs with entrepreneurial skills needed to manage their micro businesses. Through the Programme called ‘Acceleration of Women-Owned Micro-Enterprises’ (AWOME), a total of 107 women micro entrepreneurs were trained on the Improve

Your Business (IYB) manuals in Khomas and Erongo regions, where the AWOME Programme is being piloted. The IYB manuals includes record keeping, buying and stock control, planning for your business, people, and productivity, costing, and marketing modules. The IYB training follows a standard process as illustrated in the Table 2 below.



Table 2: IYB training standard process



**Fig3: AWOME IYB Training in Erongo**



**AWOME IYB Training in Khomas**

The figures above illustrate the AWOME IYB training in Erongo and Khomas regions respectively. In addition, as part of the strategy to expand IYB trainings to other regions, the Directorate procured IYB manuals to facilitate the training

of IGAs beneficiaries on IYB. In this regard, Oshana region trained 12 IGA beneficiaries while Hardap trained 14 beneficiaries.

Furthermore, the Ministry established a total of 12 new Women in Business Associations (WBA) Committees in

Omaheke (6) and //Kharas (6) regions, respectively. WBA contributes greatly to business-to-business learning and capacity building of women entrepreneurs.

However, to strengthen WBA committees, the Ministry successfully trained 101 WBA committee members. The training inducted the committees on their roles, responsibilities, and key activities to be executed by the committees.

### 3.1.1.3 Income Generating Activities (IGAs) supported with materials and equipment, generic business, technical and production skills.

Through the IGAs Support Programme, the Ministry provides materials and equipment aid to beneficiaries from all the 14 regions to establish or expand their micro businesses.

During the period under review of 2020/21, 69 IGAs were approved for funding from 13 regions except Otjozondjupa Region, of which 70% beneficiaries were females and 30% were males.

The beneficiaries received the materials and equipment during the official handing over ceremonies held in the regions. In addition, the Ministry supported 3 gardening IGAs with materials and equipment in Kunene, Kavango West and

Zambezi regions with the grant from African Union Commission. Furthermore, production skills training was conducted in the regions of Omaheke, Kavango East, and Zambezi at the respective community empowerment centres.

The purpose of production skills training is to equip beneficiaries with skills to improve the quality of products and produces and services they render. A total of ninety-six (96) people were trained in beads ornament weaving and management trainings.

Production Skills (beads / ornament weaving) Participants for 2020/2021 were trained as follows:

Place	No of Participants	Gender		TOTAL
		Male	Female	
Omaheke Region (Epako & Kambanderu Kauta)	23	17	26	23
Okongo	28	11	17	28
Kavango East (Matubo Libebe)	17	2	15	17
Zambezi (Katima Mulilo)	28	6	22	28
<b>TOTAL</b>	<b>96</b>	<b>36</b>	<b>80</b>	<b>96</b>

**Table 3: Trained participants for 2020/21 production skills training**

### 3.1.1.4 Improved access to quality learning environment

In 2019/2020 Financial Year, the Ministry received the financial support through the 11th European Development Fund (11<sup>th</sup> EDF) for ECD Programmes including construction, upgrading and renovation of ECD centres countrywide. However, the funding was deferred to 2020/21 financial year.

All the fourteen (14) regions were allocated funds to construct three standard ECD Centres and renovate four (4) ECD centres. Moreover, five (5) regions were allocated funds to construct one Model ECD centre each while other three (3) regions were allocated funds for upgrading one standard ECD centre to a Model ECD Centre. In 2019/2020

Financial Year, the Ministry received the financial support through the 11th European Development Fund (11<sup>th</sup> EDF) for ECD Programmes including construction, upgrading and renovation of ECD centres countrywide. However, the funding was deferred to 2020/21 financial year.

All the fourteen (14) regions were allocated funds to construct three standard ECD Centres and renovate four (4) ECD centres. Moreover, five (5) regions were allocated funds to construct one Model ECD centre each while other three (3) regions were allocated funds for upgrading one standard ECD centre to a Model ECD Centre.

Construction and renovation of ECD centres 2020/2021					
Region	Budget allocation	Construction of ECD Centres		Renovation of ECD Centres	
		ECD centres target	ECD centres constructed	ECD centres target	ECD centres constructed
Erongo	\$ 4, 100,000.00	3	2	4	4
Hardap	\$ 5, 100,000.00	3	3	5	0
//Kharas	\$ 4, 100,000.00	3	3	4	5
Kavango East	\$ 6, 100,000.00	3	0	4	0
Kavango West	\$ 4, 100,000.00	3	3	4	2
Khomas	\$ 5, 100,000.00	3	2	5	2
Kunene	\$ 6, 100,000.00	4	4	4	4
Ohangwena	\$ 6, 100,000.00	4	4	4	4
Omaheke	\$ 4, 196,255.48	3	3	5	5
Omusati	\$ 6, 100,000.00	4	4	4	2
Oshana	\$ 6, 100,000.00	4	4	4	4
Oshikoto	\$ 4, 100,000.00	3	3	4	4
Otjozondjupa	\$ 4, 100,000.00	3	3	4	4
Zambezi	\$ 4, 100,000.00	3	3	4	4
<b>Total</b>	<b>\$ 70,496,255.48</b>	<b>46</b>	<b>41</b>	<b>59</b>	<b>44</b>

**Table 4: Allocation of construction and renovation funds verses the targets and achievements.**

Forty one (41) ECD centres have been constructed in thirteen regions, these include 38 standard ECD centres and four (4) Model ECD centres. In addition,

forty-four (44) ECD centres have been renovated in twelve regions, this excludes Kavango East and Hardap regions.



**Figure 4: Hon. Doreen Sioka, Minister of Gender Equality, Poverty Eradication and Social Welfare, opening Okankolo Standard ECD centre situated in Oshikoto region constructed with EU Funds.**

### 3.1.1.5 Improved access to quality learning (early stimulation) and teaching

The 11th EDF fund helped to purchase ECD learning and teaching materials worth N\$1,023,260.00, which were delivered to 140 ECD centres across all 14 regions.



**Figure 5: Some of the teaching and learning materials distributed to 140 ECD centres countrywide.**

### 3.1.1.6 Review of Integrated Early Childhood Development guidelines: Align the Integrated Early Childhood Development Framework.

The Directorate successfully aligned the Integrated Early Childhood Development Framework to NDP5 and incorporate the ECD costing in the Framework. The Framework provides guidance and has an Action Plan to the GRN, and national partners involved in the provision of integrated early childhood

development services to help them implement a comprehensive integrated multi-sectoral response to early childhood development. The framework was developed in 2017 and was aligned to NDP5 in 2020.

### 3.1.1.7 Review of the assessment and registration ECD centres tool

The Ministry has reviewed the assessment and registration ECD centres' tool to ensure compliance with the minimum standards set in the Namibian standards for ECD centres. Forty-eight (48) national

and regional MGEPEWSW Community Liaison Officers (staff members) were trained on assessment and registration of ECD centres for five days.



**Figure 6: Community Liaison Officers trained on assessment and registration ECD centres, 30 November to 4 December 2021.**

### 3.1.1.8 Educators receiving subsidy

One thousand three hundred and seven (1307) ECD Educators have been receiving the monthly allowances in all fourteen regions valued at N\$24,000,000.00. The ECD Educators are subsidised according to the Cabinet decision, Cabinet Number 04<sup>th</sup>/27.03.12/006.

## 3.2 DIRECTORATE OF Gender Equality and Women Empowerment

The Directorate of Gender Equality and Women Empowerment (DGEWE) promotes gender equality and empowerment of women through dissemination of information, coordination, and networking with stakeholders, mainstreaming of gender at all levels, and it advocates for gender responsive policies and

laws. The Directorate also conducts awareness campaigns against gender-based violence including trafficking in persons. The following section summarises the Directorate key activities and achievements for the 2020/21 financial year.

### 3.2.1 MAIN ACTIVITIES UNDERTAKEN AND KEY ACHIEVEMENTS

#### 3.2.1.1 Monitoring of the Implementation of the National Gender Policy (NGP)

During the period under review, the Directorate conducted the Gender Advisory meetings (GAC), the National Gender Permanent Task Force and National implementing cluster such as Gender Based Violence and Human Rights, Education Girl & Boy Child and Governance, Peace, Security

and Disaster Management. These meetings were conducted to reflect the progress made towards the implementation of the National Gender Policy (2010-2020). The directorate also commenced with the process to develop a new National Gender Policy (2021-2031).

#### 3.2.1.2 Gender Responsive Planning and Budgeting Mainstreamed

A total of 48 focal persons were trained across O/M/As of which thirteen (13) are males and thirty-five (35) are females, on Gender Responsive Budgeting (GRB).

Furthermore, thirty-seven (37) Members of Parliament (National Assembly) were also trained on GRB with the aim to strengthen oversight function for Gender Responsive Budgeting.

Participants were from various O/M/A's which includes: Office of the President (State House), Ministry of Home Affairs, Immigration, Safety and Security, Office of the Judiciary, National Council, Ministry of International Relations and Cooperation, Ministry of Urban and Rural Development, Ministry of Fisheries and Marine Resources, Ministry of Works and Transport, Ministry of High Education, Ministry of Education, Arts and Culture, Ministry of Environment and Tourism, Ministry of Health and Social Services, Office of the Auditor General, Ministry of Sport, Youth, and National Service, Ministry of Finance, Ministry Defence, as well as Ministry of Labour, Industrial Relations and Employment Creation.

During the period under review, GRB analysis was conducted on fifteen (15) votes of O/M/As for the Medium-Term Expenditure Framework, Budget Estimates and Annual Work Plans.

Furthermore, the Directorate, through Technical Committee consisting of MGEPEWSW, Namibia Institute of Public Administration and Management (NIPAM), International University of Management, Ministry of Finance, Namibia University of Science and Technology, National Planning Commission and National Council of High Education developed the draft GRB curriculum for High Institutions of Learning resulting in ten (10) units.

### 3.2.1.3 Gender Based Violence Campaign Intensified

The Directorate trained Twenty-Five (25) Chief Community Liaison Officers (CCLOs) and Community Liaison Officers (CLOs) as Trainers of Trainees (TOTs) on positive communication, discipline, and gender sensitive training. In the same vein, twenty-five (25) CCLOs and CLOs trained on

Legal literacy (gender related laws). Furthermore sixty (60) Traditional leaders were sensitized on GBV prevention, response, and harmful practices. In addition, twenty (20) Media practitioners were trained on sensitive reporting of GBV cases including Trafficking in Persons.



**Figure 7: Male engagement Meeting at Triumphant College**

Under the male engagement programme, thirty (30) persons (9 males and 21 females) comprising of Chief Community Liaison Officer, Social Workers and Community Liaison Officers from all 14 regions were trained on the use of the GBV and male engagement training manual.

Furthermore, thirty-five (35) Health Extension Workers (HEW) were trained on the use of male engagement training manuals as well as the GBV toolkit of which twenty-three (23) were males and twelve (12) were females.

To ensure that youth are on the lead on the fight against GBV, the Directorate held consultative meetings with Institutions of High Learning (UNAM and NUST) to facilitate GBV dialogue among students.

In addition, thirty (30) male MGEPEWSW staff members (from head office and After School Centre) were sensitized on GBV prevention, GBV related laws such as sexual harassment.

The Directorate further commemorated International and National days such as International TIP Day commemorated on 30 July 2020, 16 Days of Activism against GBV on 25 November 2020, international human right day on the 10th of December 2020 and International Women's Day on the 08 March 2021 to create awareness on gender issues, gender equality, Gender Responsive Budgeting (GRB) and Trafficking in Persons (TIP).

In order to intensify the GBV campaign, the Directorate revamped the Zero tolerance on GBV media campaign to sensitize community members. The materials were translated into all the local indigenous languages.

Furthermore, the Nationhood, National Pride (NNP) GBV campaign was launched on 11th of February 2021 in partnership with the Ministry of Information Communication and Technology and Ministry of Sports, Youth and National Services.

The campaign encourages Namibians to use the #EndGBV # (social media platforms) especially the youth, service providers, students, and community at large.



**Figure 8: Commemoration participants**

#### **3.2.1.4 Combating of Trafficking in Persons**

The National Referral Mechanism (NRM) and Standard Operational Procedures (SOPs) were finalized. Furthermore, thirty (35) key service providers such as Social Workers, Police Officers, CCLOs and Immigration Officers were trained on the concepts of TIP, NRM & SOPs including the Combating of Trafficking in Persons Act.

In addition, the Directorate conducted all quarterly meetings with the National Coordinating Body members on Trafficking in Persons (TiPs). The committee was instrumental to draft the National Plan of Action on TiPs which is at the advance stage to be finalized with the support of the United Nations International Organization for Migration.

#### **3.2.1.5 Women in Politics and decision-making**

The Directorate successfully facilitated the training of thirty-seven (37) Members of Parliament to coached and mentored on democratic processes; participation, overseeing functions and gender related issues.

In addition, the Directorate has developed the M&E plan for the National Women, Peace and Security Plan of Action in order to Implement the Plan of Action on Resolution 1325 on Women, Peace and Security.

#### **3.2.1.6 International Commitment Reports**

The National report on the implementation of the Solemn Declaration on Gender Equality in Africa (SDGEA) of the African Union, through the Ministry of International Relations and Cooperation was developed and submitted.

The report outlines the progress made in 2019/2020FY in areas of HIV / AIDS and other related infectious diseases, peace and security, gender-based violence, gender parity, land, property and inheritance rights, education and the Protocol to the African Charter on Human and Peoples' rights of women in Africa.

## 3.3 DIRECTORATE OF Child Care and Protection Services

The main objective of the Directorate Child Care and Protection Services is to ensure care and protection of all children in Namibia through formulation of legislation, policies and guidelines pertaining to children; as well as provision of response and coordination of services with other key stakeholders working with children's issues. The following section summarises the Directorate key activities and achievements for the 2020/21 financial year.

### 3.3.1 MAIN ACTIVITIES UNDERTAKEN AND KEY ACHIEVEMENTS

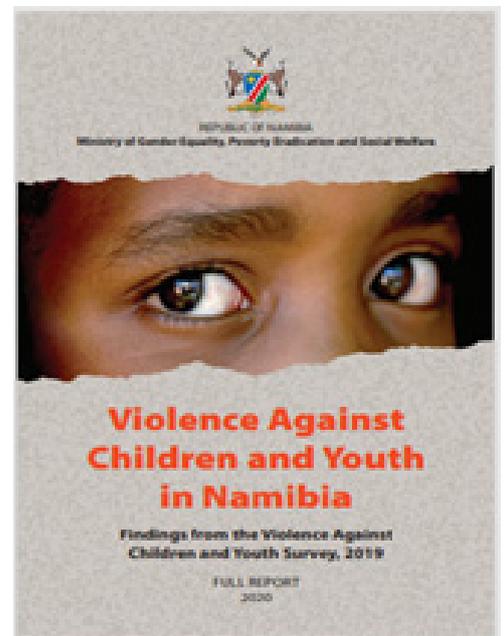
#### 3.3.1.1 Violence against Children Study

Given the serious and lasting impact to children, adolescents, and youth who experience violence, it is critical to understand the magnitude and nature of the different types of violence in order to develop effective prevention and response strategies.

Violence can lead to long-lasting physical and emotional trauma affecting long-term health outcomes. Specifically, sexual violence has been linked to negative health conditions due to the traumatic impacts of such experiences, compounded by limited access to timely and comprehensive services following instances of sexual abuse.

A survey was conducted to gather data on the magnitude of Violence against Children in the country; and to come up with recommendations on how to address the issues relating to Violence against Children. The Survey was conducted in 2019; however, the report was finalised in 2020. The findings of the report were approved by the Cabinet. The Cabinet endorsed the final report on the Violence against Children (VAC) and Youth in Namibia with the following recommendations:

- Support the development and implementation of A National Plan of Action to end VAC.
- Build the capacity of key stakeholders such as magistrates, prosecutors, court clerks, social workers, and police officers on the CCPA to ensure the incorporation of child protection.
- Identify key VAC indicators in each sector (health, education, social welfare, police, and prosecutors) and collect regular data which at a minimum includes age, sex, type of VAC experienced, and services referred to.
- Ministry of Gender Equality and Poverty Eradication and Social Welfare; Ministry of Home Affairs, Safety and Security to enhance inter-ministerial coordination with view to expedite the development of strategies to address the plight of women (mothers) that incarcerated with minor children; juvenile offenders; and street children and submit an update report to the Deliberative Cabinet.



### 3.3.1.2 Data to action plan for VAC survey

The results of the Namibia Violence against Children Survey reveal that violence against children is a common reality in Namibia. Nearly 4 in every 10 females and 9 in every 20 males have experienced physical, sexual, or emotional violence in childhood.

The Survey found that 4 in every 10 boys and 3 in 10 girls are physically abused before they turn 18, making physical violence the most common form of violence experienced by children. The adolescents in the age group 12 – 17 have experienced the most physical violence in Namibia, with 2 in every 3 females and 8 in every 13 boys reported they have experienced physical violence.

Based on the data from the study, the Data to Action Plan was developed based on some key areas that were guided by the data.

The Data to Action Plan is a comprehensive 5-year National Plan of Action on VAC which will be expanded to the National Action Plan for VAC (roadmap) and which will be validated by the relevant stakeholders before it is implemented.

The plan was developed based on a Multi-Sectoral and a Child Rights and Gender-Sensitive approaches; and responding to the priority areas as illustrated in the below figure.



Figure 9: Key Priority Areas

The Data to Action Plan for the VAC was finalised and will be launched at the same time as the VAC and Youth survey report.

### 3.3.1.3 Becoming a Pathfinding Country

Namibia became a pathfinding country. It means that the country has joined global alliance to END Violence against Children. Thus, Namibia has made a public/ country commitment to END VAC.

Currently, the MGEPEWSW responsible for children is in the process of developing a National Plan of Action on VAC (roadmap) that will be used for resource mobilization to implement interventions aimed at VAC in Namibia.

The pathfinding was approved by the Cabinet, and it was recommended that the MGEPEWSW leads the implementation of the initiative; and the Executive Director of the MGEPEWSW serves as the focal person to lead the in-country process and collaborate with stakeholders on the development and implantation of the plan.

### 3.3.1.4 Child Marriage Study

A study on Child Marriage in Namibia was conducted. The study was conducted over a period of three (3) months in the Kavango East, Kavango West, Kunene, Zambezi, Ohangwena and Omusati regions.

The purpose of the study was to conduct formative research on child marriage and its relation to HIV/AIDS and GBV and to describe the state of child marriages in Namibia, by providing evidence for policies, legal reform, resource mobilization and programming.

The study was conducted through in-depth interviews with key informants, literature review and secondary data analysis and focus group discussions with adolescent girls aged 10-17 and boys and men aged 15-39.



The child marriage study was launched on 29 October 2020, after the endorsement by the Cabinet.

The report highlighted past concerns such as the non-reporting of child marriages and statutory rape to authorities. Some key findings of the study are, that most common forms of unions are traditional marriages and cohabitation.

The study indicates a strong link between child marriage, limited access to sexual and reproductive health services including HIV and AIDS.

Additionally, poverty, customary and religion beliefs, early sexual debut and teenage pregnancy, alcohol abuse, and lack of education opportunities were identified as drivers of child marriage.

As a result, poor educational attainment and unemployment, poor health outcomes including sexual and reproductive health issues, Gender based violence especially intimate violence against the girl child including sexual, physical, verbal abuse by their husbands who are often much older. Lastly, child marriage is a human rights violation. Child marriage robs children from their childhood, no child should be married.

Therefore, we should let children be children, so they develop their full potential and become productive citizens of this country. "A GIRL CHILD IS NOT A BRIDE & A BOY CHILD IS NOT A GROOM".

The recommendations of the study by the Cabinet are on the following main key topic:

- To revise related laws in order to prevent Child marriage.
- To mobilize community on Child marriage issues
- To enhance education of child marriage to children
- To improve friendly adolescents and youth sexual health reproductive services
- To address Gender Based Violence and Cultural harmful practices.

### 3.3.1.5 Violence against Children and Gender Based Violence Response

The table below presents the number of cases reported to the social workers located at all regional offices related to child abandonment, child neglect, physical abuse and sexually abuse during the period under review. All these are forms of VAC.

The table shows that the number of children abandoned was higher in the month of September 2020, with a total of 62 males and 53 females abandoned children in the financial year. No record

of children was abandoned in the months April and December 2020. The number of neglected children totaled to 281 females and 241 males, with the highest record of seventy-one (71) neglected children in September 2020.

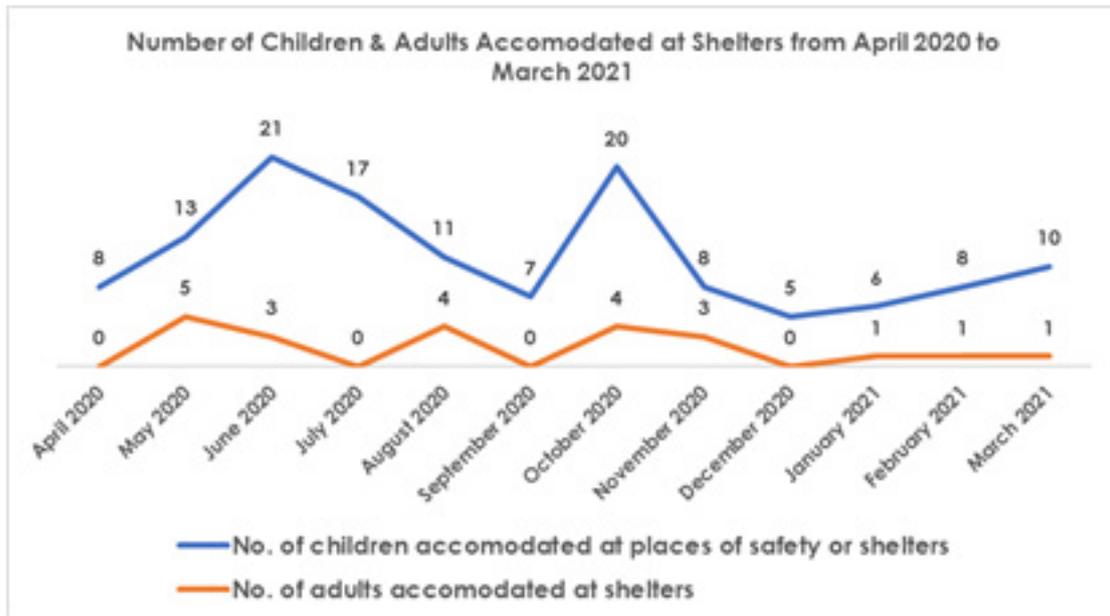
The number of children physically abused was high amongst the female children with a total of 209 and 155 males, while 506 female children and 74 male children were sexually abused.

Month	No. of children abandoned		No. of children neglected		No. of children physically abused		No. of children sexually abused	
	F	M	F	M	F	M	F	M
April 2020	0	1	8	5	9	6	12	5
May 2020	1	4	30	23	11	5	55	3
June 2020	9	11	29	33	26	20	43	22
July 2020	5	5	22	18	18	20	38	5
August 2020	3	4	24	24	26	19	48	3
September 2020	13	16	44	27	35	16	66	5
October 2020	9	3	29	19	29	23	48	9
November 2020	5	5	26	33	20	14	54	6
December 2020	0	4	15	11	7	6	20	1
January 2021	4	4	19	21	14	10	43	2
February 2021	2	2	21	17	10	6	47	5
March 2021	2	3	14	10	4	10	32	8
<b>Total</b>	<b>53</b>	<b>62</b>	<b>281</b>	<b>241</b>	<b>209</b>	<b>155</b>	<b>506</b>	<b>74</b>

**Table 5: Number VAC cases reported to Regional from April 2020 to March 2021**

The line graph below shows the number of children and adults provided with services. These are cases related to VAC and GBV. The month of June 2020 recorded the highest number (21 children) of children

accommodated at places of safety or shelters, while January 2021 recorded the least (5 children). On the other hand, a maximum of 5 adults per month were accommodated at shelters.



**Figure 10: Number of Children and Adults provided with a shelter.**

### 3.3.1.6 Subsidies for Residential Child Care Facilities (RCCF)

A total number of twenty-three (23) Residential Child Care, places of care and shelters for GBV, VAC and TIP victims were subsidized. In addition, five hundred and thirty-nine (539) GBV, VAC and TIP victims were accommodated in the facilities and a total amount of N\$3 208 294 was spent on subsidies.

### 3.3.1.7 Provision of Psychosocial Support (PSS)

The figure below illustrates the number of children provided with psychosocial support (PSS) related services throughout the country from April 2020 to March 2021. It is evident that out of the total number on children who received the support, the number of females is higher than that of the male children. The tables shows that more children received support in the month of September 2020, while the least received the support in the month of July 2020.

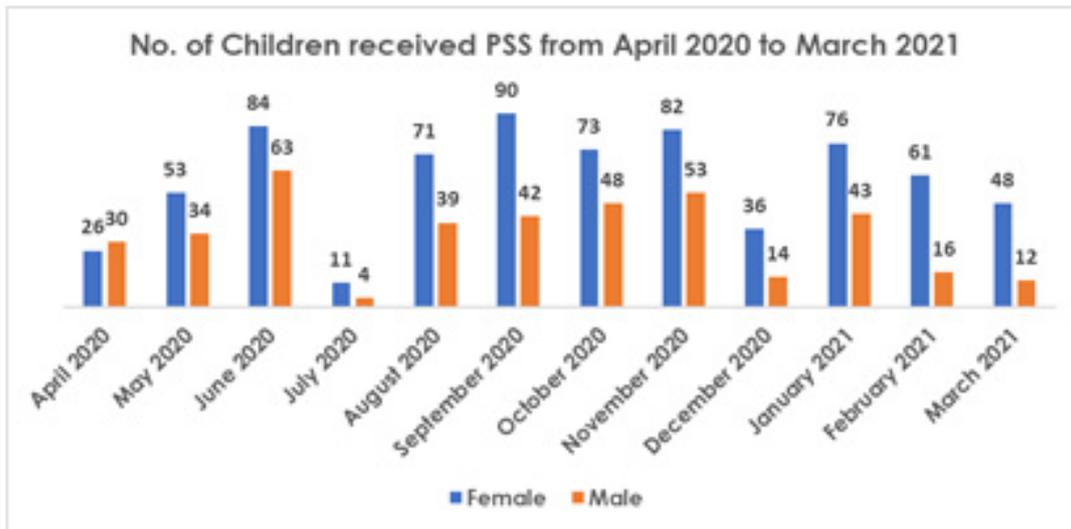


Figure 11: Number of Children received Psychosocial Support from April 2020 to March 2021(All regions)

### 3.3.1.8 Collaborative efforts to children on the streets

The Ministry in collaboration with the Windhoek City Police conducted regular street visits to identify and assist persons and children on the streets. During the period under review, visits were carried out around Windhoek at areas known as hotspots like shopping malls, street corners, dumpsites, riverbeds to identify and assess persons and children found on the streets. A total of 12 children were removed from the streets during this operation (10 boys and 2 girls).

During the intervention services to these vulnerable children, the Directorate creates awareness on dangers of street life to educate and warn parents who were sending their children to the streets or dumpsites. Furthermore, the vulnerable children found on the street are linked to further services provided by O/M/As. In addition, food parcels and toiletries are also given to households of such children in order to keep them from the streets.

### 3.3.1.9 National Committee on Street children

The National Committee meeting on street children was convened. The meeting focused on the concept note that is being developed on the Kaukurus farm, which is planned to be a centre of rehabilitation for street children.

Possibilities to collaborate with other stakeholders on the street children's activities were discussed. Stakeholders like City of Windhoek and KAYEC are already on board, and they are implementing various activities address street children's problems in Windhoek.

### 3.3.1.10 Children at Namibia Children Home (NCH)

The Namibian Children's Home is a Residential Child Care Facility taking care of children who were found in need of protective services by Children's court. Children who are accommodated at the facility are provided with all critical services i.e., shelter, clothing, food, education, and health.

It is administered by the Ministry. The facility is currently accommodating seventy-five (75) children (37 males and 38 Females) of whom seven (7) cases (4 males and 3 females) are victims of trafficking (TIP).

Various support services are provided to the children residing at the NCH, which includes pre-primary, primary, secondary, tertiary educational and vocational support, support to children with special needs as well as adoption options.

The table below shows the number of children residing at the NCH that were during the financial year. Nine (9) (4 males and 5 females) babies were adopted, while majority of the kids (29) were supported with primary education.

Out of the total number on children who received the support, the number of males is slightly higher than that of the female children.

No. of children abandoned	No. of children neglected	No. of children physically abused
No. of babies adopted at NCH	4	5
No. of children with special needs	4	1
No. of pre-primary educational support	3	2
No. of primary School support	16	13
No. of secondary School Support	4	4
No. of vocational training	1	4
No. of tertiary support		1
<b>Total</b>	<b>32</b>	<b>30</b>

*Table 6: Educational and other support being provided for children at NCH.*

### 3.3.1.11 African Charter on Rights and Welfare of the Child

The draft report on the African Charter on the Welfare and Right of the Child was developed. The report was compiled with inputs from the stakeholders; and it is ready for validation by Inter-Ministerial Committee (IMC) coordinated by the Ministry of Justice.

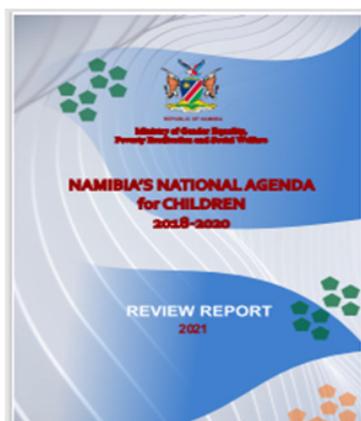
### 3.3.1.12 National Agenda for Children Review Report

The National Agenda review report that entails the implementation of the NAC for children for the period of 2018 to 2020 was developed. The NAC is a strategic document that gives direction to the Ministry and other relevant stakeholders to address issues affecting children in Namibia for the period of five years from 2018 to 2022.

### 3.3.1.12 National Agenda for Children Review Report

The National Agenda review report that entails the implementation of the NAC for children for the period of 2018 to 2020 was developed. The NAC is a strategic document that gives direction to the

Ministry and other relevant stakeholders to address issues affecting children in Namibia for the period of five years from 2018 to 2022.



The overall purpose of the NAC is to ensure the coordination of national effort by key stakeholders aimed at achieving child wellbeing outcomes as defined in the international and national legislative and policy frameworks, as well as National Development Plans.

The implementation and the monitoring of the NAC is coordinated by the Ministry. However, various stakeholders contribute to the implementation of the identified strategies and their contribution is therefore part of the entire report.



### 3.3.1.13 Commemoration of Day of the African Child 2020 - “Access to Child-Friendly Justice in Africa”



The African Child Day was commemorated on the 16th June 2020 under the theme “Access to Child-Friendly Justice in Africa”.

The theme called on all African States to ensure the provision of and access to a child friendly justice system.

### 3.3.1.14 Day of the Namibian Child: A special celebration

Namibia ratified the United Nations Convention of the Rights of the Child on the 28 September 1990; subsequently, the 28 September was declared as a national day for the Namibian Child by Cabinet in the year 2000. The celebration of Namibian Child Day aims at raising awareness on the rights and responsibilities of the Namibian child.

### 3.3.1.15 Permanent Task Force on Children

The Permanent Task Force meetings were held on quarterly basis. This task force was established by a Cabinet Directive following the first Orphans and Vulnerable Children National Conference in May 2001.

It is chaired by the Ministry and has a broad multi-sectoral representation. One of its main responsibilities is to oversee the implementation of the Namibia’s National Agenda for Children 2018-2022.

The key stakeholders that form part of the PTF are key ministries, Civil Society Organizations and Faith Based Organizations, and development partners including UN family.

### 3.3.1.16 Capacity building for staff members and stakeholders

Several in-service training workshops took place. Trainings targeted the staff members in the Directorate, other key service providers’ i.e., Police Officers, Prosecutors, caregivers, and adolescent children.

The table (page 18) shows the different types of trainings that were held, the groups that the trainings targeted, and the number of staff members trained. The table indicated that most trainings targeted the social workers.

The highest number (115) of staff members received a training on DHIS2 Database and the least number (15) received a training on HIV disclosure for caregivers and adolescents.

Name of training	Target group	# of people trained
1. Training on supportive supervision	Control/Chief/ Senior Social Workers & Senior Administrative Officers	70
2. Training on Child Care and Protection Act	Social Workers & Clerks of Children's Court	55
3. Training on Standard Operating Procedures for Shelters and Trafficking in Persons	Social Workers	35
4. Training on DHIS2 Database	Social Workers and Administrative Officers	115
5. Sexual Violence response training	Social Workers	105
	Police Officers and Prosecutors	
6. HIV disclosure for caregivers and adolescents	Caregivers	25
	Adolescents	15

**Table 7: Number of Staff members and Key Stakeholders trained.**

## 3.4 DIRECTORATE OF Disability Affairs and Marginalised Communities

The Directorate of Disability Affairs, and Marginalised Communities is mandated to accelerate improved livelihood of persons with disabilities, through coordination and implementation of social support. The Directorate is also mandated to accelerate the integration of the marginalised communities into mainstream economy.

### 3.4.1 MAIN ACTIVITIES UNDERTAKEN AND KEY ACHIEVEMENTS

#### 3.4.1.1 Student support

One of the activities for the Directorate is to transport marginalized community learners to and from schools,. The Directorate transported one thousand, three hundred and seventy-two (1372) learners of all grades who needed transport to and from hostels in ten (10) regions. Furthermore, the Directorate support marginalized communities to pursue tertiary

education. It has been reported that 15 students from various institutions such as UNAM, NUST, IUM, VTCs and other institutions, originated from Omusati (1), Ohangwena, (1), Kunene (5), Kavango East (1) and Zambezi (7) Regions have passed their courses and are going to graduate during the graduation ceremonies in April 2021.

#### 3.4.1.2 Access to services for persons with disability

About three hundred (300) persons with disability were accessed for services such as employment, assistive devices, rehabilitation services, housing, land, vocational training, as well as issuance of recommendation letters to persons with disability in different regions. Furthermore, due to the challenges individual persons with severe disabilities face, the

Directorate implemented the Individual Support Programme to assist them with critical basic needs such as nappies, assistive devices (portable shower and toilets) and milk amongst others. In all 12 regions except //Kharas and Erongo regions had submitted their individual support application forms and about 102 individuals with severe disabilities were support.

#### 3.4.1.3 Special Feeding Programme

The Directorate continues to facilitate and administer the Special Feeding Programme for the marginalized communities. About 29,044 households were provided with food during the period under review. Despite lack of transport and limited human resources

and warehouses challenges, Development Planners in the regions continue to facilitate the distribution of food obtained from the Office of the Prime Minister as well as the food procured by the Ministry.

#### 3.4.1.4 Provision of Burial Services

The Directorate facilitated 207 burial requests for Marginalized Communities through burial assistance programme

## 3.5 DIRECTORATE OF Social Protection Services

The Directorate is mandated to administer the payments of Old Age, Disability grants and Child Welfare Grants, in line with the National Pensions Act (Act 10 of 1992), and Child Care and Protection Act (Act 3 of 2015). In addition, the Directorate administers the distribution of food parcels to the identified beneficiaries, through the Food Bank Namibia Programme. The following section summarises the Directorate achievements for the 2020/21 financial year.

### 3.5.1 Main Activities undertaken and key achievements

#### 3.5.1.1 Social Assistance grants

A 98% coverage of the Old Age Grant was attained in the period under review. In addition, 2399 Old Age Grant applications were successfully processed, and 63 unclaimed advices were successfully processed, and 288 beneficiaries were reinstated, while 518 static changes were effected.

On Disability Grant, the Directorate achieved a 74% coverage of the Disability Grant. About 625 Disability Grant applications were successfully processed, and 40 beneficiaries were reinstated while 1554 static changes were effected.

In addition, the Directorate attained 64% coverage of OVC Grants with 1814 Children added on the system that are receiving different types of child grants.

In the same vein, the Directorate attained a 92% disbursement of Funeral Benefit resulting from; Improved controls on the management of the Funeral Service Provider with SSC, 1850 files of deceased beneficiaries were deleted, and 1313 claims of Funeral Benefit were processed.

#### 3.5.1.2 Food Bank

The Food items and Non-Food items were distributed to 10, 173 Households and 42, 604 registered beneficiaries in all 14 regions. The total expenditure for the Food items for the last quarter of the year amounted to N\$9,761,858.11. The Directorate also conducted beneficiary reviews and assessments in all 14 regions. In addition, The Directorate

successfully acquired 100% of goods and services from the local businesses particularly the MSMES. The food basket items sourced from local suppliers consist of items such as: Soya Mince & Okatete and 10kg Maize Meal.

#### 5.5.1.3 Integrated Management System implemented

The Directorate has attained a 50 % progress on development of the Integrated Management Information System. Activities done leading to this

are: Person Profile, Grant types, Reports, Security module 50% complete, accounting module 90% complete and Documentation completed.

#### **5.5.1.4 Reconciliation of Fund Accounts**

The Directorate successfully completed 45% of reconciliation reports. This included the following activities: meeting with Nampost to address cash over the counter reconciliation, requested monthly bank statements and payment records for verification, compile cash book for Epupa Fund Account and

SSC Funeral premium, validated grant distribution ratio, reconciled and verified institution reports with SAS information, produced summary reports for Epupa, SSC, Nampost Cash and Savings Accounts, Old Age homes and Private Bank Accounts.

#### **5.5.1.5 Executed of Grant budget**

The Directorate attained a 98% of budget execution, this comprised of the following success activities: generated monthly grant payment vouchers based on the SAS run, committed, and secured funds required for payment of social grants, validated and certified

that payment vouches confirmed to set standards for payment and submitted payment vouches to Head Office and Finance section for processing on IFMS system.

#### **5.5.1.6 Executed of Grant budget**

The Directorate successfully reduced Social Assistance processing days, from 60 days to 45 days on average.

The reduction resulted into timely processing of social grant applications.

## 3.6 DIRECTORATE OF Administration and General Services

The Directorate is mandated to ensure a conducive working environment and high-performance culture with high degree of good governance. The Directorate is charged with the responsibility to provide efficient and effective administration and support service in Information technology, Finance, Training, and Human Resources.

In addition, the Directorate ensures that the image of the Ministry is upheld, and that the security of the Ministry is guarded, and internal control systems are adhered to. The following section summarises the Directorate key activities and achievements for the 2020/21 financial year.

### 3.6.1 MAIN ACTIVITIES UNDERTAKEN AND KEY ACHIEVEMENTS

#### 3.6.1.1 Performance Management System

During the year under review, the Ministry achieved (78%) on Performance Agreement (PA) development, (Q1: 76%, Q2: 82%, Q3: 47% & Q4: 32%) on PAs reviewed and (32%) on Annual Appraisals conducted.

#### 3.6.1.2 Recruitment

The graph below summarizes the recruitment during the period under review. As stipulated, eighteen (18) staff members were recruited during the period under review, while one (1) member was transferred. Five (5) staff members have been promoted and no translations took place during the FY.



**Figure 12: Recruitments**

### 3.6.1.3 Budget allocation and expenditure

During the period under review, a total of N\$ 5 412 837 000 was allocated to the Ministry. Out of the allocated amount, 99.04% of the overall budget was executed.

### 3.6.1.4 Key services accessible online

The website of MGEPEWSW has been consolidated, upgraded, and updated and is now accessible to the public at large.

### 3.6.1.5 Training and development

During the review period, the Ministry provided financial assistance to seven (7) staff members for qualifying training and 94 staff members for non-qualifying training. During the 2020/2021, the Directorate facilitated the induction of fourteen (14) staff members as shown in the bar graph below



Figure 13: Training and Development

### 3.6.1.6 Stock

Annual Stock taking was carried out and stock verification sheets were submitted to Treasury. In addition, new stock purchased and received were successfully registered.

### 3.6.1.7 Procurement

The Annual Procurement Plan was developed, approved, and send to the Policy Unit. Furthermore, Expenditure Reports of the Annual Plan for Quarter 1, Quarter 2, Quarter 3, and Quarter 4 were compiled and presented to Policy Unit.

The Warehouses were secured in all respective Regions for purposes of food distribution to Marginalized Communities. In addition, the Office space merging staff from previous Ministries were successfully done.

### 3.3.1.8 Decentralized functions.

The Ministry has attained a 90% progress towards decentralizing the identified functions. The HR has completed the duplicate files of personnel and submission to Cabinet for transfer of function is approved, the handing over of function is scheduled for the next financial year.

# 3.7 DIRECTORATE OF Policy, Planning and Research

The Directorate coordinates the planning and implementation of Ministerial strategic planning, policy development and capital projects. In addition, the Directorate is responsible for conducting socio-economic research, review, monitoring & evaluation of the ministerial programmes and projects. The following section summarises the Directorate key activities and achievements for the 2020/21 financial year.

## 3.7.1 MAIN ACTIVITIES UNDERTAKEN AND KEY ACHIEVEMENTS

### 3.7.1.1. Development of an Integrated Beneficiaries Audit Register (IBR)

The Directorate with the technical support of UNICEF has contracted IBF/Development pathways (DP), through funding from the European Union (EUD) to work with the government in building an Integrated Beneficiary Registry (IBR) for Namibia.

The IBR will improve the efficiency of administering of social protection programmes across O/M/As. Currently in Namibia, Social Protection programmes are spread out across several Offices, Ministries and Agencies (OMAs).

This is not ideal, as this results in inadequate coordination in planning, information sharing, execution and monitoring of social protection programmes.

To tackle this problem, the Ministry of Gender Equality, Poverty Eradication and Social Welfare (MGEPESW)

through the Directorate of Policy, Planning and Research has taken steps to harmonize and coordinate the social protection programmes which is vital for the effective and efficient performance of these programmes, to enable sharing of resources, exchanging information and avoiding duplication.

The rationale for the Integrated Beneficiary Registry (IBR) is that as social protection coverage grows, integrating and harmonizing data collection efforts can achieve efficiency gains.

The IBR has the potential to support expansion and effective delivery of social protection programs, aimed at promoting the wellbeing of all Namibians. During the year under review, an in-country inception meeting was held in February 2021.

The IBR will be developed in the 2021/22 FY) The figure below shows the IBR System Context view.

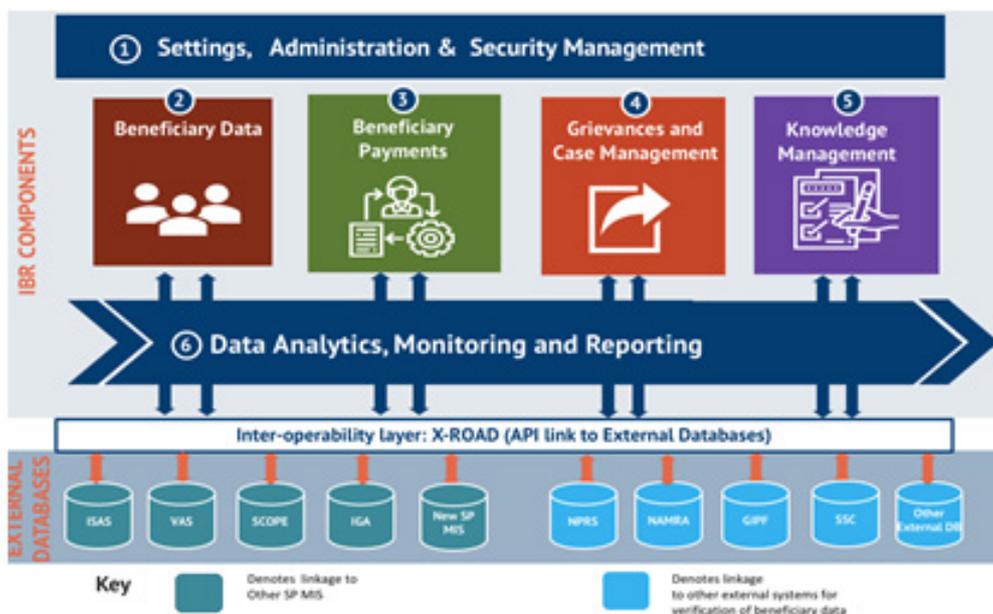


Figure 14: IBR System Context View

### 3.7.1.2 Development of an Integrated Management Information System (IMIS)

The Directorate coordinated the development process of an integrated Management system (IMIS) for social protection programmes which will

consolidate all the social protection programmes into a single database. The system was 90% developed by the end of the year under review.

### 3.7.1.3 Development of the Social Protection Policy (SPP)

The Directorate coordinated the development of the SPP. The policy aims to build a comprehensive social protection system to address the life cycle risks and

vulnerability in order to ensure that no one is left behind as the country develops. The policy was approved by Cabinet during the year under review.

### 3.7.1.4 Evaluation of Blueprint Implementation

The Directorate commenced with the development of concepts on undertaking an evaluation of the BluePrint on Wealth redistribution and Poverty Eradication. This includes development of Terms of References

(ToRs), forming technical and steering committees, and requested authorization to farm out. The evaluation is planned to be undertaken in the 2021/2022 FY.

### 3.7.1.4 Evaluation of Blueprint Implementation

The Directorate commenced with the development of concepts on undertaking an evaluation of the BluePrint on Wealth redistribution and Poverty Eradication. This includes development of Terms of

References (ToRs), forming technical and steering committees, and requested authorization to farm out. The evaluation is planned to be undertaken in the 2021/2022 FY.

### 3.7.1.5 Compilation of Reports

The Ministry developed and published the Food Bank Monitoring and Review report, the 2019/2020 Zero Hunger Implementation report, as well as 2019/2020 Blueprint Implementation report.

These reports respectively review and assess the implementation status of the programmes and document the key activities and achievements recorded during the reporting periods. Both reports are freely available to the public.

Furthermore, the Directorate coordinated the formulation of the Strategic Plan for 2020-2025

period, to provide strategic guidance on the actions and priorities of the Ministry as result of the amalgamation of the functions previously undertaken by the Ministry of Gender Equality and Child Welfare, Ministry of Poverty Eradication and Social Welfare as well as the Office of the Vice President (Marginalised and Disability Divisions).

The formulation of the new Strategic Plan was necessitated to respond to the current needs of the merged and revised mandate.

### 3.7.1.6 Construction and Maintenance of Ministerial Capital Projects

During the year under review the Directorate has constructed and maintained capital projects as planned. The following activities were undertaken:

- Completed the renovations at Rundu GBV Shelter and Mariental GBV Shelter and facilitated the payments to contractors.
- Ongoing construction of Mburu-uru Office for the Tondoro Constituency in the Kavango West region.
- Completed the renovations of houses No. 13; No.15; and No.16 at Namibia Children's Home.
- Completed the erection of a new boundary fence at After School Centre.
- Secured land at Gibeon Village Council and Eenhana Town Council for the construction of Offices of the Ministry.

- Developed a Concept Note and ToRs to conduct a Feasibility Study for the renovation and upgrading of farm Kaukurus NO: 79 UNIT-B
- Secured funding for the upgrading and construction of Early Child Development centres (ECDs).

The following pictures shows the work done around different regions, in the year under review.



**Figure 15: Approved land by Gibeon Village Council in Hardap region**



**Figure 16: construction of new constituency office at Mbururu has commenced**



**Figure 17: Rundu and Mariental GBV Shelters**

# 4. Challenges Experienced

- Limited institutionalisation of GRPB; gender mainstreaming into the National Development Plans, Strategic Plans and O/M/As Annual Plans is critical for effective gender-responsive budgeting.
- The lengthy procurement process and poor-quality services delivery through procurement (No value money) causes delays in implementing programmes and projects.
- Inadequate and skewed structure for Social Workers to implement the provisions of the CCPA.
- Inconsistence attendance by the members of the National Clusters and Regional Gender Permanent Task Force.
- Persistent negative cultural practices that perpetuate GBV and inadequate sex disaggregated data on GBV.
- Lengthy consultative processes and delays in getting inputs from the stakeholders.
- Lack of compliance of OMAs to GRPB guidelines, and lack of technical expertise in GRPB.
- Limited buy-in amongst stakeholders regarding the coordination mechanism.
- High turnover of Social Workers because of burnout due to workload
- Limited disaggregated data across most sectors on gender
- High level of gender-based violence in the country.
- Insufficient skills on Project management and M&E
- Covid-19 State of emergency and restriction slow activities, programmes, and project implementation.
- Limited resources are limiting service delivery.
- Lack of technical expertise in GRPB.
- Insufficient Human Resource.

# 5. Conclusion

Despite the challenges, The Ministry continues to create a stronger social protective environment, and together with the strategic partners, the Ministry will bring a positive influence into the Social Protection

sphere. Special gratitude is given to the Ministry's staff members for their dedication to serve the Namibian nation.



**MINISTRY OF GENDER EQUALITY, POVERTY ERADICATION AND SOCIAL WELFARE**

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