



REPUBLIC OF NAMIBIA

Ministry of Gender Equality, Poverty Eradication and Social Welfare



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# THE VOICE



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QUARTERLY E-NEWSLETTER



**WISHING YOU A  
PROSPEROUS  
2025**



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# HIGH LEVEL STATEMENTS



## VISION

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



## MISSION

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



## MANDATE

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



## CORE VALUES

- Integrity
- Teamwork
- Empathy
- Inclusivity
- Professionalism
- Accountability
- Accessibility



# Executive Director's

»»» Note



Ms. Ndiitah Nghipondoka-Robiati  
Executive Director

**A** As we present this final edition of the **Ministry of Gender Equality, Poverty Eradication and Social Welfare Newsletter for 2024**, I am filled with gratitude for the remarkable strides we have made together as a Ministry and as a nation.

This year has been one of progress, challenges, and renewed determination in our mission to foster equality, eradicate poverty and promote social welfare across Namibia.

The stories in this issue reflect the heart of our Ministry's work: empowering the marginalized, fostering inclusion, and building a society that values the well-being of every individual.

From the impactful 16 Days of Activism Against Gender-Based Violence campaign to the uplifting Dr. Libertine Amathila Sports Tournament and the inauguration of modern Early Childhood Development Centres, these milestones highlight our commitment to improving lives and safeguarding futures.

As we close 2024, I am particularly inspired by the meaningful conversations sparked during the 4th National Men's Conference and the Intergenerational Dialogue.

These initiatives, among others, have brought critical issues such as gender-based violence, positive masculinity, and intergenerational collaboration to the forefront of national discourse. Similarly, the rollout of the Conditional Basic Income Grant has proven that with innovation and collaboration, we can provide tangible relief to our most vulnerable communities.

While we celebrate these achievements, we also recognize the immense work that lies ahead. Namibia's progress in gender equality, human rights, and social protection has been commendable, but we must remain vigilant in addressing persistent challenges. Let us carry forward the momentum built in 2024 into the new year, striving for greater inclusivity, equity, and opportunity for all.

As this year draws to a close, I wish to extend my heartfelt appreciation to our staff, stakeholders, and every Namibian who has contributed to our shared vision. Your dedication and resilience are the driving forces behind our success.

On behalf of the Ministry of Gender Equality, Poverty Eradication and Social Welfare, I wish you a joyous holiday season and a prosperous 2025. Let us step into the new year with hope, unity, and an unwavering commitment to building a brighter future for all Namibians.

With warm regards,  
Ms. Ndiitah Nghipondoka-Robiati

# DRIVING CHANGE AND EMPOWERMENT

In an exclusive interview with THE VOICE, the Ministry of Gender Equality, Poverty Eradication and Social Welfare (MGEPEWS) Executive Director Ms. Ndiitah Nghipondoka-Robiati shares her vision for driving meaningful change ranging from breaking down gender barriers to combating poverty.

Below, she discusses her overarching vision, strategies for integrating gender perspectives into national policies, and plans to support the nation's most vulnerable.

**What is your overarching vision for the Ministry during your tenure?**

To foster an inclusive and equitable society where every individual, regardless of gender or socioeconomic status, has access to opportunities, resources and support systems necessary for their empowerment and well-being.

This involves advancing gender equality through policies and programmes that dismantle systemic barriers, ensuring the eradication of poverty by promoting sustainable economic opportunities, and strengthening social welfare systems to protect and uplift the most vulnerable populations.

My goal is to create a legacy of empowerment, resilience, and fairness that transforms lives and supports national development.

**How will you ensure the integration of gender perspectives into national policies across all sectors?**

Namibian has adopted Gender Responsive Budgeting (GRB) as a tool to integrate gender perspectives into national policies. To ensure its effectiveness, it is crucial to continue building capacity within all Government institutions.



**Ms. Ndiitah Nghipondoka-Robiati**  
Executive Director

This include the usage of gender-disaggregated data to guide budget decisions. Coordination across ministries and active participation from civil society, especially women's groups, will strengthen GRB's impact.

Monitoring and evaluation mechanisms are essential to track progress and make adjustments as needed. Political commitment is key to ensuring GRB remains a sustainable and transformative practice in Namibia.

**What plans do you have to combat Gender-Based Violence (GBV) and support survivors?**

To combat GBV and support survivors, I plan to continue with the implementation for prevention initiatives. This includes continued capacity building with all stakeholders, improve data collection.

## How do you plan to engage the staff members and public at large to advance the Ministry's objectives?

It is important to foster a collaborative workplace culture through clear communication, capacity building and recognition of staff contributions.

For the public, we continue to promote awareness campaigns, community dialogues and partnerships with civil society to encourage active participation. Additionally, I will ensure transparency and accessibility in the Ministry's programmes to build trust and strengthen collective efforts.

## What leadership principles guide you, and how will they influence your work in this role?

My leadership is guided by principles of inclusivity, accountability and collaboration. I value transparency and ethical decision-making, fostering trust and empowerment among my team and stakeholders. These principles will drive my efforts to create inclusive policies, ensure effective programme implementation and build partnerships that advance gender equality, poverty eradication, and social welfare goals.

## How has your first 30 days in office been?

My first 30 days in office have been insightful and productive. I focused on understanding the Ministry's operations, engaging with staff and meeting key stakeholders. This period has provided a clear perspective on the challenges and opportunities ahead, laying a strong foundation for advancing the Ministry's objectives.

## WOMEN IN BUSINESS ASSOCIATION EXPANDS TO KUNENE REGION



**KUNENE – The Ministry has expanded its Women in Business Association (WBA) platform to the Kunene Region, becoming the sixth region to establish a Regional WBA committee.**

The WBA provides women entrepreneurs with opportunities to network, share resources, and access mentoring. It aims to enhance access to financing, market linkages, and value addition for their products and services.

A two-day seminar in Kunene brought together WBA members from all seven constituencies and 34 participants, including stakeholders from the Ministry of Industrialisation, NAMRA, and the Kunene Regional Council. These stakeholders shared insights on supporting women entrepreneurs.

Hon. Bernadette Jagger, Deputy Minister of MGEPSW, urged women to showcase their achievements through trade fairs. “Women are not here to compete with men but to show them what we can achieve,” she said.

The seminar ended with the formal establishment of Kunene's Regional WBA Committee, advancing the empowerment of women entrepreneurs in Namibia.





# 16 DAYS OF ACTIVISM AGAINST GENDER- BASED VIOLENCE

Ombetja Yehinga Organisation (OYO) Dance Troupe bring to life a powerful dramatization of violence often experienced by women

**WINDHOEK – The Ministry of Gender Equality, Poverty Eradication, and Social Welfare officially launched the annual 16 Days of Activism Against Gender-Based Violence (GBV) campaign on November 25, 2024, at the UN Plaza Amphitheatre in Windhoek.**

Themed “Towards Beijing 30+: Unite! to End Violence Against Women & Girls,” the campaign underscores the urgent need to combat the rising prevalence of GBV and promote collective action to protect women and girls.

Speaking on behalf of Hon. Doreen Sioka, Minister of Gender Equality, Poverty Eradication, and Social Welfare, Hon. Yvonne Dauseb, Minister of Justice, highlighted sobering statistics. Referring to the 2013 Demographic Health Survey, she noted a GBV prevalence rate of 33% in Namibia and revealed that 4,814 GBV cases were reported nationwide during the 2023/24 financial year.

“Today, as we stand united in the call to eliminate all forms of violence against women and girls,

I want to inform you that the Government and stakeholders have taken necessary measures to address this crisis through the implementation of the Prioritised National Plan of Action on GBV 2019-2023,” Hon. Dauseb stated. She emphasised the importance of collaboration among government institutions, civil society, NGOs, academia, and faith-based organizations.

However, she expressed deep concern over the increase in child sexual abuse, often committed by trusted individuals such as relatives and caregivers.

The 16 Days of Activism campaign featured nationwide activities from November 25 to December 10, including the 4th National Men’s Conference in Rundu, dialogues with traditional and religious leaders, community workshops, and concluded with the commemoration of International Human Rights Day and Namibian Women’s Day in Outapi, Omusati Region.

The campaign serves as a reminder of the collective responsibility to fight GBV and create a safer environment for all Namibians.

# RIGHTS AND RESILIENCE

Poverty Eradication and Social Welfare



Hon. Doreen Sioka at the commemoration of the International Human Right and the Namibian Women's Day

**OUTAPI – The Ministry commemorated the International Human Rights Day and the Namibian Women's Day on 10 December 2024, with a significant event held in Outapi, Omusati Region.**

The occasion honoured the Universal Declaration of Human Rights adopted in 1948 and celebrated the bravery of Namibian women, particularly Madam Anna 'Kakurukaze' Mungunda, who stood against the forced removals of residents from Windhoek's Old Location to Katutura on 10 December 1959.

Under the theme "Our Rights, Our Future, Right Now," the event emphasised human rights as a transformative force for dignity, justice, and equality. It also underscored the need to address current injustices while driving meaningful social change to empower marginalized groups.

Hon. Doreen Sioka, Minister of Gender Equality, Poverty Eradication, and Social Welfare, officiated the event, highlighting Namibia's commitment to human rights.

She noted the achievements enshrined in Article 5 of the Namibian Constitution, which protects fundamental freedoms, and the country's establishment of institutions like the Ombudsman and the Legal Assistance Centre to uphold these rights.

In her address, Hon. Sioka celebrated Namibia's progress in gender equality, with the country achieving an 80.5% gender gap closure, ranking 8th globally and 1st in Sub-Saharan Africa in 2024. "These achievements reflect advancements in education, economic participation, political empowerment, and health," she said.

The day's objectives included promoting human rights awareness, condemning gender-based violence, and encouraging men and boys to play active roles in combating GBV. Hon. Sioka reminded Namibians of the sacrifices made for peace and urged continued efforts to honour those who fought for justice.

The event served as a reminder of Namibia's commitment to equality and justice, celebrating past struggles while striving for a brighter, more inclusive future.





**Hon. Sioka Sioka launch the Social Protection Programmes Booklet**

**On December 10, Hon. Doreen Sioka, Minister of Gender Equality, Poverty Eradication and Social Welfare, proudly launched the Social Protection Programmes Booklet during a significant event that marked the commemoration of International Human Rights Day, Namibia Women’s Day, and the closing of the 16 Days of Activism Against Gender-Based Violence.**

The booklet highlights vital initiatives such as grants for vulnerable households, support for orphans and

vulnerable children, disability grants, and other services designed to improve the lives of those in need.

By bridging the information gap, the booklet ensures that all citizens can access crucial details about available support. Hon. Sioka emphasized the need for widespread distribution, urging stakeholders to ensure the booklet reaches every corner of the country.

## CULINARY RACE

The Ministry of Gender Equality, Poverty Eradication and Social Welfare was honoured to participate in the UN-organized men’s cook-off competition on 22 November as part of the activities leading up to the 16 Days of Activism Against Gender-Based Violence, which was launched on November 25 at the UN Plaza.

This event not only highlighted culinary skills but also underscored our shared commitment to raising awareness about GBV and fostering a culture of respect and equality. By coming together, we can ignite important conversations and inspire meaningful action to end violence against women and girls.



# FOOTBALL



WINDHOEK – The Ministry of Gender Equality, Poverty Eradication, and Social Welfare partnered with the Namibia Football Association (NFA) and United Nations Namibia to host a Mini Football Tournament on 7 December 2024 as part of the 16 Days of Activism Against Gender-Based Violence.

The event featured eight teams, including representatives from the Ministry, the UN, local banks, and media houses. In a thrilling final, the Media Team edged out Standard Bank 5-4 in a penalty shootout to claim victory.

The Ministry highlighted the importance of sports in raising awareness about GBV and fostering community engagement. The NFA pledged to incorporate GBV awareness into its annual training programs, ensuring the message extends beyond the field.

The tournament, supported by UNFPA, NAMDEB, and other sponsors, underscored the power of collective action in combating GBV.

## INTERGENERATIONAL DIALOGUE

Regain Trust, in partnership with the United Nations Population Fund (UNFPA), the Franco Namibian Cultural Centre (FNCC), and the Ministry of Gender Equality, Poverty Eradication and Social Welfare, hosted an Intergenerational Dialogue on 5 December, as part of the global 16 Days of Activism Against Gender-Based Violence (GBV) campaign.

This year's theme, "UNITE! Invest to Prevent Violence Against Women and Girls," underscores the urgent need for collective investment in preventing GBV and promoting gender equality.

The dialogue aimed at fostering open, collaborative prevention strategies between adolescents, young people, and their parents/guardians to bridge the gaps left by isolated GBV prevention engagement models.

The poster for the Intergenerational Dialogue event features a red background. At the top, silhouettes of various people of different ages are shown holding hands, with a large tree silhouette in the background. The title "Intergenerational Dialogue" is prominently displayed in white, with the tagline "UNITE! Invest to prevent violence against women and girls." below it. On the left, there is a QR code with the text "SCAN TO RSVP" and "16 DAYS OF ACTIVISM". Below the QR code is a "JOIN US" button. The center of the poster displays circular portraits of eight participants: Ponti, Aina Kweyo, Desire\_VDW, Julius Nghifika, Monica Nkandi, Tuwika Elias, Christine Mondo, and James Itana. At the bottom, it provides the event details: "WHEN: 5 Dec 24 @ 17H30 | WHERE: FNCC (Franco Namibian Cultural Center), 118 Robert Mugabe Avenue, WHK". A registration link is also provided. Logos for the Republic of Namibia, UNFPA, European Union, FNCC, and Regain Trust are at the very bottom.



# INCLUSIVITY FOR A SUSTAINABLE FUTURE



Attendees of the International Day of Persons with Disabilities amplifying their voices for change

**LÜDERITZ – The International Day of Persons with Disabilities was commemorated on 3 December 2024 in Lüderitz, //Kharas Region, under the theme “Amplifying the Leadership of Persons with Disabilities for an Inclusive and Sustainable Future.”**

The event highlighted the importance of empowering persons with disabilities to lead and contribute meaningfully to all sectors of society.

Delivering the keynote address, Hon. Alexia Manombe-Ncube, Deputy Minister of Disability Affairs, emphasised the need for accessibility, education, and mentorship to ensure the inclusion of persons with disabilities in leadership roles.

She acknowledged Namibia’s progress, citing the National Disability Policy of 1997 and the ratification of the UN Convention on the Rights of Persons with Disabilities in 2007. However, the Deputy Minister pointed out the gap between policy and implementation, calling for collective

efforts to address barriers that limit the participation of persons with disabilities. “We must create environments where everyone can thrive, ensuring accessibility in physical spaces, education, and leadership,” she said.

Drawing from her personal journey, she encouraged attendees to challenge stereotypes and take active roles in advocating for inclusivity. She praised organizations like the Namibia Organization of Youth with Disabilities for nurturing leadership and urged local disability leaders to engage with regional leadership to amplify their voices.

The event underscored Namibia’s commitment to creating a more inclusive society while also recognising the challenges ahead. “Leadership is about influencing others.

Let us work together to make Namibia truly inclusive,” she concluded. The day ended with renewed calls for action to bridge the gap between disability policies and their implementation.





**The Ministry of Gender Equality, Poverty Eradication, and Social Welfare hosted the 4th National Men's Conference in Rundu, Kavango East Region, under the theme "Redefining Masculinity: A Holistic Approach to Well-being."**

Drawing over 800 men from diverse backgrounds, the conference aimed to reshape societal perceptions of masculinity by promoting empathy and emotional intelligence as strengths rather than weaknesses.

### **A Platform for Change**

The conference served as a pivotal platform for men to engage in meaningful discussions about the challenges they face and the societal expectations surrounding masculinity. Key objectives included addressing issues such as gender-based violence (GBV), promoting positive gender norms, and equipping men with non-violent conflict resolution skills.

### **Tackling the Roots of GBV**

A presentation by the Namibian Police's Gender-Based Violence Protection Unit (NAMPOL/GBVPU) for the Kavango East Region highlighted the alarming rates of domestic violence and rape in the area. The session shed light on the need for collective action and provided recommendations:

- **Collaboration:** More stakeholders must unite to combat GBV effectively.

- **Community Engagement:** Church leaders should create activities to educate youth on the dangers of alcohol and drug abuse from a spiritual perspective.

- **Parental Guidance:** Parents must instill moral education in children, emphasizing that education starts at home.

### **Promoting Positive Masculinity**

Participants were encouraged to redefine masculinity by embracing alternative approaches to conflict resolution, becoming advocates for healthier lifestyles, and actively standing against GBV.

The event emphasized the importance of men taking ownership of their roles as leaders and change agents within their communities.

### **Moving Forward**

The conference underscored the Ministry's commitment to fostering positive masculinity and breaking harmful stereotypes. By equipping men with knowledge and skills, the event aimed to inspire long-term change that would benefit not only men but also their families and communities.

As the 4th National Men's Conference concluded, the conversations ignited in Rundu offered hope for a future where masculinity is redefined to prioritize empathy, emotional well-being, and mutual respect.

# BUILDING BRIDGES



**Attendees of the International Day of Persons with Disabilities amplifying their voices for change.**

**The Northern Disability Information Sharing Seminar, held on 8 November 2024 at the ELCIN Hall in Oshakati, brought together representatives from five regions under the theme “To Do Right Needs Enlightenment.”**

The event highlighted the need for collaboration and leadership to address the challenges faced by persons with disabilities in Namibia. Hon. Alexia Manombe-Ncube, Deputy Minister of Disability Affairs, encouraged persons with disabilities to be both voters and candidates, emphasizing, “True inclusion means self-representation at all levels of society.” She also stressed the importance of mentorship, urging leaders to inspire the next generation to rise above limitations.

She further emphasised the importance of collective efforts to dismantle barriers and foster inclusion, highlighting government initiatives like the EntreprenHER program and Income Generation Projects as tools to empower individuals.

Closing with a message of empowerment, she quoted global peace activist Thich Nhat Hanh: “The well is inside you.” The seminar was not just an event but a movement to ignite enlightenment and inclusion across Namibia, setting a blueprint for a future where no one is left behind.

The seminar showcased the interconnected nature of disability issues, with contributions from various ministries and the Namibian Federation of People with Disabilities Network (NFPDN), highlighting the power of community-led initiatives in driving change.

## DIGITAL LITERACY

**WINDHOEK** – Women micro-entrepreneurs from diverse sectors participated in a transformative digital literacy training from 5 to 8 November 2024.

The training aimed to equip women in the informal sector with essential digital skills to grow their businesses. Participants included hairdressers, tailors, caterers, and street vendors. Sessions focused on using digital tools, e-commerce platforms, online payment systems and digital marketing strategies.



The four-day training was attended by 27 women who noted the immense potential of digital skills in breaking geographical barriers and accessing new markets.



# CONDITIONAL BASIC INCOME GRANT



Executive Directors, Ms. Ndiitah Nghipondoka-Robiati, in an interview with NBC

**Ms. Ndiitah Nghipondoka-Robiati (ED MGEPEWS): In an exclusive interview with NBC, Executive Director of the Ministry of Gender Equality, Poverty Eradication and Social Welfare, Ms. Ndiitah Nghipondoka-Robiati, outlined the significance and objectives of the newly launched Conditional Basic Income Grant (CBIG).**

She explained that the monthly cash payment of N\$600 is a key component of the Ministry's strategy to move away from the Food Bank Programme and the Special Feeding for Marginalised Communities Programme.

According to Ms. Nghipondoka-Robiati, the CBIG aims to provide immediate financial relief to vulnerable and destitute residents across urban and semi-urban areas, ensuring they have access to basic necessities and an improved quality of life.

Launched on 13 November 2024, the initiative involves a comprehensive roll-out process that includes registration, re-registration, verification, and validation of beneficiaries.

The Ministry has enlisted the support of regional councils, local authorities and other stakeholders to ensure the grant reaches those most in need effectively.

Ms. Nghipondoka-Robiati emphasized the collaborative effort required to make the program a success, stating, "Our goal is not only to provide immediate relief but to build a more inclusive social protection system for all Namibians, ensuring that no one is left behind."

Looking ahead, the Ministry plans to continually review and improve the CBIG to expand its coverage and impact, integrating it into a broader social protection strategy that includes education, health and employment opportunities.



## A GIFT OF SUPPORT



**Hon. Doreen Sioka, paying Queen Nelumbu a visit**

**On 12 December 2024, Hon. Doreen Sioka visited the Oukwanyama Royal House of Queen Martha Mwadinomho Nelumbu, where she generously donated food supplies to support the 18 orphans and vulnerable children residing there.**

During the visit, Queen Martha expressed her sincere gratitude for the kind gesture and highlighted the ongoing challenges the children face, particularly in accessing education.

She thanked the Ministry for their support and appealed to other stakeholders to join hands in building the a bright future for the Namibian Children.

Queen Nelumbu emphasized the urgent need for a primary school closer to the royal palace to reduce the long distances children must travel to attend school. The nearest school presents significant challenges, especially during the rainy season when travel becomes even more difficult.

Currently, the children attend the ECD Centre at Omhedi Royal Palace, but the need for a primary school in the area is critical to ensure they can continue their education without interruption.

## EMPOWERING TEAMWORK

**Following the commemoration of International Human Rights Day and Namibian Women's Day in the Omusati Region, 10 December, Hon. Doreen Sioka met with staff alongside Ms. Ndiitah Nghipondoka-Robiati.**

During the meeting, Hon. Sioka emphasized the importance of teamwork in executing the Ministry's mandate and encouraged employees to embrace their roles with passion, maintain punctuality, and serve the community diligently.

She also introduced Ms. Nghipondoka-Robiati, who assumed office as Executive Director on 1 November 2024.

Ms. Nghipondoka-Robiati expressed her pleasure in meeting the regional staff and stressed the need to acknowledge Namibia's global competitiveness, urging staff to rethink strategies and address underlying issues that may hinder service delivery for greater efficiency.

Staff members shared their work highlights, challenges, and key achievements, affirming their readiness to serve in alignment with the Ministry's mandate and core values.



**Engaging Staff**

# CONNECT, SHARE AND BUILD



Staff members during the debriefing workshop at Avani Windhoek Hotel & Casino

**The Directorate of Gender Equality, Child Care and Protection hosted a two-day debriefing workshop for 34 staff members from the After School Centres and Namibia Children's Home.**

The workshop, held on 12-13 December 2024, at the Avani Hotel in Windhoek, served as a platform for staff to connect, share experiences and strengthen their support network.

Acknowledging the vital role these staff members play in the daily care and development of abandoned and vulnerable children, the workshop emphasized wellness and professional growth. Key sessions focused on managing stress and burnout, emotional healing, conflict resolution and effective communication.

The blend of education and enjoyment at the workshop underscored the Ministry's dedication to supporting those who dedicate their lives to caring for vulnerable children.

Participants reported that the debriefing workshop came at an opportune time and reignited their dedication to spending quality time with the children they care for and deepened their sense of family connection with them.

## CELEBRATING DIVERSITY AND CULTURE



**On 26 November 2024, the children at the Namibia Children's Home celebrated the diversity of Namibian cultures. The caretakers showcased and explained various traditions, emphasizing the importance of upholding and respecting their heritage. The children wore traditional attire and proudly displayed their dances and food. The Namibia Children's Home serves as a sanctuary for vulnerable children.**



# THE JOURNEY FROM “UNDER THE TREE” TO A “FIVE-STAR CLASSROOM”



The former state of Farm Six ECD centre

**Imagine attending preschool, enduring heat and rain under a tree, or sharing a single classroom with over 50 preschoolers. Now, picture sitting on a comfortable chair at a desk, surrounded by toys, and watching cartoons on a big-screen television. This is not a dream but the new reality for pre-schoolers at Farm Six and Bravo ECD Centre.**

The Ministry, in collaboration with Palms for Life Fund Namibia, inaugurated and handed over two newly constructed Early Childhood Development (ECD) Centres on 25 October 2024 at Farm Six in the Oshikoto Region and on 30 October 2024 at Bravo in the Kavango West Region.

The centres feature fully equipped classrooms, an office, a storeroom, and a kitchen, along with child-friendly ablutions. They are furnished with furniture, appliances, books, toys and electricity. Each facility accommodates more than 100 children, providing access to age-appropriate education and stimulation.

Additionally, six teachers are currently being trained through the Montessori teacher training program. The ECD centres will also provide daily meals for all children and their caretakers.

During the inauguration, Hon. Royal /Ui/o/oo, Deputy Minister for Marginalised Communities, expressed his gratitude to Palms for Life for its commitment to improving the lives of Marginalised Communities.



The former state of Bravo ECD centre



I trust that we will continue to strengthen our partnership, and that this relationship will encourage similar strategic collaborations with other partners as well. May these centres serve as a beacon of hope for the future of our children and our communities at large,” he noted.

The construction and equipping of these centres amounted to N\$11,100,000, with Bravo costing N\$5,300,000 and Farm Six N\$5,800,000. The state-of-the-art facilities are designed to provide quality early childhood education and resources, ensuring that every child has access to a nurturing and supportive learning environment.



The state-of-the-art ECD centres at Farm Six and Bravo

Experiencing a transformed learning environment







REPUBLIC OF NAMIBIA

Ministry of Gender Equality,  
Poverty Eradication and Social Welfare

1<sup>ST</sup> DECEMBER

# WORLD AIDS DAY

2024 Theme: "Take the Rights Path: My Health, My Right!"



The Ministry commemorated World AIDS Day on 1 December, a day dedicated to honouring the memory of those who have lost their lives to HIV/AIDS and offering support to those living with the virus and managing it with ongoing medical care. This year's observance focused on the vital call to break the stigma surrounding HIV/AIDS and promote understanding and acceptance.

In a show of solidarity, staff members wore green and red, colors symbolizing the fight against HIV/AIDS, as a visual reminder of their collective commitment to this cause. The event emphasized the importance of continued education, awareness, and support for those affected, reinforcing the message that HIV/AIDS remains a global health challenge that requires sustained effort, compassion, and community involvement to combat effectively.





# COMPASSION IN ACTION



**Dedicated Social Workers Stand Ready to Provide Essential Support**

**In the heart of the Ministry of Gender Equality, Poverty Eradication and Social Welfare lies a team of dedicated social workers committed to transforming lives. Among their key responsibilities is the provision of psychosocial support, a vital service aimed at helping children and families navigate the turbulent waters of challenging circumstances.**

Children, in particular, are often at the forefront of vulnerability. They endure a wide range of traumatic experiences, including the illness or loss of a parent, exposure to violence, exploitation, stigma, discrimination and isolation.

For those without the presence of a parent or guardian, these adversities can leave deep scars on their emotional and psychological well-being, potentially shaping their futures in ways that hinder growth and stability.

Psychosocial support provided by social workers is more than just immediate intervention; it is a lifeline.

This support aims to foster resilience, empowering children and their families to face their challenges with strength and courage.

By addressing emotional and psychological needs, social workers help restore a sense of normalcy, trust and hope. Moreover, the process strengthens coping mechanisms, enabling individuals to rebuild their lives with dignity and optimism.

For children, this often translates into better academic performance, healthier relationships, and the ability to dream of and pursue a brighter future. Social workers understand that no challenge is insurmountable with the right support.

Their efforts not only address immediate crises but also lay the foundation for long-term well-being, ensuring that Namibia's most vulnerable populations are not left behind.



# TOGETHER FOR CHANGE

As we approach the end of another year, the Public Relations Desk is excited to share a heartfelt message in this final edition of our newsletter. This year has been one of reflection, resilience and remarkable achievements for the Ministry.

### A Year of Gratitude and Accomplishments

In 2024, the Ministry achieved significant milestones in communication efforts that enhanced stakeholder engagement and raised public awareness. Notably, the 16 Days of Activism Against Gender-Based Violence campaign successfully mobilized communities and fostered critical discussions around gender issues, while the Dr. Libertine Amathila Sports Tournament promoted social inclusion and unity.

Additionally, the Ministry effectively utilized digital platforms to disseminate information about key initiatives, such as the Conditional Basic Income Grant, ensuring that vital support reached vulnerable populations.

These accomplishments reflect our commitment to transparency, collaboration and responsiveness, laying a strong foundation for continued progress in gender equality and social welfare in Namibia.

### Looking Ahead with Hope

While we celebrate our accomplishments, we also recognize that challenges remain. As we look to 2025, let us carry forward the momentum built this year. Together, we can continue to address issues such as gender-based violence and social inequality with renewed determination.

### Wishing You a Joyous Holiday Season

On behalf of the Public Relations Desk, we extend our warmest wishes for a joyous holiday season and a prosperous new year.

May 2025 bring hope, unity and an unwavering commitment to building a brighter future for all Namibians. Thank you for being part of our journey this year. We look forward to achieving even more together in the coming year!

➤➤➤ TALK TO US

NEWS, IDEAS  
& INSIGHTS

Contact us:

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Ms. Selma Mwaetako  
PRO

Mr. Lukas Haufiku  
Chief PRO



## HR CORNER

In this HR update, the Ministry has successfully filled 12 positions during the review period. This includes new appointments, staff promotions, internal transfers and changes in duty stations, all aimed at strengthening the workforce and improving service delivery within the Ministry.

### NEW APPOINTMENTS

1. Mr. Alfeus Elago, Community Liaison Officer, Duty Station: Windhoek
2. Ms. Frieda T. Nangolo, Administrative Officer, Duty station: Okahandja
3. Ms. Magano Alweendo, Administrative Officer (Stock), Duty station: Windhoek

### TRANSFER FROM OTHER OMA'S

4. Ms. Izabel N. Nongava, Deputy Director, Duty Station: Rundu
5. Ms. Hileni Kagola, Development Planner, Duty station: Rundu
6. Ms. Paulina Magongo, Chief Development Planner, Duty station: Windhoek

### PROMOTIONS/TRANSFER IN RANK WITHIN

7. Mr. Linus Mathews, Senior Community Liaison Officer, Duty station, Omuthiya
8. Joram N. S. Haipinge, Accountant, Duty station: Windhoek
9. Kahiha Kayeurirue, Accountant, Duty station: Windhoek
10. Uanguratjike Kandjou, Community Liaison Officer, Duty station: Okakarara

### TRANSFERS WITHIN (FROM ONE DUTY STATION TO ANOTHER)

11. Ms. Esher Sibongo, Social Worker, Duty station, Nkurenkuru
12. Ms. Bertha Ndara, Social Worker, Duty station, Tsumeb



# KUNENE REGION THE CHAMPIONS



Kunene Region Victorious: Champions of Both Football and Netball!

**In the dusty fields of Corridor 13, where the sun blazed down and hope shimmered like a mirage, children from Namibia's marginalized communities gathered to compete, connect, and dream during the 2024 Dr. Libertine Amathila Sports Tournament (Dr. LAST).**

From 2 to 6 December, the grounds of Motsomi Primary School in Aminuis Constituency transformed into an arena of possibility, where footballs and netballs carried more than the weight of competition, they carried stories of resilience, unity and ambition.

This annual event, named after the trailblazing Dr. Libertine Amathila, celebrates the strength and potential of Namibia's Indigenous youth. Against the backdrop of struggle and marginalization, the tournament stands as a testament to what can be achieved when opportunity and determination collide.

The Deputy Minister of Marginalized Communities, speaking at the opening ceremony, captured the spirit of the event: "Sport is more than a game; it's a voice. It amplifies the stories of those who are often overlooked, celebrating cultures, languages, and identities while tackling global issues of discrimination, exclusion and inequality."

The tournament is an invaluable vehicle for raising awareness of issues affecting Indigenous minorities and marginalized communities in Namibia."

Since its inception in 2014, it has rotated across various regions. This year, it attracted over 368 participants from Kavango East, Kavango West, Kunene, Ohangwena, Omaheke, Omusati, Oshana, Oshikoto, Otjozondjupa and Zambezi regions.






The tournament's football competition saw Kunene Region emerge as champions, winning the floating trophy, gold medals, and a cash prize of N\$10,000. Ohangwena Region secured second place with silver medals and N\$7,000, while Zambezi Region claimed third place with bronze medals and N\$3,000. All three winning teams also received brand-new kits.

In netball, Kunene Region once again clinched the trophy and a cash prize of N\$6,500. Otjozondjupa Region-A came in second with N\$5,000, followed by Otjozondjupa Region-B in third place, taking home N\$3,000.

The tournament was a resounding success, showcasing not only the athletic talents of the participants but also the cultural richness and resilience of Namibia's marginalized communities. As the event concluded, excitement is already building for next year's edition, promising yet another unforgettable celebration of sportsmanship and unity.



# DISABILITY FRIENDLY TERMINOLOGY

Term no longer in use	Why	Recommended alternate term
The disabled, handicapped, invalid, Cripple, lame	This is a stigmatising term. Do not reflect the individuality, equality or dignity of people with disabilities.	<u>Person with disability</u> 
Blind	People frequently use the word blind to add negative punch to their speech to refer to being unaware or ignorant.	<u>Visually impaired</u> 
Deaf	Hearing impaired are proud of their identity as a cultural and linguistic group and do not see it as a inability.	<u>Hearing impaired</u> 
Dumb, mute	It implies that the lack of ability to speak comes from a lack of intelligence or development.	<u>Person with a speech impairment</u> 
Handicap parking, Disability parking	The parking makes it easier to access services. Negative language reinforces harmful negative stereotypes.	<u>Accessible parking, parking for persons with disabilities</u> 



Term no longer in use

Why

Recommended alternate term

Wheelchair-bound, confined or restricted to a wheelchair

Wheelchairs offer mobility, freedom and independence.

Negative language reinforces harmful negative stereotypes.

Wheelchair user / person who uses a wheelchair



Slow learner, retarded

These terms are stigmatising.

Person who has a learning disability



Autism Spectrum Disorder, Schizo; mad, crazy, insane, nuts, deranged, psycho, demented People with emotional disorders, mental

These are stigmatising terms  
Autism Spectrum Disorder is offensive to many in the autism community as it implies there is something wrong with autistic people.

Autism  
People with emotional disorders, mental illness



Epileptic

These terms are stigmatising

Person with epilepsy



Fit

The word 'fit', implies a convulsive seizure but not all seizures will be convulsive.

Seizure, epileptic episode or event



Dwarf, midget

These terms are stigmatising

Short stature





**MINISTRY OF GENDER EQUALITY,  
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