



BEIJING+25:

World Conference on Women and
Implementation of the Beijing Declaration
and Platform of Action.

Namibia Country Report **2014 - 2019**

25th Anniversary - World Conference
on Women and Implementation of the
Beijing Declaration and Platform of
Action Country Report **2014 - 2019**





NAMIBIA

FOREWORD

The Government of the Republic of Namibia prides itself in implementing the Beijing Declaration and Platform for Action (BPfA), which is proof of its dedication and commitment to ensure progress towards gender equality and the empowerment of women. The BPfA has been domesticated through the National Gender Policy of 1997, which forms the foundation for gender equality and women empowerment programmes. As a country, we are delighted to be part of the global community, that reports on the progress made in the implementation as the world is commemorating Beijing +25; and five years of the 2030 Agenda for Sustainable Development and its Sustainable Goals.

The review that we undertook as a country served as a reflection of where we are doing well and it also brought to light challenges and setbacks that we will analyse and find solutions towards improving. Therefore, I express my gratitude towards our leadership and all stakeholders who participated in ensuring gender equality and women empowerment. Let us continue to rededicate ourselves to ensure that inequality is reduced and that all our people have equal opportunity and access to productive resources, no one should feel left out.



A handwritten signature in black ink, appearing to read 'Doreen Sioka'.

Doreen Sioka

**Minister of Gender Equality and
Child Welfare**

PREFACE

Namibia is committed to report on the implementation of the Beijing Declaration and Platform for Action (BPfA) and it is delighted to submit its 5th country report covering the period 2014-2019. The Ministry of Gender Equality and Child Welfare worked diligently to implement the key areas of gender equality and women empowerment as enshrined in the BPfA.

The report indicates to the good progress made in the areas of women in politics and decision making, education and the girl child, eliminating HIV/AIDS and prevention of mother to child transmission, and resettlement on commercial farms and implementation of social safety among others. The Ministry will continue to strengthen its multi sectoral gender coordination mechanism to ensure that key stakeholders develop their policies and implement programmes from a gender perspective. The Ministry appreciates the support from stakeholders and development partners in implementing gender sensitive programmes and ensuring progress in gender equality.



A handwritten signature in black ink, consisting of a stylized 'W' followed by a horizontal line.

Wilhencia Uiras

Executive Director

Acknowledgements

The Ministry of Gender Equality and Child Welfare would like to acknowledge the country's political leadership for dedicating resources to various key sectors and specifically to the National Gender Machinery in order to ensure progress towards gender equality and the empowerment of women. The Ministry would also like to thank stakeholders both from government institutions, institutions of higher learning and NGO's that served in the inter-ministerial Committee, as well as in the National Consultative Committee respectively. Your inputs are highly appreciated and have been incorporated in the report to the best of our ability. It is also important to recognise the financial contributions by the development partners towards the editing and printing of the report. Lastly but not least, special gratitude to the Ministerial drafting team who played a pivotal role and worked tirelessly to collect information and draft the report till its conclusion.

The members of the Ministerial drafting team are:

- | | |
|------------------------------|--|
| 1. Ms. Martha Mbombo | Deputy Executive Director and Project leader |
| 2. Ms. Rosina Mubonenwa | Deputy Director |
| 3. Ms. Penoshinge Shillilifa | Deputy Director |
| 4. Mr. Benson Matali | Chief Development Planner |
| 5. Mr. Tomas Amutenya | Chief Development Planner |
| 6. Ms. Hileni Alupe | Development Planner |
| 7. Mr. Severinus Heita | Development Planner |

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I. ABBREVIATIONS

AAA	Affirmative Action Act
AFHS	Adolescent Friendly Health Services
AIDS	Acquired Immuno-deficiency Virus
ANC	Antenatal Care
ART	Antiretroviral Therapy
AU	African Union
BIPA	Business and Intellectual Property Authority
BPfA	Beijing Plan of Action
CCA	Climate Change Adaptation
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CRO	Chief Regional Officer
CSOs	Civil Society Organisations
EIMS	Education Information Management System
GBV	Gender Based Violence
GEWE	Gender Equality and Women's Empowerment
GIMAC	Gender Is My Agenda Campaign
GIPF	Government Institutions Pension Fund
GRB	Gender Responsive Budgeting
HEI	Higher Education Institutions
HEW	Health Extension Workers
HIV	Human Immuno-deficiency Virus
HPP	Harambee Prosperity Plan
IEC	Information, Education and Communication
IECD	Integrated Early Childhood Development
IGAs	Income Generating Activities

LAC	Legal Assistance Centre
MDGs	Millennium Development Goals
MOHSS	Ministry of Health and Social Services
MOJ	Ministry of Justice
MGEWCW	Ministry of Gender Equality and Child Welfare
MTEF	Medium Term Expenditure Framework
MTR	Mid Term Review
NAMPHIA	Namibia Population-based HIV Impact Assessment
NCLAS	Namibian Communal Land Administration System
NDP	National Development Plan
NFIS	Namibia Financial Inclusion Survey
NPC	National Planning Commission
NSA	Namibia Statistics Agency
NTA	Namibia Training Authority
NUST	National University of Science and Technology
NWEEF	Namibia Women Economic Empowerment Framework
NYCS	Namibian Youth Credit Scheme
PLHIV	People Living with HIV
PMTCT	Prevention of Mother To Child Transmission
SADC	Southern African Development Community
SDGs	Sustainable Development Goals
SPAs	Strategic Priority Areas
STEM	Science Technology Engineering and Mathematics
TVET	Technical and Vocational Education Training
UNAIDS	Joint United Nations Programme on HIV and AIDS
UNICEF	United Nations Children's Fund
UNAM	University of Namibia
UPE	Universal Primary Education
USE	Universal Secondary Education
WFP	World Food Programme
ZHRM	Zero Hunger Road Map

II. EXECUTIVE SUMMARY

Introduction

This 2014-2019 Country Report comes at the backdrop of the review of milestones set in the 2000 Millennium Development Goals (MDGs) which had other continental and regional set targets on Gender Equality and Women Empowerment aligned to, i.e. the African Union Gender Parity Principle and the SADC Protocol on Gender and Development which had targets set for 2015. Hence, the period is characterised by the renewed momentum and drive to achieve the set goals, review mechanisms on progress made towards the achievement of the set goals as well as strategising on the way forward. All the while, intersecting with the birth of the Global Sustainable Development Goals which set new targets (Agenda 2030); the Continental Agenda 2063 and the Revised SADC Protocol on Gender and Development which were aligned to the global targets. The Report further highlights the achievements made by Namibia in the past five years in the implementation of the Beijing Platform for Action specifically recognising the most significant achievements made towards gender equality and the empowerment of women. This includes the top five priorities for accelerating progress for women and girls in the past five years through laws, policies and/or programmes, as well as challenges experienced. These top five priorities for accelerating progress for women and girls for the next five years are also highlighted.

Key Achievements

During the period under review, the following progress has been made:

- (i) Namibia has realised significant achievement in women in politics and decision-making positions notably the improvement of women representation in the National Assembly from 25.6% in 2014 to the current 41.7%; 48% of local councillors; 47% of Deputy ministers etc. Women also serve in the Prime Minister, Deputy Prime Minister, Chairperson of the National Council, and Deputy Speaker of the National Assembly positions. Namibia received the 2017 Gender Is My Agenda Campaign (GIMAC) award, as recognition of the progress made in promoting gender equality, the empowerment of women, and promoting the representation of women in key decision-making positions;
- (ii) The introduction of the Universal Primary and Secondary Education in 2013 and 2016, respectively, which removed the payment of the school development fund, resulted in a drastic increase in the number of learners attending primary school from 443 249 in 2015 to 545 075 in 2018. Additionally, Secondary enrolment has also been on the rise since 2015;
- (iii) Namibia has made significant progress in eliminating mother to child transmission of HIV and AIDS. The 2013 Mid Term Review (MTR) suggests that mother to child transmission rates in Namibia are as low as 4%, putting the country on course to achieving the UN 2011 HLM Political Declaration on HIV/AIDS by the end of 2015 – an aspirational goal to substantially reduce maternal deaths. The Prevention of Mother To Child Transmission (PMTCT) roll-out prior to and during the NSF is impressive, with over 95% of health facilities providing HIV testing and ART for PMTCT. Over 95% of eligible women received ART for PMTCT. Namibia has reached its UNAIDS 90-90-90 targets amongst women by attaining 86-96-91 through the strategic expansion of HIV prevention and treatment services.

- vi) The establishment of the Ministry of Poverty Eradication and Social Welfare, mandated to initiate; implement and coordinate social development programmes aimed at improving the wellbeing of all Namibians, through its mission to effectively eradicate poverty and inequality, as well as coordinating social safety nets is one of the key achievements, considering the high levels of poverty in the country. This was further enhanced with the development of the Blueprint on Wealth Redistribution and Poverty Reduction;
- (vii) In its efforts to address Gender-based violence, Namibia developed a framework for action to address and tackle online sexual exploitation and abuse of children. A study on knowledge, attitudes, and practices of ICT use and online protection risks by adolescents (between 13 and 17 years of age) in Namibia revealed negative experiences online, where the most prevalent forms of negative experiences are seeing images of a sexual or violent nature.

Namibia received the 2017 Gender Is My Agenda Campaign (GIMAC) award, as recognition of the progress made in promoting gender equality, the empowerment of women, and promoting the representation of women in key decision-making positions; women in Education especially STEM; Health, HIV and AIDS-related indicators.

Key Challenges

Amongst the challenges highlighted, are:

- (i) The non-legislated quota of the 50% target risks regression after elections as political parties are not obliged by the National Electoral Act to field equal numbers of men and women as candidates;
- (ii) While there has been an increase of female enrolment at tertiary level, there has been a noticeable decrease in the enrolment of boys from 42.2% in 2013 to 33.0% in 2017;
- (iii) Limited - availability of sex-disaggregated data;
- (iv) High teenage pregnancies rate;
- (v) HIV prevalence peaked at 30.0% among females aged 45-49 years as compared to 26.4% among males aged 50-54 years. HIV prevalence was higher in women than men throughout the reproductive years (15-49). The disparity was most pronounced among those aged 35-39 years, with HIV-positive females at 28.4% and males at 14.4%, and among those aged 20-24 years, with HIV-positive females at 6.0% and males at 2.3%;
- (vi) There is a high level of gender-based violence in the country;
- (vii) Low participation of women in formal economic activities;
- (viii) Unemployment and poverty rate among women still high especially among the youth;
- (ix) Women still have limited access to productive resources especially land;
- (x) Limited coverage of most of the social protection schemes.

Future Priorities

The top five priorities for the next five years have been identified in the 5th National Development Planner (NDP5)¹. This is focused on Gender Equality under the sub-pillar of Social Development whose outcome is to empower Namibian women by ensuring that they are free from Gender-Based Violence (GBV) and with focus on women in politics and decision making, reduce GBV prevalence rate and increase employment rate;

- (i) Poverty Eradication, Agricultural productivity and food security
- (ii) Eliminating violence against women and girls
- (iii) Access to productive resources by women including land;
- (iv) Sexual reproductive health and rights for women and men with special focus on Maternal Health and HIV/AIDS;
- (v) Gender, Environment and Climate Change;

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¹Republic of Namibia. 5th National Development Plan (NDP5). (2017/18-2021/22). National Planning Commission.

III. INTRODUCTION

Namibia is one of the countries that has acceded to and is committed to the implementation of the Beijing Declaration and Platform for Action (BPfA) to ensure gender equality and the empowerment of all women and girls. Namibia previously submitted its first country reports for the period Beijing +5, Beijing +10 (Namibia's Progress Towards Gender Equality: Post-Beijing Policies and Programmes, 2004), Beijing +15 (1995–2009) and subsequent to that its third report covering the period 1995 – 2015 at the commemoration of Beijing +20. Leading to the twenty-fifth anniversary of the Fourth World Conference on Women and adoption of the Beijing Declaration and Platform for Action (1995), and five years of the 2030 Agenda for Sustainable Development and its Sustainable Development Goals, the national gender machinery took the lead to coordinate the drafting of the country report.

This report is aligned to and builds synergies with work on the 2030 Agenda for Sustainable Development and galvanise its gender-responsive implementation. It aims to assess progress made in implementation in terms of what the country has achieved, identifying challenges and setbacks encountered and outlining strategies for addressing those gaps and challenges. Future priority actions with timelines as well as actors and resources for their implementation were also identified.

As part of the methodology, Namibia undertook a comprehensive national-level process of review towards the production of the country report in collaboration with all branches of government, civil society organisations, private sector, entities of the United Nations system, academia, and the media. An inter-ministerial committee, as well as a national consultative committee, was also constituted to analyse official documents, published reports, and research findings, information which was collected and collated towards the country report.

The review process was informed by several key reports. These include; the National Development Plan 5 implementation reports, AU Solemn Declaration (2016), Fourth & Fifth CEDAW country reports (2012), and its National Plan of Action for implementation of the concluding observations on the 4th & 5th country report, Namibia Gender and Development Index (2016), Namibia Intercensal Demographic Survey (2016), Human Rights Reports, sectoral reports, Medium Term Expenditure Framework, SADC Gender and Development Monitor, National Gender Policy, and National Demographic Health Survey (2003).

Draft reports were validated by the inter-ministerial and national consultation committees respectively, before being approved and endorsed through administrative and political processes.





A. Section One: Priorities, Achievements, Challenges and Setbacks

1. Achievements, challenges and setbacks in progress towards GEWE over the past five years.

1.1 Achievements

1.1.1 Increased Number of Women in Politics and Decision-Making Positions.

The increased number of women in politics and decision-making positions is critical as it demonstrates the commitments made by Namibia at the regional level, i.e. SADC Protocol on Gender and Development target of achieving 50% gender representation at all levels, as well as the AU gender parity principle globally in line with the SDG Goal 5 on Gender Equality.

Under the period under review, although no legal quotas were applied at national level, the advancement of representation by women is dependent on the implementation of voluntary quotas by the political parties. Many political parties in the country adopted temporary special measures to increase the representation of women, following the momentum created by the national gender machinery and civil society organisations on the achievement of the 50:50 target by 2015 as was prescribed by the SADC Protocol on Gender and Development in line with the MDGs.

Challenges:

The non-legislated quota of the 50% target risks regression after elections as the National Electoral Act does not oblige political parties to field equal numbers of men and women as candidates.

1.1.2 Introduction of Universal Primary and Secondary Education.

During the period under review, Namibia introduced the Universal Primary Education (UPE) in 2013 and Universal Secondary Education (USE) in 2016, which removed the payment of school development fund. The implementation of the Universal Primary Education has led to a drastic increase in the number of learners attending primary school from 443 249 in 2015 to 545 075 in 2018, and secondary enrolment has been on the increase since 2015, thus enrolment moved from 196 013 in 2015 to 210 868 secondary learners in 2018 which is a 23% increment in UPE and 8% in USE respectively. (EMIS, 2012 & 15th day's statistics 2018)². The number of learners in schools also increased from a total of 70 7878 in 2016; and 73 3636 in 2017 to 75 5943 in 2018.

Figure 1 indicates that there is a big difference in enrolment between pre-primary, where it stands at 5.8%, and Grade 1, where it increased to 11.6% before it declines as learners move to higher grades within the schooling system, with only 3.2% of the learners enrolled in Grade 12. There is also fair gender parity across the grades, with slightly more boys than girls in the junior phase (up until Grade 5) and slightly more girls than boys in the senior primary phase and the secondary phase.

1.1.3 Improvement of Enrollment Rate for Women in Tertiary Education

There are more female students enrolled and graduating at institutions of higher learning across board. Enrolment idistribution by both public and private Higher Education Institutions (HEI) by sex from 2013-2017, shows that ienrolment for males decreased from 42.2% in 2013 to 33.0% in 2017. While females increased from 57.8 % iin 2013 to 67.0% in 2017 with an average increase of 1.84 % annually. For the past 5 years, on average, 45% iof graduates in the STEM field at NUST have been female; while UNAM recorded an average of 60% female graduates in the same field. However, the number of female graduates in the "engineering field" ranges on average 29% at NUST and 26% at UNAM respectively;

1.1.4 Women's Access to Land

During the period under review 46.1% females were resettled on commercial farms compared to 51.4% males under the National Resettlement Programme, while communal land rights owned by women stand at 28% of all communal land rights registered;

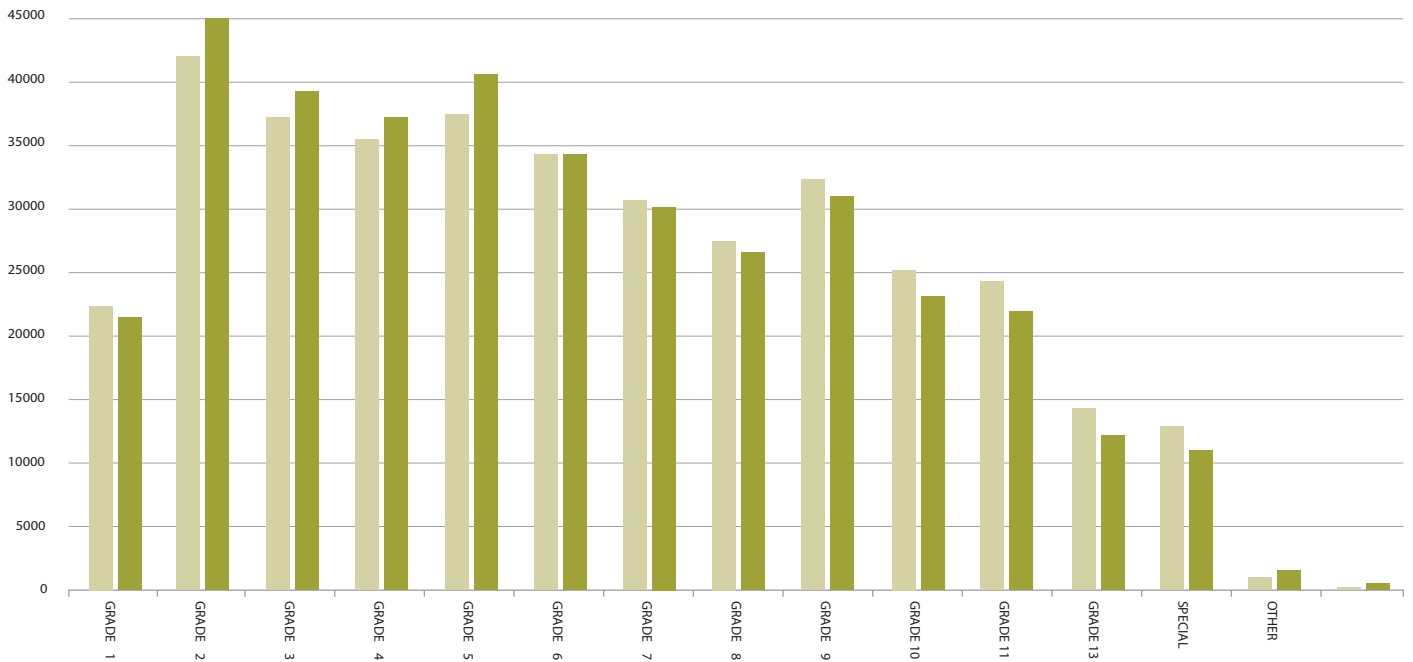


FIGURE 1: Distribution of learners by grade and sex in 2018

The major challenge with the Universal Primary Education is retention of the high enrolment levels at primary to secondary levels, that starts to drop after Grade 5 and drastically beyond Grade 9, resulting in a small number of those reaching Grade 12 (3,2% of those enrolled), as shown in Figure 1 above.

1.1.5 Establishment of the Ministry of Poverty Eradication and Social Welfare.

During the period under review, Government established a dedicated fully-fledged Ministry of Poverty Eradication and Social Welfare with the mandate to initiate; implement

and coordinate social development programmes aimed at improving the wellbeing of all Namibians through its mission to effectively eradicate poverty and inequality. The Ministry is also responsible for coordinating social safety nets. Considering the high levels of poverty, especially amongst women and children, this Ministry is playing a vital role in the administration of Namibia's social protection scheme and the development of the legal and policy framework regarding the eradication of poverty in line with the Zero Hunger goal.

1.1.6 Efforts to Eliminate Violence Against Women and Girls

To identify and understand the root causes and consequences of violence against women and girls, the Ministry of Gender Equality and Child Welfare conducted a National Gender-Based Violence (GBV) Baseline Study (Consolidating GBV Prevention Efforts and fast-tracking Namibia's response) in 2017. The main objective was to synthesise information on knowledge, attitudes and good practices to address GBV. The study revealed that most drivers of GBV were relationship factors that were deeply entrenched within socio-cultural norms and escalated to societal level factors. Several factors include unequal power social relations, alcohol abuse, early marriages, unemployment, family history, etc. Recommendations from the study informed the development of the new GBV Plan of Action 2019-2023.

Efforts were made to address negative cultural practices; the MGECW and stakeholders (Ministry of Justice and Legal Assistance Centre) carried out a legal literacy programme in some regions including Omusati and Kavango East since 2015. The objective of the programme was to sensitise traditional leaders on gender and GBV related Laws. Community Gender Liaison Officers in the regions were trained to carry out this programme in their respective regions.

In addressing attitudes and behaviours towards violence against women and girls; the 2009 National Zero Tolerance Campaign, was revamped in July 2015 under the theme "Love Is." The campaign focuses on three main issues: Domestic Violence; Rape and Mental Illness. A series of radio dramas were developed in English and at present, are being translated into local Namibian Languages such as Oshiwambo; Silozi; Rukwangali; Afrikaans; Herero; Damara-Nama; Khoisan and Setswana.

Apart from the public awareness campaign, community support groups have also been established in Zambezi, Oshana and Omusati regions to mobilise communities in the fight against violence against women and girls. The support groups have been effective in discussing issues related to GBV, including negative cultural practices. Issues such as cohabitation; baby dumping and teenage pregnancy have also been discussed through the establishment of Regional GBV clusters.

Regional plans of action to address these issues have been developed, and implementation of these plans are reported quarterly to the MGECW.

2. Top five (5) priorities for accelerating progress for girls and women over the past five years.

- a. Poverty Eradication, Agricultural productivity and food security.
- b. Eliminating violence against women and girls.
- c. Political participation and representation.
- d. Gender Responsive Budgeting.
- e. Changing negative social norms and gender stereotypes.

3. Measures to prevent discrimination and promote the rights of specific groups of women and girls.

To protect the rights and welfare of marginalised/indigenous women, the Office of the Ombudsman drafted a White Paper on indigenous communities. This paper will be shared amongst different government ministries, including the private sector for implementation. The paper aimed to understand and identify the root causes of tribalism and racism. Entitled *“A Nation Divided: Why Do Racism and other Forms of Discrimination Still Persist After Twenty-Seven Years of Namibian Independence”*, the study was conducted with the aim of finding ways of ridding our society of racism, other forms of discrimination, and tribalism. In this report, the Office of the Ombudsman not only reminded the Government of its responsibilities in terms of international human rights treaties signed and/or ratified, but also substantive recommendations and measures that can and should be implemented by various ministries in order to eradicate racism/discrimination. For example, the LGBTQI community members and sex workers can access both public and private services without any hindrance. Should any of these public service be denied to them, they can approach the Office of the Ombudsman for redress.

During the period of review, Namibia did not have programmes specifically tailored to address violence against specific groups of women facing multiple forms of discrimination. However, the Government has recognised the need to create awareness at all community levels including reaching out to women and girls with specific needs such as women living in remote and rural areas, indigenous women (San, Ovato and Ovahimba) and women living with disabilities. The commitment from Government is outlined in the Prioritised National Plan of Action on GBV (2019-2023) under Action Area 2 outcome: Reaching every Namibian Harnessing Community Networks. Under this outcome, a number of community volunteers who are members of existing networks will provide GBV prevention awareness and services to women and girls experiencing violence.

4. Humanitarian crisis caused by increasing droughts

Namibia has been experiencing persistent drought since 2015, which has caused farmers to destock thus affecting over a quarter of the population, who have no food security. The recurrences of these drought spells mean additional funds have to be spent on these unforeseen situations, where the focus has to be on rescuing the lives of those at risk, by reprioritising and diverting funds to cater for these humanitarian crises. As of June 24, 2016, a state of emergency due to the ongoing drought was declared where an estimated 729,314 people faced livelihood deficit and needed support with recovery interventions such as food assistance, seeds, tools, ploughing costs, livestock feed, and rehabilitation of livestock water sources. Despite the efforts made to respond to the crisis, household food security continued to weaken in various parts of the regions as most households reported to have depleted their previous season's harvest and

are now dependent on the market and the government Drought Relief Food Programme for access to food. The impact of the drought continues to unfold, putting further pressure on households' resources, which will force households to divert key resources meant for essential services such as health, education and employment. Environmental factors and the protracted effect of drought can also contribute to internal migration. Very often, the most vulnerable and less resilient individuals might be unable to move in the face of environmental hazards and are less likely to put in place short term measures to limit the impacts and recover. Women children, marginalised groups and vulnerable individuals tend to bear the brunt of environmental impacts, as it is the case in most parts of the country.

4.1 Measures taken to prevent and respond to humanitarian crises

Environment: This intervention focused on environmental, food and personal security targeting local level communities in rural areas, empowering women and youth to adapt to climate change. These communities were also taught how to protect the dry-land forests and explore alternative sustainable land use methods. In addition, the interventions strengthened the capacities of Civil Society Organisations working in the area of sustainable land management to better advocate and raise the voices of the poor, vulnerable and marginalised.

Water, Sanitation and Hygiene (WASH): This intervention aimed at developing the capacity of households to treat their water supplies and practice hygiene and sanitation in drought/flood-affected regions, as well as improve household identification, treatment and referral for malnutrition. Other initiatives were aimed at promoting community-led approaches towards sanitation in order to complement the improved access to water (including water trucking to vulnerable off-pipe communities), as well as promoting access to safe water and sanitation in schools.

Strengthening the capacity of Regional Councils to update the contingency plans and to ensure that sexual and reproductive health and gender issues are incorporated in these contingency plans.

Sensitising religious leaders to better deal with sexual and reproductive health and gender issues during humanitarian situations.

Strengthening the resilient capacity of communities in the Zambezi and Ohangwena regions through the Campfire Initiative. This initiative has allowed communities to understand and address health and gender issues in the context of humanitarian challenges, such as the drought response.

Gender Equality: The Joint UN Gender programme contributed to the promotion of gender equality and the empowerment of women, poverty alleviation through economic empowerment of rural women, with a focus on the indigenous San and youth. The programme contributed by improving the food security conditions of rural women and youth through the introduction of appropriate technology, provision of training and agricultural inputs.

Health: In order to strengthen health security, the government received support to scale up the Health Extension Workers programme and enhance linkages and referrals between the communities and health facilities to increase health service coverage in rural communities, including providing dignity kits for pregnant and lactating women, as well as sanitary kits for adolescent girls to mitigate the impact of the drought on their day to day life.

5. Top five (5) priorities for accelerating progress for women and girls for the coming five years.

The top priorities for the next five years have been identified within the 5th National Development Plan (NDP 5) as indicated in table 1. The 5th National Development Plan (NDP5) is the fifth in a series of seven five-year national development plans that outline the objectives and aspirations of Namibia's long-term vision as expressed in Vision 2030. NDP5 is being implemented from financial year 2017/18 until 2021/22. Realising that Namibia has an alarming GBV prevalence rate of 33%; and that 44% women live in poverty, NDP5 focuses on Gender Equality under the sub-pillar of Social Development Outcome to empower Namibia women that they are free from Gender-Based Violence (GBV) with the focus on women in politics and decision making, reducing GBV prevalence rate and increasing employment rate. The following are the top five priorities for accelerating progress for women and girls for the coming five years.

- (i) Poverty Eradication, Agricultural productivity and food security
- (ii) Eliminating violence against women and girls
- (iii) Access to productive resources by women including land;
- (iv) Sexual reproductive health and rights for women and men with special focus on Maternal Health and HIV/AIDS;
- (v) Gender, Environment and Climate Change;

Table 1: Desired outcome indicators and target.

INDICATORS	BASELINE	2017/18	2018/19	2019/20	2020/21	2021/22
% of women in politics and decision making	47% (2015)	47%	47%	50%	50%	50%
GBV prevalence rate	33% (2013)	30%	28%	25%	23%	20%
Women employment rate	68% (2014)	68%	70%	72%	74%	76%

This sub-pillar of the plan is aligned to Agenda 2030 (Goal 5) and SDG 5 as it cuts across all its programmes and advocacy. It focusses on the elimination of all forms of gender-based violence and violence against women and girls, ensuring women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

Development programmes and projects that the government of the Republic of Namibia planned to embark on are budgeted under the Medium-Term Expenditure Framework (MTEF), which is a three-year rolling budget whereby the first year provides firm estimates and the

other two subsequent financial years provide indicative estimates. The budgetary allocation of resources is made based on priority programmes and projects as outlined in the country’s developmental frameworks. Women empowerment and reducing gender-based violence are amongst the key priorities. Thus, there is specific budget allocation under the MTEF. The implementation of NDP5 which identifies the national proprieties for the country involves many stakeholders which include development partners and CSO’s as well as the private sectors, in light of this the United Nations Partnership Framework UNPAF 2019-2023 is aligned to the NDP5 to accelerate implementation and achievements of the national goals.

Table 2: Budget allocation of gender equality and empowerment of women.

2017-2018 ACTUAL	2018-2019 REVISED	2019-2020 PROJECTION
N\$15 516 000	N\$30 437 000	N\$28 563 000

Source: Medium-Term Expenditure Framework 2018/19-2020

In line with its standard practice and in accordance with the concluding observation on the 4th & 5th country Report, the country developed a National Plan of Action on the implementation of the Convention on the Elimination of All forms of Discrimination against Women (CEDAW) 2016-2020.

The Plan of Action recognises inter-linkages between the concluding observation made under CEDAW, International Covenant on Civil and Political Right (ICCPR), Beijing Declaration Platform for Action and recommendation made by the Human Rights Council at Namibia’s Universal Periodic review.

The Plan has a life span of five (5) years in order to implement the key priority actions.





B. SECTION TWO: PROGRESS ACROSS THE 12 CRITICAL AREAS OF CONCERN.

This section covers the analysis of progress made across 12 critical areas of the Beijing Platform for Action (BPfA), which have been clustered into six overarching dimensions that highlight the alignment and synergy between BPfA and the 2030 Agenda for Sustainable Development Goals (SDGs).

6. Actions taken to advance gender equality in relation to women's role in paid work and employment.

This section provides progress made to strengthen/enforce laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation; measures to prevent sexual harassment, including in the workplace and measures to improve financial inclusion and access to credit, including for self-employed women including mechanisms for women's equal participation in economic decision-making bodies. (For Land rights and tenure security, see 9.2)

6.1 Non-Discriminatory workplace policies and practices in the recruitment, retention and promotion of women in the public and private sectors.

6.1.1 Implementation of the Affirmative Action (Employment) Act

The Government of Namibia continues to strengthen the implementation of Affirmative Action Act (AAA) 29 of 1998 to institute procedures that contribute towards the elimination of discrimination in the recruitment and promotion of women in the public sector as demonstrated in table 3. The aim is to achieve equal employment opportunities in accordance with article 10 & 23 of the Namibian constitution. The AAA also allows for the application of affirmative action with regard to the promotion of women and other designated groups such as people living with disability and the San people. In addition, the Labour Amendment Act 2 of 2012 makes provision for non-discriminatory practices on various grounds including disability, HIV status, and pregnancy, among others. The law also prohibits sexual harassment in the workplace.

6.1.2 Employment Equity Commission

The implementation of affirmative action measures for women, racially-disadvantaged persons and persons with disabilities under the Labour Act 11 of 2007 is monitored by the Employment Equity Commission, which collates information from affirmative action reports submitted by companies that have more than 25 employees, as well as from offices, ministries, or agencies covered by the Public Service Act of 1995. The most recent compilation covers the period 1 April 2015 to 31 March 2016 and includes data from 763 affirmative action reports, covering 199 126 employees across all industrial sectors. The previous compilation, covering the period 1 April 2014 to 31 March 2015, was based on 691 affirmative action reports covering 168 288 employees.

It should be noted that information on women in the public sector is particularly under-reported since only a few public bodies submitted affirmative action reports; out of approximately 130 000 civil servants in Namibia, the 2014-2015 report provided data for only 23 703 of them. Government reporting increased substantially in the 2015-2016 report, which provided information on 60 631 public servants. The key data from these two annual reports are summarised in the table below. They have made few gains in management-level positions but seem to have made particular gains in the category "specialised/skilled/senior supervisory."

Table 3: Female representation in permanent employment 2014-2016.

JOB CATEGORY	2014-2015			2015-2016		
	WOMEN	TOTAL	PERCENTAGE	WOMEN	TOTAL	PERCENTAGE
Executive Director	189	954	20%	194	1024	19%
Senior management	976	2986	33%	1092	3287	33%
Middle management	2914	7044	41%	5045	10558	48%
Specialised/skilled/ senior supervisory	7169	29443	24%	7751	16494	47%
Skilled	15339	34860	44%	26154	54004	48%
Semi-skilled	15552	38928	40%	14623	36196	40%
Unskilled	13842	35640	39%	12787	34803	37%
Total permanent	55881	149855	37%	67646	156366	43%

Source: Namibia Gender analysis Report, 2017.

Table 4: Number of women and men recruited at management levels in the public sector.

	2016					2019				
	FEMALE	MALE	TOTAL BOTH	% FEMALE	% MALE	FEMALE	MALE	TOTAL BOTH	% FEMALE	% MALE
Proportion of women in judiciary										
Registrars	3	1	4	75	25	3	1	4	75	25
President of the courts	1	2	3	33	67	1	2	3	33	67
Judges	5	14	19	25	74	5	19	24	21	79
Magistrates	50	49	99	51	49	46	47	93	50	51
Proportion of women in leadership positions in government (including local government) and statutory bodies – electoral/ gender commissions.										
Executive Directors (verify this by calling ministries)	8	29	40	28	73	13	24	37	35	65
Deputy Executive Directors				24	76	16	16	32	50	50
Chief Executive Officers for State Owned Enterprises (get information from MPE)	16	65	81	20	80	16	65	81	20	80
Directors	68	94	162	42	58	92	146	238	39	61
Deputy Directors	187	203	390	48	52	222	304	526	42	58
Chief Regional Officer (CRO)	3	11	14	43	57	54	9	14	29	71

Source: NAGDI (2016) and MGECW 2019 Solemn Declaration report 2016/17. The Affirmative Action Act 29 of 1998 provides measures for women's equal participation in economic decision-making bodies as cited below.

Table 5: Number of women and men in the boards of economic decision-making Bodies.

	TOTAL NUMBER	MALE	FEMALE	% FEMALE
Business and Intellectual Authority (BIPA)	7	3	4	57
Bank of Namibia	8	5	3	38
National Planning Commission (NPC)	8	5	3	38
Ministry of Finance	40	21	19	48
Development Bank of Namibia	9	4	5	56

Source: MGECW 2019

On average, there is a 50% female and male representation in the management boards of BIPA, Bank of Namibia and Development Bank of Namibia.

6.2 Improved financial inclusion and access to credit, including for self-employed women

Financial inclusion refers to the delivery of financial services and products in a way that is accessible and affordable to all segments of society and plays a pivotal role in combatting poverty and contributing to inclusive economic growth. It is an important national agenda spelled out in the Namibia Financial Sector Strategy where financial inclusion is identified by the government as a

key driver for inclusive economic growth and prosperity. The Namibian government has undertaken a number of initiatives to accelerate financial inclusion, including the development of the financial inclusion agenda under the Namibia Financial Sector Strategy 2011- 2021. The 2017 Namibia Financial Inclusion Survey (NFIS) was the fourth of its kind to be conducted in Namibia, however, the first for the Namibia Statistics Agency (NSA).

Table 6: Financially excluded population rates.

DESCRIPTION	FINANCIALLY EXCLUDED	TOTAL ELIGIBLE POPULATION	FINANCIAL EXCLUSION RATE (%)
AREA			
Urban	136 768	782 614	17.5
Rural	183 247	675 305	27.1
SEX			
Male	165 600	692 352	23.9
Female	154 416	765 567	20.2
AGE			
16-20	78 803	214 046	36.8
21-26	59 005	258 318	22.8
27-31	39 117	168 883	23.2
32-39	46 793	269 401	17.4
40-50	45 210	271 724	16.6
51+	51 088	275 548	18.5
MARITAL STATUS			
Never married	208 212	893 057	23.3
Married with a certificate	24 618	264 075	9.3
Married traditionally	26 673	85 365	31.2
In consensual union	35 050	112 828	31.1
Separated	3 512	13 887	25.3
Divorced	5 772	24 478	23.6
Widowed	16 179	64 229	25.2
HIGHEST LEVEL OF EDUCATION			
Kindergarten/Day-care	275	275	100.0
Adult Literacy Programme	2 435	8 345	29.2
Primary education	115 502	348 325	33.2
Secondary education	133 800	799 230	16.7
Technical/Vocational education	1 261	19 789	6.4
Tertiary education	647	120 576	0.5
Do not know/Other	4 106	13 614	30.2
Never attended school	61 989	147 764	42.0

Source: Bank of Namibia

Table 6 shows there are slightly more males financially excluded at 23.9% compared to females at 20.2%. Banking in Namibia is mainly driven by savings products and services and secondly by remittances. More than 80% of banked adults have or use savings products, while 55.7% have or use the bank for remittance products. Nearly half of the banked population (52.0%) also uses the bank to receive their income, whereas 18.9% have or use credit products and only 7.0% have or use funeral cover.

7. Measures taken to recognise and value unpaid care & domestic work

7.1 Expanded Childcare Services making IECD more Affordable

During the period under review, Namibia expanded childcare services and made existing Integrated Early Childhood Development (IECD) services more affordable.

The objectives of IECD programmes strive to address current and emerging issues pertaining to young children's survival, growth and development, raising public awareness of the situation of young children and the importance of IECD service provision. IECD views all aspects of children's development holistically including a child's cognitive, social, emotional and physical development.

7.2 Capacity building for the ECD Educators

IECD interventions in Namibia are currently implemented in the integration of health, nutrition, social protection, family and child protection and or parent/caregiver support as well as opportunities for early learning. The ministry is providing the ECD training to Educators who are nurturing or stimulating children 0–4 years old. The government is also providing a monthly allowance of N\$1 307 to ECD Educators. Currently, there are 93 665 children enrolled in the ECD centres, of whom 49 613 are girls and 44 052 are boys in 3 047 centres. The government also offers free Pre-primary Education for 5 to 6 year-old children in the formal education system and 50% girls were enrolled in Pre-primary in 2018.

7.3 Introduction of regulations relating to Domestic Workers

With regard to domestic work, the government put in place regulations relating to domestic workers; section 4 of the Regulations relating to domestic workers: Labour Act, 11 of 2007: Minimum wage states that:

- (i) With effect from 1 October 2017 the minimum wage for domestic workers, to whom this Order applies, is N\$ 502.05 per month; N\$ 346.89 per week; N\$ 69.37 per day; N\$ 8.67 per hour; and N\$ 43.35 per day for part-time domestic workers who work five hours or less in any day other than a Sunday or public holiday;
- (ii) The minimum overtime pays and minimum pay to be paid to domestic workers for work on Sundays and public holidays are as follows: N\$13.00 per hour for overtime as contemplated in section 17(2) of the Act; N\$ 17.34 per hour for work on Sundays as contemplated in section 21(5) of the Act; N\$ 17.34 per hour for work on public holidays as contemplated in section 22(7) of the Act; or N\$ 86.70 per day for part-time domestic workers who work five hours or less;
- (iii) With effect from 1 October 2018, the minimum wage referred to in subparagraph (1) must be increased by one percent plus a percentage equal to the average of the increases in the inflation rates, for the categories "Food and Non-Alcoholic Beverages" and "Housing, Water, Electricity, gas and other fuels".

In addition, the country continues to invest in time- and labour-saving infrastructure, such as electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women.

8. Austerity/Fiscal consolidation measures e.g. cuts in public expenditure or public sector downsizing

The Namibian economy entered a recessionary phase in 2017 and remained depressed during much of 2018 as reduced consumer confidence and poor performance in the tertiary sector muted overall growth. Fiscal consolidation was undertaken by the government as a necessary policy intervention to preserve Namibia's hard-won macro-economic stability by containing the growth of the debt stock, reigning in wasteful expenditure and re-prioritising spending. The re-prioritisation of spending is necessary for the national budget to have a long-term positive impact on and contribute towards overcoming socio-economic challenges such as high unemployment, inequality and poverty.

The fiscal consolidation and austerity measures implemented were aimed at stimulating economic growth and bringing about decent jobs and, further adjusting the public fiscal stance to sustainable and stable levels, while in pursuit of these material policy objectives, caution was taken to guard against excess reversals on gains in the social sectors. The FY2019/20 budget proposes timely implementation of enabling structural policy reforms to optimise outcomes through improved ease of doing business, business confidence and increased policy certainty. This also includes tax policy and tax administration reforms which balance between promoting investment and revenue generation to support

the successful implementation of the fiscal consolidation programme. Despite these measures, the budget provides increasing budgetary allocations to social sectors to guard against reversals and enhance access to affordable and reliable public services and further strengthen allocations to social safety nets to improve coverage of qualifying beneficiaries and maintaining the grants in real terms.

The impact on women/men was considered before the measures were put in place hence the social sectors' allocations were increased to avoid reversing gains made and regressing.

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2. *Education Information Management System (EMIS) 2018*
 3. *Republic of Namibia. (2017). Rregulations relating to domestic workers: Labour Act, 11 of 2007. Ministry of Labour, Industrial Relations and Employment Creation.*
 4. *Vetumbuavi J. Mungunda, Chief Executive, Standard Bank Namibia at the Namibia Budget Review 2019/20.*

9. Poverty Eradication, Social Protection and Social Services

This section provides an analysis of the progress made to strengthen social protection programmes for women and girls; broaden access to land, housing, finance, technology and/or agricultural extension services as well as support for women's entrepreneurship and business development activities. During the period under review, progress has been noted in areas such as:

9.1 Establishment of the Lead Agency for poverty eradication

During the period under review, the Government established a dedicated fully-fledged Ministry of Poverty Eradication and Social Welfare with the mandate to initiate; implement and coordinate social development programmes aimed at improving the wellbeing of all Namibians through its mission to effectively eradicate poverty and inequality. The Ministry is also responsible for coordinating social safety nets.

Further, the government has developed the Blueprint on Wealth Redistribution and Poverty Reduction, with the aim of laying a foundation for achieving prosperity for all through implementing measures that will eradicate poverty and reduce inequality. This will make Namibia a global partner in the implementation of the SDGs, particularly to end poverty and hunger based on inclusive economic growth and human development. Playing a coordinating role, the Ministry of Poverty Eradication and Social Welfare under the Blueprint on Wealth Redistribution and Poverty Reduction policy document oversees the implementation of six Strategic Priority Areas (SPAs) which directly or indirectly affect the welfare of women and girls. These areas are: strengthening social safety nets; ending hunger; improving access to basic services; education, training and skills development; employment creation; and gender equality and women empowerment.

The above-mentioned SPAs are spearheaded by respective Offices/Ministries/Agencies with a specific mandate and expertise to execute targeted interventions to eradicate poverty for women and the girl child.

Namibia also drafted a Zero Hunger Road Map (ZHRM), which defines the vision and the deliberate actions required to work toward the vision of a Namibia without Hunger during the 2016-2020 period. This Road Map puts forward a shared vision around a set of needs that must be met in order to achieve Zero Hunger, and is aligned to the goals of the Harambee Prosperity Plan (HPP) and the Sustainable Development Agenda – particularly SDG2: “End hunger, achieve food security and improve nutrition, and promote sustainable agriculture”.

The ZHRM outlines a clear set of objectives and milestones for Namibia to track and accelerate progress toward Zero Hunger. The Road Map assigns responsibilities to various line ministries and other stakeholders to ensure a multi-sectoral response, as well as inter-connections among different sectors.

The Zero Hunger Road Map presents issues and interdependencies within the following 5 Zero Hunger Pillars:

- o Pillar 1: 100% Access to Adequate Food All Year Around;
- o Pillar 2: Zero Stunted Children Less Than 2 Years of Age;
- o Pillar 3: All Food Systems Are Sustainable;
- o Pillar 4: 100% Increase in Smallholder Productivity and Income;
- o Pillar 5: Zero Loss or Wastage of Food.

The policy and guidelines developed especially under Pillar 2: Zero Stunted Children Less Than 2 Years of Age, promote health benefits for women and young children through exclusive breastfeeding, management of breast problems, the introduction of complementary foods, and young child nutritional needs. These programmes have resulted in marked progress in exclusive breastfeeding.

Programmes developed to eradicate poverty among women and girls include:

9.2 Land rights and tenure security

The implementation of Land Reform Amendment Act 5 of 2005 continues to be strengthened for the allocation of rights in respect of communal land, to establish communal land Boards and to provide for the powers of Chiefs and Traditional Authorities and boards in relations to communal land. Section 26 of the law makes provision for the communal land rights to be re-allocated to the surviving spouse of the deceased person.

The flexible Land Tenure Act 4 of 2012 became operational in 2018. The law aims to create alternative forms of land titles that are simpler and cheaper to administer than existing forms of land titles; to provide security of titles to persons who live in informal settlements or who are provided with low-income housing; as well as to empower the person concerned economically by means of these rights. Starter title schemes and land hold title schemes may only be established on land situated within the boundaries of a municipality, town or village council or within boundaries of a settlement area. This law is being piloted in two towns.

Table 7: Customary and Leasehold Land Rights

TENURE RIGHTS [CUSTOMARY AND LEASEHOLD] PER YEAR: FINANCIAL YEAR [FY]	CUSTOMARY		LEASEHOLD	
	MALE	FEMALE	MALE	FEMALE
Baseline [2003-2014]	16,563	3,152	88	9
2015	18,449	6,646	155	38
2016	26,208	11,521	319	65
2017	21,228	11,542	326	48
2018	894	369	154	10
Sub-Total	83,342	33,230	1042	170
Other				
Married Couples	1,754		20	
Group/Family	431		20	
Juristic Entities	0		17	
Sub-Total	2,185		57	
Total	118,757		1,269	

Source: NCLAS (Namibian Communal Land Administration System).
Data as at 31st October 2018

Take Note: Gender breakdown of the baseline data on land rights from inception in 2003 till 2014, as well as data on other land rights which includes married couples, group/family and juristic entities cannot be disaggregated as the Ministry of Land Reform only introduced/enacted the monitoring tool called the Namibia Communal Land Administration System [NCLAS] in 2015.

Table 7 above shows that since the enactment of the Land Reform Amendment Act 5 of 2005, there has been a steady increase in the number of women accessing customary land rights. Communal land rights owned by women against overall registered from 2003 – October 2018, stood at 33 451, representing 28% of all communal land rights registered. In addition, 1,464 women benefited from the National Resettlement Programme as at 30 September 2018 (September and October), representing 27.4% which was customarily meant for men. There was also a steady increase of women accessing leasehold rights from 2015 to 2017.

The Land Resettlement Policy of 2001 was revised and the new policy 2018-2027 was developed to address unequal land distribution stemming from Namibia's colonial history which remains a post-independence political and socio-economic challenge. Redressing this imbalance pertaining to land distribution and improving the quality of life of the previously disadvantaged landless Namibians forms the broad objective of the country's National Resettlement Policy. This legal provision in specific terms entails that the beneficiaries or target group of this programme are all Namibians (landless) who were previously disadvantaged, and these include the minority/marginalised groups, disadvantaged/destitute groups and women in particular.

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Flexible Land Tenure Act 4 of 2012

Table 8: National Resettlement Programme by sex as at 31st October 2018.

YEAR RESETTLED	# MALE	% MALE	# FEMALE	% FEMALE	SEX NOT SPECIFIC	% SEX NOT SPECIFIC	OTHER JURISTIC ENTITIES	OTHER JURISTIC ENTITIES	# TOTAL
2014	47	44.3%	59	55.7%	0	0%	0	0%	106
2015	46	56.8%	29	35.8%	5	6%	1	1%	81
2016	59	54.6%	49	45.4%	0	0%	0	0%	108
2017	19	55.9%	13	38.2%	0	0%	2	6%	34
2018	33	48.5%	33	48.5%	0	0%	2	3%	68
TOTAL	204	51.4%	183	46.1%	5	1.3%	5	1.3%	397

Source: NCLAS (Namibian Communal Land Administration System). Data as at 31st October 2018

Table 8, above shows the breakdown per year by sex during the period under review of beneficiaries resettled through the National Resettlement Programme as at 31st October 2018. During the period under review 46.1% females were resettled compared to 51.4% males.

The government continues to allocate the necessary funds for the Ministry of Land Reform as shown below.

Table 9: Percentage Allocation for Ministry of Land Reform 2016/17-2019/2020 of the Total National Budget.

MINISTRY OF LAND REFORM	2016/17	2017/18	2018/19	2019/20
	0.8%	0.8%	1.0%	0.8%

Source: MTEF 2016/17-2019/2020

9.3 Women's access to housing

Women have access to Government Affordable Housing facilities such as Mass housing project and National Housing Programme "Build Together". The government subsidised non-governmental initiatives such as the Shack Dwellers Federation of Namibia which constructed 219 houses countrywide and Namibia Housing Action Group. Women have access to affordable housing loans that are guaranteed through the Government Institutions Pension Fund (GIPF).

9.4 Women's access to agricultural extension services

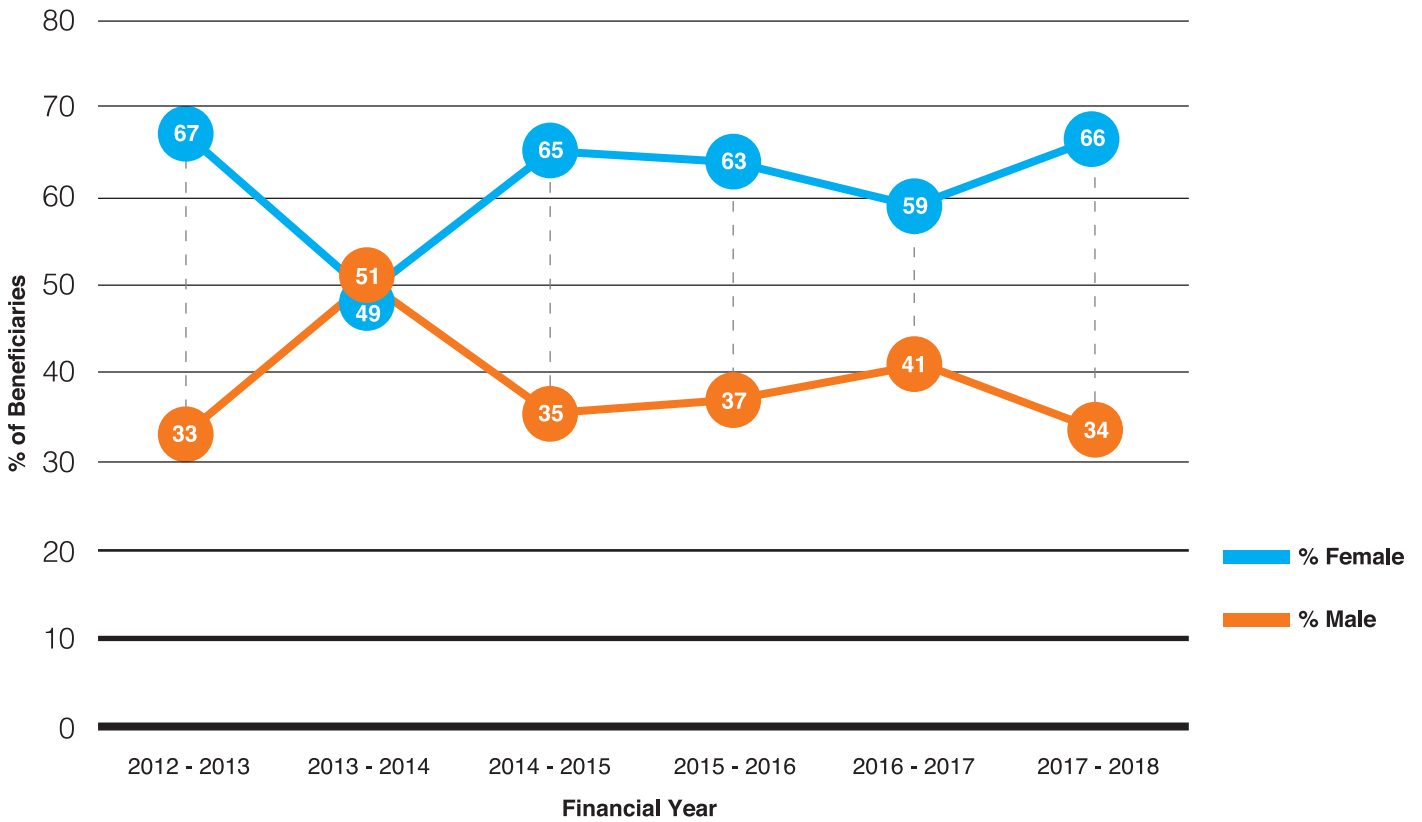
Government has put in place agricultural extension services such as the green scheme which is aimed at striving towards appropriate and equitable use of land, contributing to food security, supporting the sustainable growth of the economy, maintaining and improving capability, poverty reduction and introducing commercial irrigation farming.

Namibia offers Agricultural extension services (seed, fertiliser, tractor, training) targeting male and female small-scale farmers in crop-growing regions of the country thereby increasing household national food security. A total number of 42 316 small scale farmers benefited from the programme during the 2017/18 rain season of which 16 907 were female representing 40%.

9.5 Women's entrepreneurship and business development (Training & IGA's)

During the period under review, the Government, through the MGECSW, approved the Operating Guidelines for the Income Generating Support Programme (2017-2022) to accelerate the process of supporting beneficiaries with IGAs material and equipment. The guidelines stipulate the support ratio of 70% women and 30% men per funding cycle. This is a deliberate intervention to catalyse women's economic empowerment by ensuring their equitable access to means of production.

Figure 2: Percentage of female and male beneficiaries from 2012/13-2017/18FY



Source: MGECW

Figure 7 above shows the total percentage of female and male beneficiaries from the IGA programme supported by the MGECW from 2012/13-2017/18 Financial Years (FY). The figure shows that there has been a significant increase in females supported IGAs compared to those of males over the period under review. During the 2013/14 FY, there was a slight breakeven point.

More than 57.9% of the Namibia population (2 324 388) of which 52% are women lives in rural areas (NIDs, 2016) therefore, the rural development programme is vital as most farming and tourism activities take place in rural areas. To this effect, Government through the Ministry of Urban and Rural Development (MURD) has implemented quick impact projects including rural based cooperatives to create employment and drive economic growth, especially in rural areas. During the period under review, the Programmes reached about 56 012 beneficiaries across the country as shown below.

Table 10: Number of rural women and men beneficiaries from quick impact projects.

Financial Year	Number of Female	Number of Male	Total Year
2014/15	6800	5373	12173
2015/16	5097	2250	7347
2016/17	9932	5343	15275
2017/18	8801	6955	15275
2018/19	2949	2512	15756
Total	33579	22433	56012

The Namibian Youth Credit Scheme (NYCS) is a loan guarantee programme aimed at providing financial support to Namibian youth between the ages of 18 and 35 that do not have adequate collateral to access loans from the mainstream banking system. The loans offered range from N\$ 2 000 – N\$ 20 000 and are repaid with a reasonable interest of not more than 20% of the total amount per loan term. The programme operates through an individual and group lending system and provides training to beneficiaries in basic management practices, access to credit, follow-up training and counselling and mentoring of beneficiaries.

9.6 Low-cost legal services for women living in poverty

Namibia through the Ministry of Justice has a programme on Legal Aid which provides training of Law enforcement and judiciary on Protection orders and the handling of GBV cases. A GBV Training Manual has been developed with the assistance of Development Partner (UNICEF) with the objective to sensitise new recruits on GBV and how to deal with GBV victims at police stations once deployed. The government ensures that adequate

funding is provided to the legal aid fund and that women pursuing divorce and gender-based violence cases in particular have effective access to justice in all parts of the state party.

9.7 Challenges

- Availability of sex-disaggregated data
- Economic activity remains low since most businesses are very small, informal and/or unrequested in rural areas.
- Prevalent high unemployment rate among women.
- Women still have limited access to and ownership of land.
- Educators and social workers need to be involved in identifying physical and non-physical evidence of domestic violence and to be trained in the sensitive management of cases.
- Greater attention is needed in the high command of the Namibian Police for increased efforts by all police stations to address prevention and service provision.

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⁸ Ministry of Sport, Youth and National Service

9.8 Future priorities

- Implementation of the recommendations of the Second National Land Conference;
- The government is in the process of developing the Namibia Women Economic Empowerment Framework (NWEFF) which started with the analysis of National Documents of the Economic Sectors and National Consultations.

The NWEFF will provide guidance, strategies, interventions, mechanisms, and specific recommendations for support required to ensure women's full participation especially in the strategic value chain of key sectors of the Namibian economy. This framework will strengthen the existing New Equitable Economic Empowerment Framework. This framework will take into account all the four areas that should be taken into consideration for a holistic approach to women's economic empowerment.

10. Access to Social Protection for Women and Girls

Namibia offers both contributory programmes (meaning the beneficiaries have to make a contribution prior to receiving the benefits), such as maternity, sick leave benefits, retirement and disability and death benefits, employees' compensation benefits and non-contributory programmes (where beneficiaries do not have to make any contributions before accessing benefits), such as old age pension, disability grant, maintenance, foster care grant, war veterans' grant, funeral benefits for the elderly, motor vehicle fund, food bank, food for work, primary healthcare and basic education. In addition, Namibia offers school feeding programmes in communities that are regarded as poor for improved access and retention in school for needy children.

10.1 Safety Protection Schemes

- Old Age Pension: A universal and unconditional cash transfer to persons aged 60 years and above who are Namibian citizens aimed at preventing poverty among the beneficiaries. Currently, there are 175 816 beneficiaries out of whom 108 579 are female representing 62%. All beneficiaries are entitled to funeral benefits.
- Disability Grant: Given to people with temporary or permanent disability, including the blind. The grant supports disability prevention and rehabilitation and currently benefits 42 432 people of whom 21 074 are women representing 50%.
- Children's Social Grants: The government has several grants and allowances targeted at the protection of orphaned and vulnerable children. There are principally four child grants and allowances, namely the Child Maintenance Grant, the Foster Parent Grant, the Places of Safety Allowance, and the Special Maintenance Grant. The overall number of children on child care grants are 379 611 of whom 195 941 are girls representing 52 %.
- War Veterans' Grant: A grant offered to people who participated in the liberation war of Namibia. The grant is administered by the Ministry of Veterans' Affairs under the Veterans Subventions Act 2 of 2008. Currently, there are 30 523 registered veterans of the liberation struggle of which 12 578 are women representing 41%.

- Maternity and Death Benefits: These are contributory benefits, meaning the beneficiaries must contribute prior to receiving the benefits. The maternity leave benefits equal 100% of basic wages up to a ceiling of N\$13 000 for a maximum period of 12 weeks.
- Food Bank Programme: Supports households in urban and peri-urban areas with no form of income with monthly food parcels to supplement their monthly intake. During the period under review, the programme has covered 17 155 households in the Khomas region, out of which 10 371 are female-headed Households representing over 60%.

10.2 Challenges

- Limited coverage of most social protection schemes due to mean testing. The N\$13 000 threshold is not sufficient for women in high salary bracket.

10.3 Future priorities

Finalisation of the Draft Social Protection Policy

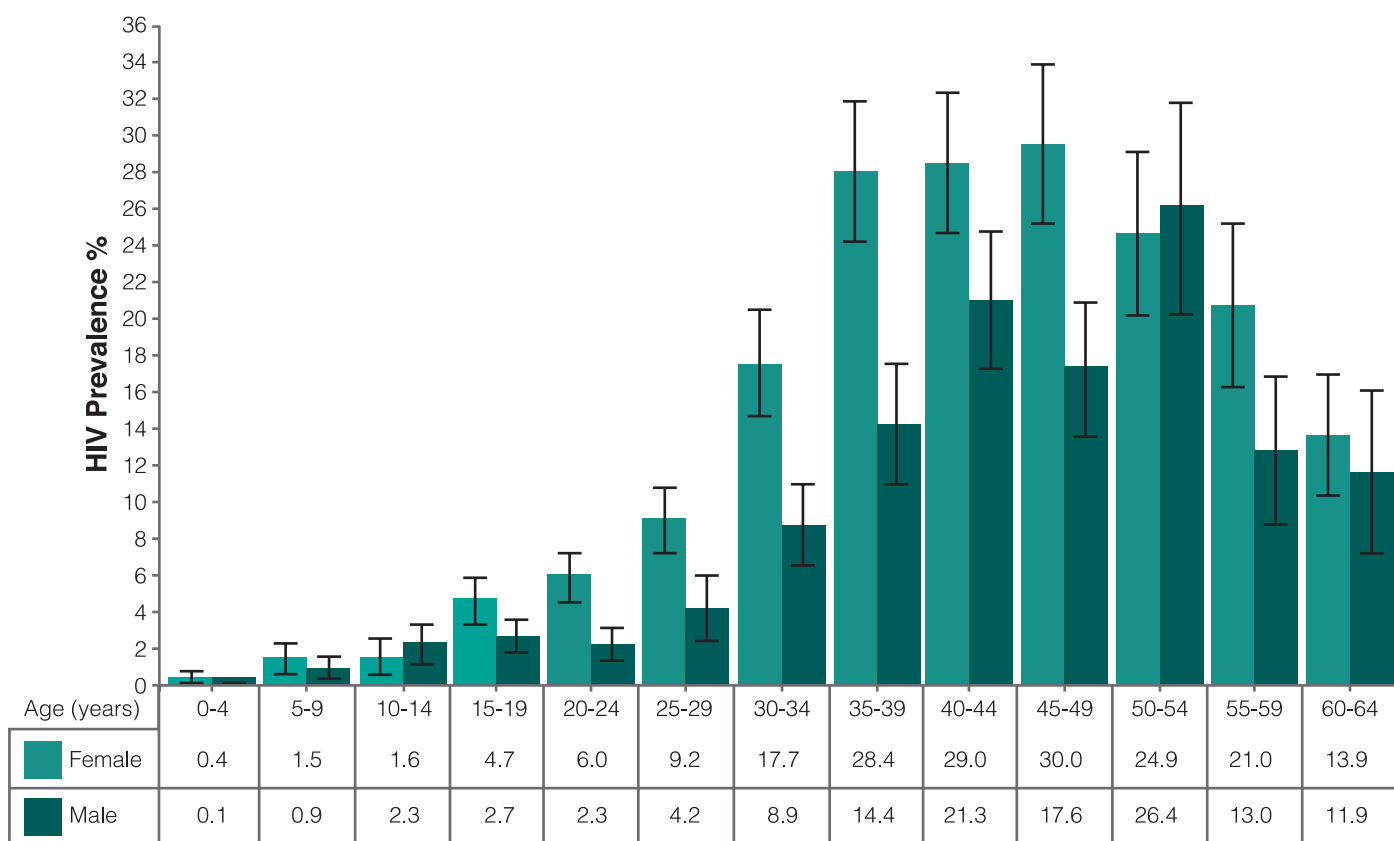
Namibia is working on improving existing social protection systems through the draft Social Protection Policy under formulation with its reforms in order to create a comprehensive social protection system that is efficient and effective in addressing risks and vulnerabilities that people face at different stages of their lives. These changes include: universal maternity grant and health coverage, universal child and disability grants, employment creation, empowered women and youth, basic income grants for unemployed persons implemented, improved vocational and university financial assistance, increased food security and disaster risk reduction, sustained old age, veterans and disability income security, inclusion of marginalised people, affordable housing, integrated social registry, enhanced coordination of social protection and improved monitoring and evaluation respectively.

11. Actions to Improve Health Outcomes for Women and Girls

11.1 Programmes for addressing HIV and AIDS

Namibia, like most of the countries in Southern Africa, is affected by the scourge of HIV and AIDS and other related health problems. During the period under review, the country has done well with regard to anti-retroviral drugs distribution and population coverage hence lessened the negative impact that HIV and AIDS could have had on the economy through affecting the productivity of the workforce. To improve health outcomes for women and girls the country is currently accelerating the development of human capabilities in the health sector and addressing the shortage of health infrastructure facilities.

Figure 3: HIV Prevalence by Age and sex (NAMPHIA 2017)



Source: Namibia Population-based HIV Impact Assessment (NAMPHIA), July 2018

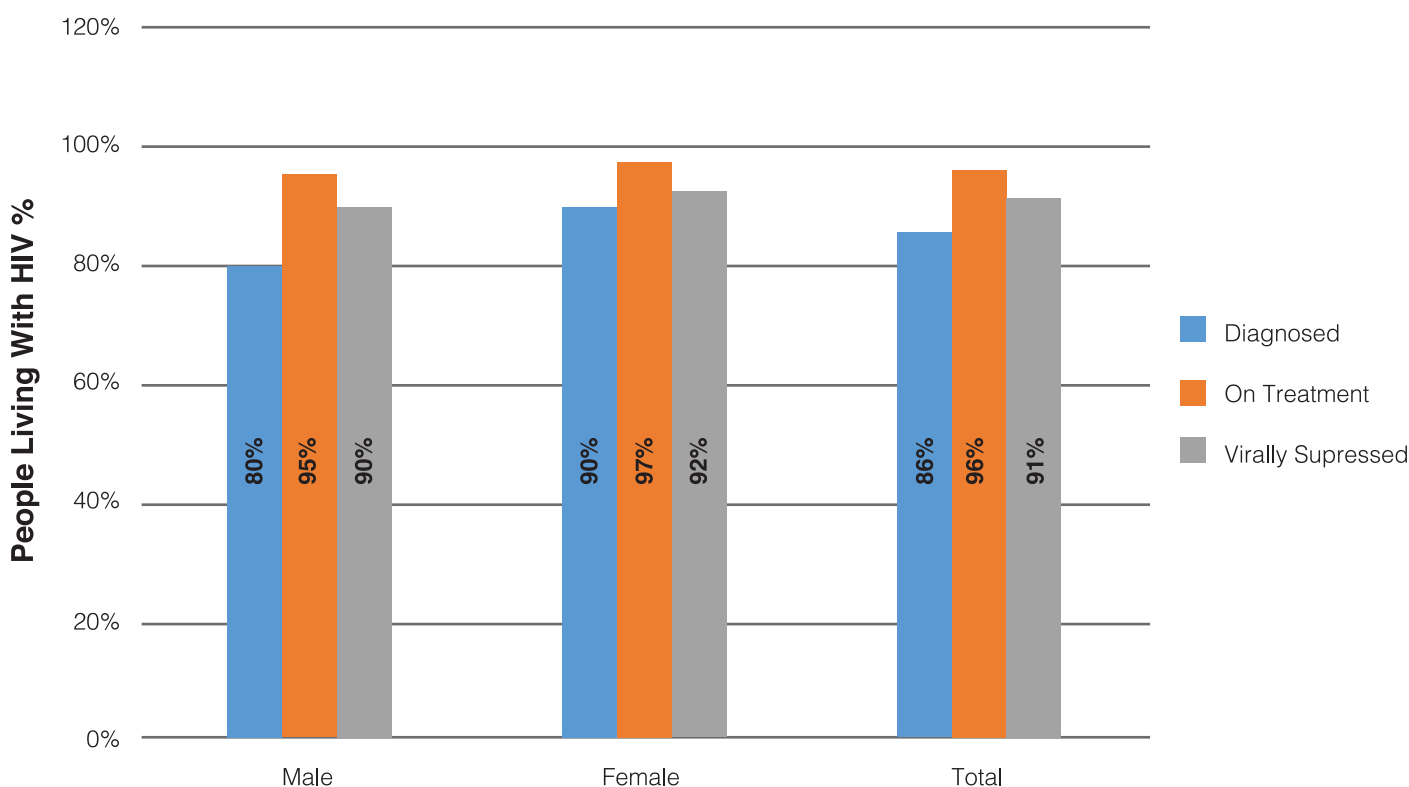
Figure 3 above shows the HIV Prevalence by Age and sex in 2018. HIV prevalence peaked at 30.0% among females aged 45-49 years as compared to 26.4% among males aged 50-54 years. HIV prevalence was higher in women than men throughout the reproductive years (15-49). The disparity was most pronounced among those aged 35-39 years, with HIV-positive females at 28.4% and males at 14.4%, and among those aged 20-24 years, with HIV-positive females at 6.0% and males at 2.3%.

Namibia has made significant progress in eliminating mother to child transmission of HIV/AIDS. The 2013 Mid Term Review (MTR) suggests that mother to child transmission rates in Namibia are as low as 4%, putting the country on course to achieving the UN 2011 HLM Political Declaration on HIV/AIDS by end of 2015 – an aspirational goal to substantially reduce maternal deaths. The Prevention of Mother To Child Transmission (PMTCT) roll out prior to and during the NSF is impressive, with over 95% of health facilities providing HIV testing and ART for PMTCT. Over 95% of eligible women received ART for PMTCT. In order to scale-up ART services, government has adopted task shifting allowing trained nurses to initiate, administer and manage ART; including plans to recruit and train Health Extension Workers (HEW) and post them to health facilities. HEW would serve as the link between health facilities and communities. Government is also absorbing health professionals previously paid for by development partners.

Data from the Namibia Population-based HIV Impact Assessment (NAMPHIA) shows that 77% of all HIV-positive adults have achieved viral load suppression, a widely used measure of effective HIV treatment in a population, surpassing the Joint United Nations Programme on HIV/AIDS (UNAIDS) target of 73% by 2020 compared with the UNAIDS 2012 estimates, Namibia has reduced its adult HIV incidence rate by 50% in the past five years. Namibia has reached or exceeded the UNAIDS 90-90-90 targets among women and, nationally, by attaining 86-96-91 among adults, Namibia accomplished this through the strategic expansion of

HIV prevention and treatment services, with a focus on viral load suppression at the individual and community level, and the swift implementation of forward-leading HIV policies. NAMPHIA results also suggest that women ages 15-24 still have a far higher HIV incidence rate (0.99%) than same-aged young men (0.03%). This highlights the continued need for expanded primary HIV prevention in young women, including through the PEPFAR-led DREAMS Partnership, and ensuring all men 25-35 are virally suppressed through the new MenStar Coalition.

Figure 4: Namibia's progress towards Global (UNAIDS) 90-90-90 Goals



Source: Namibia Population-based HIV Impact Assessment (NAMPHIA), July 2018

Figure 4 above shows the progress that Namibia made towards Global (UNAIDS) 90-90-90 Goals among HIV-Positive Adults by sex. In Namibia, 86.0% of PLHIV aged 15-64 years reported knowing (being aware of) their HIV status: 89.5% of HIV-positive females and 79.6% of HIV-positive males. Awareness was defined as self-reported HIV positive and/or having a detectable antiretroviral (ARV) in the blood. Among PLHIV aged 15-64 years who knew their HIV status, 96.4% self-reported current use of ART: 97.1% of HIV-positive females and 94.9% of HIV-positive males who knew their HIV status self-reported current use of ART. Being on ART was defined as self-reporting current use of ART and/or having a detectable ARV in the blood. Among PLHIV aged 15-64 years who self-reported current use of ART and/or had a detectable ARV in their blood, 91.3% were virally suppressed: 92.2% of HIV-positive females and 89.5% of HIV-positive males were virally suppressed.

¹⁰Republic of Namibia. (2018). Namibia Population-based HIV Impact Assessment (NAMPHIA). Ministry of Health and Social Services

11.2 Maternal Health

The Annual Rate of Reduction in maternal mortality ratio accelerated to 3.9% in the reporting period. Antenatal care services are provided free in all public health facilities in the country. However, the proportion of women who received at least one ANC has dropped from 86% to 73.6% in the reporting period. The proportions of women who deliver in health facilities remain high at 87%, while 88% of the deliveries are attended by skilled birth attendants.

Family Planning and contraceptives are available in all public health facilities across the country and are provided free of charge to all in need. The contraceptive prevalence rate is at 50%, but the unmet needs for family planning are at 13.7%.

Adolescent Friendly Health Services are provided in 70% of the thirty-five health districts.

One thousand three hundred and sixty-six (1366) community health workers were trained and deployed in 25 health districts in 12 of the 14 regions of the country to deliver health services in the community and provide linkages between the community and the health service.

There are almost universal knowledge and awareness by men and women on reproductive health programmes, including contraception and elimination of mother to child transmission of HIV.

11.3 Gender-specific public awareness/health promotion campaigns

The Ministry of Health and Social Services has conducted various population-specific health promotion campaigns for the period under review. Specifically,

- a) 'Get the Smart Cut', a campaign targeting men aged 15-49 to get circumcised as a strategy for HIV prevention, 2016-2018.
- b) 'Know your status' campaign focusing on empowering girls & young women against HIV & teenage pregnancy, 2018.
- c) Surge Campaigns' which aimed at finding HIV positive men through integrated multi-disease testing and linkage services in large hospitals of high burden regions, 2017-2018.
- d) Key messages are integrated into reproductive maternal, newborn, child and adolescent health and nutrition programmes. There are strategies to ensure delivery of key messages to the population: Health education at Health Facilities and at community meetings Health events, e.g. World

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¹¹Republic of Namibia. (2018). *Namibia Population-based HIV Impact Assessment (NAMPHIA)*. Ministry of Health and Social Services

TB day, World AIDS day; radio in different languages to inform on reproductive and maternal health and nutrition issues and reaching clients who come to facilities and the development of information leaflets.

11.4 Challenges

The programme management structures of the MoHSS in the country, and many of the staff working in most health facilities, lack of the necessary knowledge and skills to effectively deliver sexual reproductive health and nutrition services while being critically understaffed. This is further perpetuated by the lack of equity in the distribution of the health workers, causing some regions to appear worse off. However, hospitals seem better off when compared to clinics and health centres, and generally rural areas are worse off than urban areas.

Namibia experiences a high rate of teenage pregnancies in most regions, but adolescent health friendly services are only available in about half of the districts. Only 21% of the health facilities have youth-friendly HIV testing services and there is poor quality of counselling services for the youth. Namibia also experiences a high level of sexual and gender-based violence, while experiencing a shortage of facilities that cater to victims of these violent crimes. Communities are also unaware of the role and operations of gender-based violence units in the district hospitals, leaving many of those affected by the violence to deal with the resulting issues on their own.

One of the major constraints to the implementation of health promotion on reproductive health activities is the lack of behaviour change communication strategies under each of the reproductive, maternal, newborn, child, adolescent health and nutrition programmes aligned to the respective goals and objectives. The outcome of health promotion action across all maternal health and nutrition programmes do not adequately include a performance framework to measure results in this key area, where indicators have been defined, these are not measured, hence the need to strengthen performance measurement. There are no health promotion cadres at regional and district levels, which makes the delivery of health promotion services extremely difficult.

Table 11: Percentage Budget Allocation for the Ministry of Health and Social Services 2016/17-2019/20

MINISTRY OF HEALTH AND SOCIAL SERVICES	2016/17	2017/18	2018/19	2019/20
	12%	11%	12%	12%

12. Measures Taken to Improve Education Outcomes and Skills for Women and Girls.

12.1 Introduction of the Universal Primary (2013) and Secondary (2016) Education

During the period under review, Namibia has introduced the Universal Primary Education (UPE) in 2013 and Universal Secondary Education (USE) in 2016, which removed the payment of School development fund. The implementation of the Universal Primary Education has led to a drastic increase in the number of learners attending primary school from 443 249 in 2015 to 545 075 in 2018; and Secondary enrolment has been on the increase since 2015, thus enrolment moved from 196 013 in 2015 to 210 868 secondary learners in 2018 which is a 23% increment in UPE and 8% in USE respectively. (EMIS, 2012 & 15th day's statistics 2018).

12.2 Factors contributing to retention of learners in schools

The following policy initiatives have contributed significantly to the retention of learners in schools:

- The Namibian School Feeding Programme which was commissioned in 2012, is currently running in about 1 500 Primary and combined schools to the benefit of 370 000 children;

- The Pregnancy Management Policy of 1997 (which enables girls to stay in school before delivery and come back to school after delivery). (see measures to prevent adolescence pregnancies to be harmonised here perhaps that is why the title starts with other);
- The introduction and expansion of hostel accommodation facilities for learners that come from homes far away from their school;
- The introduction of reusable sanitary pads (2014) targeting girls from impoverished homes;
- Sector policy on inclusive education introduced in 2013;
- School safety policy.

The table below shows the professional and Academic qualifications of Primary and Secondary school teachers. The majority of teachers in the system are female, and many of them are more qualified than their male counterparts.

Table 12: Professional and Academic Qualifications of Primary and Secondary Schools Teachers.

SEX	TOTAL –ALL TEACHERS			TEACHER WITH FORMAL TEACHER TRAINING			TEACHERS WITHOUT FORMAL TEACHER TRAINING		
	2015	2016	2017	2015	2016	2017	2015	2016	2017
FINANCIAL YEAR [FY]									
Female	18 116	18 858	19 711	15 893	16 317	17 137	2 223	2 541	2 574
Male	9 874	10 064	10236	8 962	9 092	9 252	912	972	984
Total	27 990	28 922	29 947	24 855	25 409	26 389	3 135	3 513	3 558

12.3 Comprehensive sexuality education in schools or community programmes

Namibia recognises the importance of Life Skills as a subject in the fight against Gender-Based Violence (GBV) and other societal problems the country is faced with. Although it is a non-promotional subject, it is compulsory and must be included in school timetables. It is continually assessed, and the marks are indicated on learners' report cards. For Life Skills to be a promotional subject there has to be subject experts trained, which is currently not the case at higher institutions of learning. The Senior Primary Curriculum (Grades 4-7) has been reviewed and implementation commended in 2016. Topics addressed within this curriculum include amongst others: Cruelty towards animals; Good touch, bad touch, Values, Positive behaviour towards someone living with HIV & AIDS; Gender and Sex; Gender-Based Violence; learner pregnancy and human trafficking and child labour. To date, there are a total of 755 943 learners that are exposed to the Basic Education Curriculum (Comprehensive Sexuality Education of which 378 912 are female and 377 031 are male learners.

Similarly, the Junior Secondary Curriculum (Grades 8 & 9) has been revised for implementation in 2017 and 2018. This syllabus looks at cross-curricular issues like Gangs; Criminal behaviour; Defamation of character; GBV; Freedom of speech; Sexual harassment; Sexual abuse; Baby dumping, and Intergenerational sex. The Senior Secondary Syllabus (Grades 10 & 11) has been reviewed and is being implemented this year and 2020. Cross-curricular issues dealt with, take all social issues that learners experience in life into consideration.

Additionally, the curricula aimed at not only improving the quality of teaching and learning but also that of removing inequality in education. The National Institute for Educational Development is striving to reduce stereotyping such as disability, cultural and religious prejudices, etc. Instead, the focus in education is on inclusion, which emphasises the right of every learner and thus promotes access to and participation in all educational programmes. Additional programmes offered include the National Safe School Framework and Comprehensive Sexuality Education, which is complemented by directives like Zero tolerance for corporal punishment and Anti-bullying campaigns conducted at schools.

Civil society organisations have also put community programmes in place aimed at strengthening comprehensive sexuality education targeting out of school youth.

12.4 Measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood (see other factors)

During the period under review, the implementation of the Policy for the Prevention and Management of Learner Pregnancy in the Education Sector continued and strongly emphasises prevention, along with support and encouragement to learners who are mothers (and fathers) to complete their education and be good parents. This policy allows pregnant learners to remain in school until four weeks before their due date, encouraging learners to keep up with their lessons and homework, and allowing the mother to return to school as soon as the school is satisfied that both she and the baby are in good health and have a plan for the baby's care, while allowing for absence from school for a maximum of one year.

Adolescent Friendly Health Services (AFHS) training manual was developed during the period under review and 139 health workers from all 14 regions were trained on the use of the manual; Guidelines for Adolescents Living with HIV were developed; Information Education communication (IEC) material for the mass media campaign on the prevention of teenage pregnancy were also developed and seven youth friendly clinics were established at selected health centres and cervical screening was conducted for adolescent girls at health centres.

12.5 Scaling up of Technical and Vocational Education Training (TVET Programme)

Technical and Vocational Education and Training (TVET) is seen as a source of skills, knowledge and technology needed to drive the productivity and economic transformation and is thus receiving renewed attention and government priority for education and national development agendas. TVET is needed to drive productivity and economic transformation. With the high level of youth unemployed in Namibia (43.4% among age group 15-34 years), there is a need to look into TVET as an option to create employment. There is vast empirical evidence that advocates for TVET as a potential solution for social and economic issues affecting societies, particularly youth unemployment.

Table 13: TVET Annual Enrolment by sex

YEAR	Total	Male	% Male	Female	% Female
2015	25137	14579	58	10558	42
2016	26800	15544	58	11256	42
2017	27000	15660	58	11340	42
2018	32120	18630	58	13490	42

Source: NTA 2019

The Table above shows the TVET Annual Enrolment for both male and female during the period under review. The enrolment of females remained at 42% during the period under review and the enrolment of males remained constant at 58%. However, female enrolment has been constantly lower than that of males with 16% annually.

Table 14: TVET Annual Completion/ Graduates by sex

YEAR	Total	Male	% Male	Female	% Female
2015	3852	2234	58	1618	42
2016	5849	3392	58	2457	42
2017	8748	5074	58	3674	42
2018	8944	5188	58	3756	42

Source: NTA 2019

The Table above shows that there has been an increase in the number of male graduates compared to females. When it comes to the percentages for completion, still more males graduate compared to females.

12.6 Enrolment Distribution by Higher Education Institutions (HEI)

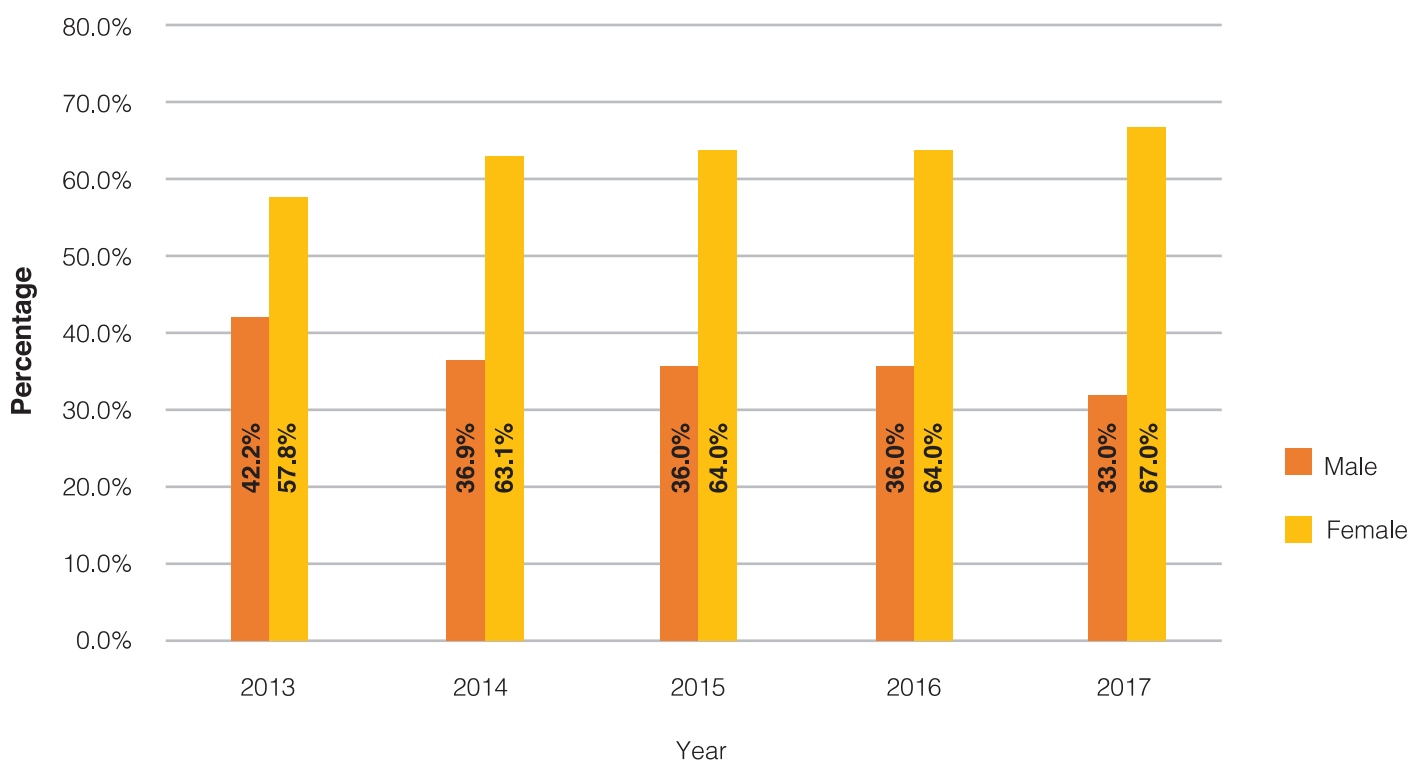


Figure 5 above shows the enrolment distribution by both public and private Higher Education Institutions (HEI) by sex from 2013-2017. Enrolment for male decreased from 42.2% in 2013 to 33.0% in 2017. While females increased from 57.8% in 2013 to 67.0% in 2017 with an average increase of 1.84% annually.

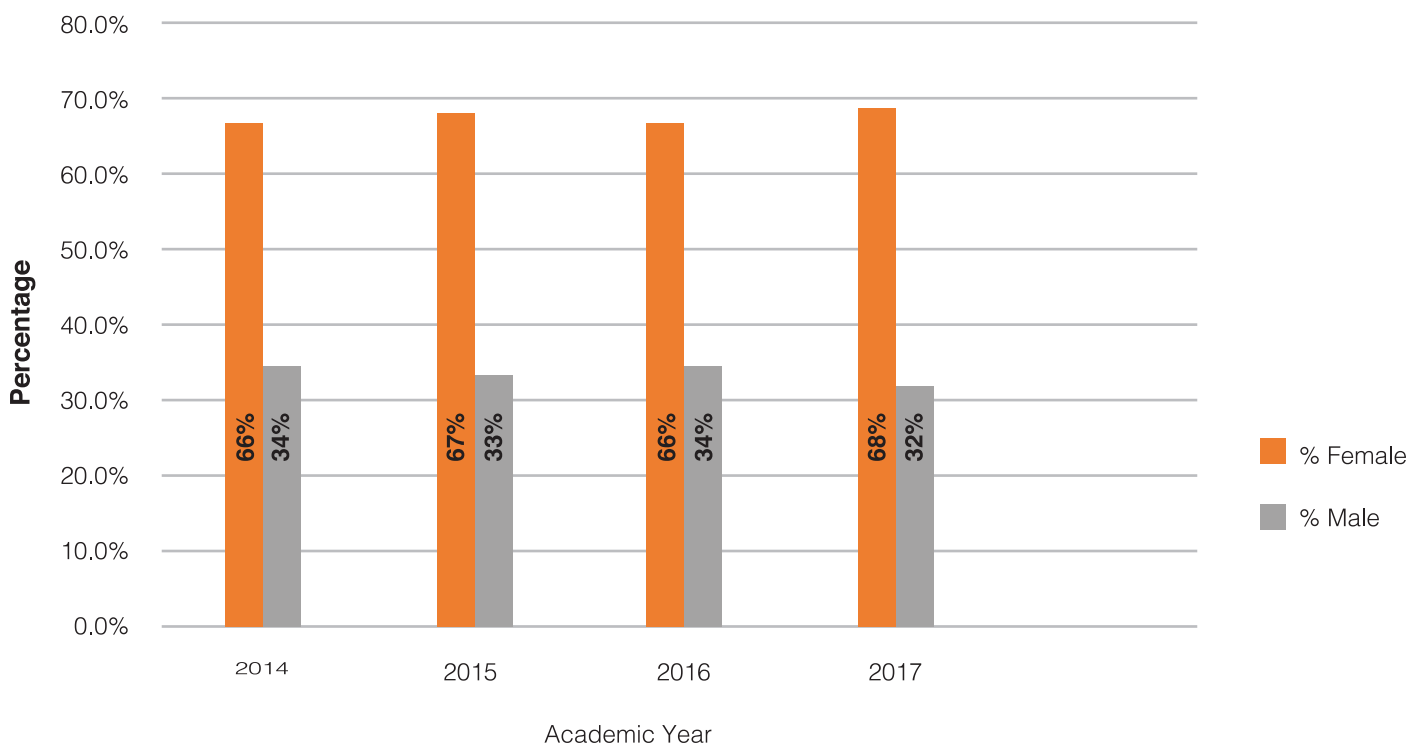
Table 15: Namibia University of Science and Technology Completion rate by sex 2018

Academic Year	2014		2015		2016		2017		2018	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Computing and Informatics	46%	54%	44%	56%	45%	55%	42%	58%	37%	63%
Engineering	27%	73%	31%	69%	35%	65%	28%	72%	23%	77%
Health and Applied Sciences	64%	37%	62%	38%	60%	40%	60%	40%	68%	32%
Natural Resources & Spatial Science	49%	51%	52%	48%	48%	52%	48%	52%	51%	49%
Total	45%	55%	46%	54%	46%	54%	45%	55%	44%	56%

Source: NUST 2018 Annual Report

Table 15 above shows the completion or graduation rates for female and male at the Namibia University of Science and Technology for 2016. Females are more in Certificates, higher certificates, post graduate diploma and Master's degree. Men tend to be majority in Diploma, Bachelor's degree, Honours degree and post graduate certificate. The total graduates for 2016 indicates that there were more males (59%) than females (41%).

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¹² NUST 2016 Annual report



Source: <http://www.unam.edu.na/about-unam/statistics>

Figure 6 above shows the trend of Graduation per Academic Year by sex. During the period under review, more females have been graduating at UNAM than males. The highest number of female graduates was recorded in 2016 with 2 592 females compared to 1 337 males. In terms of percentages, there has been a steady increase of females graduating from 2014 to 2017. Males have been performing on an average of 33.25% over the period under review while females have performed at an average of 66.75%. This shows that there are more females graduating at UNAM compared to males. The table below shows the percentage of women who graduated in science related discipline for the period 2014-2017.

¹³ Republic of Namibia. (2015/16). *Namibia Higher Education Statistical Yearbook (NHESY)*. National Council for Higher Education.

12.7 Measures to increase access to skills and training in new and emerging fields, especially STEM (Science, Technology, Engineering and Math)

Qualification NQF Field of Learning	2015		2016	
	Male %	Female %	Male %	Female %
Agriculture and Nature Conservation	2.7	1.8	2.8%	1.7%
Manufacturing, Engineering and Technology	6.3	1.2	6.8%	1.1%
Health Sciences and Social Services	4.2	7.6	4.7%	7.9%
Physical, Mathematical and Computer Sciences	13.1	5.5	12.8%	4.9%
Physical Planning and Construction	2.5	0.9	2.6%	0.9%
Services and Life Sciences	0.8	1.0	0.6%	0.6%
Total STEM	29.6	17.9	30.4%	17.1%

Table 16 above shows the Enrolment by STEM NQF Fields of Learning, 2016. Although female students account for over 60% of higher education enrolment, they are trailing in STEM fields, where they only represent 17.1% of the total enrolment, compared to approximately 30.4% of male students.





13. Freedom from Violence, Stigma and Stereotypes

This section provides an analysis of the progress made in the areas of violence against women; human rights of women; women and the media and the girl child. During the period under review, progress has been noted in areas such as the reviewing of laws; research and policy development; provision of services and coordination of national initiatives.

13.1 Violence against women and girls

Violence against women and girls is a violation of human rights as entrenched in the Namibian Constitution's Article 8(1), which states that "the dignity of all persons shall be inviolable," and Article 10, which stipulates that "All persons shall be equal before the law," and that "No persons may be discriminated against on the grounds of sex, race, colour, ethnic origin, religion, creed or social or economic status". Despite the legal provision, violence against women and girls is still a concern in Namibia. There are numerous reports of violence between intimate partners which ends in murder and is sometimes followed by the suicide of the perpetrator. Such murders arise from jealousy, revenge or a refusal, on the part of the abuser, to accept the end of a sexual relationship. Apart from intimate partner violence; different forms of violence committed against women and girls include domestic violence, rape and other forms of sexual abuse, sexual harassment at work and school, some forms of human trafficking, and certain harmful traditional practices such as widows deprived of the property they shared with their husbands.

Pertaining to the Namibian Police Force annual statistics, there has been a decrease in GBV incidences and a decrease in the murder cases related to intimate relationships where rape has recorded as the highest. Despite the decrease the NDHS, 2013 revealed that 50% of women who are divorced; separated or widowed and 37% of married women or living with a partner, have experienced physical violence since the age of 15.

13.2 Measures to address violence against women and girls

The Government of the Republic of Namibia and its stakeholders remain committed to implementing laws aimed at addressing violence against women and girls and has taken measures to address violence against women and girls. During the period under review, the following laws have been enacted:

- Witness Protection Act no. 11 of 2017;
- Child Care and Protection Act no 3 of 2015; and
- Combatting of Trafficking in Persons Act no 1 of 2018.

In addition; existing laws are being reviewed including the:

- Combating of Rape Act 8 of 2000,
- Combating of Domestic Violence Act no. 4 of 2003, and
- The Labour Act no. 11 of 2007 to address loopholes and challenges identified during the implementation of these laws.

Furthermore, the Government has demonstrated its commitment by incorporating GBV in the National Development Plan (NDP) 5 under the Social Progression pillar with the target to reduce GBV from 33% to 20% by the end of 2022.

Male engagement programmes have also been intensified and a male engagement Training of Trainers workshop on the use of the Training Manual for Men and Boys (October 2018) was conducted. The overall aim was to enhance the knowledge and skills of the Regional Community Gender Liaison Officer, key MGECW staff, Civil Society and NGOs as well as Youth Organisations for the promotion of Sexual and Reproductive Health and Rights, prevention of the GBV, HIV & AIDS. Hence specific objectives were:

- To strengthen participant's understanding of the key concepts of GBV, SRHR and HIV/AIDS as relating to gender to issues within the context of men and masculinity.
- Introduce participants to the National Training manual and Training Plan for Men and Boys on GBV, SRH and HIV & AIDS.

13.3 Development of the National Gender-Based Violence Plan of Action

For effective coordination of National GBV programmes and activities, a GBV and Human Rights cluster has been established with the aim to provide technical support for the implementation of the National Plan of Action on GBV. The old plan (2012-2016) has been reviewed and a new Plan of Action (2019-2023) has been launched, with the focus to put survivors first and also stimulate a culture of care and GBV-watch amongst families, communities and institutions which promotes early help-seeking to prevent or limit harm. The plan has an M&E tool and an impact on the implementation will be determined during the midterm review and end of the timeframe of the plan. Efforts have also been made to establish regional GBV and HR clusters in 10 regions.

The impact of the implementation of the National GBV Plan of Action (2012-2016) could not be determined since the plan did not have the M&E tool. However, an attempt was made to review the old plan in the area of policy implementation and service provision. The outcome of the review informed the development of the new GBV Plan of Action (2019-2023). The new GBV Plan of Action has an M&E tool to assess progress made on the implementation of the Plan at a midterm review and at the end of the term of the plan.

13.4 Service Provision for survivors of violence against women

To provide effective comprehensive services to GBV victims and their families, the Government through the Ministry of Safety and Security established 17 Gender-Based Violence Protection Units (GBVPU), in 14 regions. The units adopt a multi sectoral approach and the key ministries involved are:

- Gender Equality and Child Welfare responsible for psycho-social support services;
- Safety and Security responsible for Protection Services; and
- Health and Social Services responsible for care and treatment services.

With regard to the provision of temporary shelters for survivors of GBV and victims of Trafficking; the MGECSW and stakeholders have identified shelters in 9 regions. Three shelters have been upgraded in 2018 to accommodate victims of Trafficking In Persons (TIP). The Standard Operational Procedures (SOPs) GBV and operationalisation of shelters have also been finalised in 2018 to assist referral of GBV cases and

outlines responsibilities of stakeholders and key service providers. Namibia has a GBV helpline (10111) managed by the Namibian Police Force for reporting cases of GBV including TIP. The Lifeline/Childline also has a GBV Help line (106) that compliments the efforts of the Namibian Police Force by offering counselling services and also refers GBV and TIP cases to the Namibian Police Force.

To increase women’s access to justice, specialised courts to deal with GBV cases have been established country-wide. Training of Law enforcement and judiciary on Protection orders and handling of GBV cases have been conducted. GBV Training Manual has been developed with the assistance of Development Partner (UNICEF) with the objective to sensitise new recruits on GBV and how to deal with GBV victims at the police stations once deployed.

13.5 Addressing Trafficking in women and girls

Trafficking in human beings is a severe violation of human rights which requires special attention and specific actions to support the victims. One of the defining characteristics of this phenomenon is that the plight of the victim does not end with the termination of the trafficking situation. After they return to their country of origin, trafficking survivors are faced with a number of difficulties which seriously limit their chances for survival and further development. During the period under review, Namibia has recorded cases of Trafficking in Persons (TIP) of which most of the victims were women and girls.

Table 17: Trafficking In Persons Cases: 2014 – 2019

REPORTED	FINALISED	UNDER INVESTIGATION	AT COURT PENDING TRIAL
40	6	15	19
	Conviction – 2		
	Not guilty – 0		
	PG declined to prosecute – 4		

Source: Namibian Police Force

Between 2014 and 2019, 40 cases have been reported to the Namibian Police Force and 6 cases have been prosecuted thus far. In 2019, the Government of the Republic of Namibia with the assistance of International Organisation for Migration (IOM) managed to assist 24 victims of trafficking in the country in total, 8 women, 6 boys and 10 girls.

In addition to the old legal instruments dealing with Organised Crime, Rape and Domestic Violence etc, during the period under review, the following measures have been taken:

- Enactment of the Trafficking in Persons Act no 1 of 2018; the Witness Protection Act No. 11 of 2017 and the Whistle-blower Protection Act 10 of 2017;
- Establishment of a High-Level Committee chaired by the Deputy Prime Minister and Minister of International Relations and Cooperation to coordinate issues related to TIP in the country;
- Members of the committee are ministers of Gender Equality and Child Welfare, Safety and Security, Justice, Home Affairs, Works and Transport, Offices of the Prosecutor General and Attorney General.
- To effectively assist victims of TIP, a National Referral Mechanism (NRM) and its Standard Operating Procedures (SOPs) has

been developed through which state actors and civil society fulfil their obligations to protect and promote the human rights of victims of trafficking by coordinating their efforts in a strategic partnership;

- Implementation of the NRM & SOPs is being coordinated by the Ministry of Gender Equality and Child Welfare through the Inter-ministerial Committee and The National Coordinating Body (membership consisting of Government and non-governmental actors);
- A national awareness campaign for TIP has also been launched on the 29 March 2019 to create awareness under the theme "Beware Namibians! Human Trafficking is Real". The communication material of this campaign included: billboards (erected in 3 towns, Oshikango, Windhoek and Katima Mulilo); pamphlets on basic knowledge on TIP; radio drama series; posters; pens; media engagement platforms and a song composed specifically to warn the young against TIP. The campaign cost N\$1.2 Million approximately US\$84,000. This campaign has not yet been evaluated to determine the impact.

14. Prevention and Response to Violence against Women and Girls Facilitated by Technology: online sexual harassment, online stalking, non-consensual sharing of intimate images.

The Government with the support from UNICEF established a dedicated National Task Force at the end of 2015, which meets quarterly. All agencies with a stake in online child sexual exploitation and abuse are part of this Task Force. The Task Force developed a national framework and road map on Child Online Protection based on the #WePROTECT National Model Response and ensures joint monitoring of implementation.

An effective response to online child exploitation and abuse requires commitment from all sectors to take dedicated action against this emerging form of violence against children; by Government, Law Enforcement, ICT Industry, Regulatory Authorities, Civil Society, Children, Parents, Guardians and Caregivers, and Teachers. However, commitments need to be translated into institutional mandates and functions, and collaboration is required between stakeholders to translate commitments into action.

Under the leadership of the GRN, Ministries, CSO, industry partners, academia and UN stakeholders, Namibia started to develop a framework for action to address and tackle online sexual exploitation and abuse of children. This Framework aims to engage all stakeholders and provide clear tasks and responsibilities for every sector. In order to guarantee a holistic and comprehensive approach, the framework focuses on Policy and Governance, Criminal Justice, Victim Support, Societal Engagement, Industry and Media and Communications. The task force shares good practises and lessons learned, on models that work to inform action in Namibia to protect its children online; build strong partnerships with all stakeholders engaged and consolidate commitments retained in a National Framework to Action.

With support from the Ministries of Education, Gender Equality and Child Welfare and Youth and Sports, research has been conducted on the use of ICTs and awareness of online risks by adolescents, and a landscaping analysis

on system responses on child online protection was conducted in January/February 2016.

The Namibia University of Science and Technology (NUST) and the Centre for Justice and Crime Prevention (CJCP) conducted a study on knowledge, attitudes, and practices of ICT use and online protection risks by adolescents (between 13 and 17 years of age) in Namibia.

Amongst the findings of the study were negative experiences online, (ever experienced) the most prevalent forms of negative experiences are seeing images of a sexual or violent nature. For example, 68% of respondents reported having seen sexual content they did not wish to see, while 31% had been sent sexually explicit images of people they didn't know, 29% had seen sexual content including children, and 63% had seen disturbing or violent images.

- The prevalence of negative experiences generally increases with age, with girls more likely to have experienced some types:
- Violent content they did not wish to see: Female (67%), Male (58%);
- Had someone stalk them: Female (30%), Male (14%);
- Had information hacked: Female (20%), Male (15%);
- Been asked for sexual images: Female (19%), Male (11%).

The most serious forms of experience, in terms of how upsetting they are, appears to be those which are personal in nature to the victim (such as cyberbullying, being asked for sexual images, or being forced or had someone attempt to force them to watch something sexual against their will).

Stakeholders including CRAN, LifeLine/ChildLine Namibia and the mobile industry have explored the establishment of a public and industry reporting mechanism to report child online sexual abuse material, with links to law enforcement and child protection systems. The reporting portal is hosted by Lifeline/Childline. Lifeline/ChildLine Namibia works to adapt its Helpline 116 database to accommodate calls around online abuse and exploitation and build the capacity of learners, teachers and caregivers to build awareness and act as change agents for online protection. In order to raise awareness on the portal, and on child online safety as a whole, Lifeline/Childline Namibia together with UNICEF has started a broad outreach campaign in schools. The content displayed during the campaign was developed by children for children, leveraging the already existing structures in schools like drama clubs and peer support circles. This campaign ties into the already existing efforts of the Ministry of Education, Arts and Culture, which has put online child safety on the political and school agenda

by including the topic in the School Safety Framework and the School Health Manual.

The Ministry of ICT leads the drafting of a new Electronic Transactions and Cybercrime Bill, which aims to explicitly and comprehensively criminalise online offences against children, especially with regard to online child sexual abuse material (child pornography). There is strong support for comprehensively criminalising child pornography, as per the Electronic Transactions and Cybercrime Bill. The Namibian Legal framework is generally very strong in criminalising various forms of child abuse and exploitation, hence government, civil society and the general public are committed to close this legal gap.

In the field of criminal justice, the Prime Minister in February 2016, launched a multi-sectoral training for judiciary, prosecutors and social workers on handling cases of child witnesses and victims of violent crimes, including crimes of online sexual exploitation and abuse. Included as one of the critical recommendations in the Gender Justice Colloquium Windhoek Commitment to Action, this professional skill building programme is led by the Office of the Prosecutor General.

In order to strengthen law enforcement in the field of child online violence, exploitation and abuse, the Ministry of Safety and Security conducted specialised police training with the assistance of the UK Specialised Police Command Child Exploitation and Online Protection and developed a protocol for investigating child online sexual exploitation and abuse cases, which has been integrated into the broader GBV and Child Protection Training Curriculum that MoSS developed.

The Ministry of Education in 2015 included a dedicated chapter on child online protection as part of the Violence against Children component of the new School Health Manual, and integrated cyberbullying in its Anti-bullying campaign in 2015.

The Ministry of Gender Equality and Child Welfare is leading a process to strengthen integrated case management for child survivors of violence and abuse, which includes the online dimension of violence.

The ICT industry is a critical partner in contributing to making the internet a safe space for children, as internet platforms can be misused for crimes against children. UNICEF and the International Telecoms Union have global partnerships in place with various ICT companies, including Google, Microsoft, GSMA and Facebook, and both agencies develop guidelines and tools to assist industry in ensuring their products and servers are safe and free from child online sexual abuse material.

In order to strengthen Corporate Social Responsibility, UNICEF and ITU developed global Guidelines for the Industry on Child Online Protection, while the GSMA established a Mobile Alliance against Child Sexual Abuse Content. Action still has to be undertaken to establish notice and takedown procedures and to put mechanisms in place which allow for authorised law enforcement access to communication data. In February 2015, the MICT and UNICEF co-hosted a workshop on “Child Online Safety and Business” to kick-start the conversation on partnerships with the ICT Industry in Namibia.

15. Action to Address Violence Against Specific Groups of Women - The Girl Child

In an effort to protect the rights to education for the girl child, a cluster on girl child was established to provide technical support in order to reduce gender inequality in education, improve education retention and completion rates for girls and boys. This helps to monitor the participation and increased access of women to vocational training, science and technology as well as promote enrolment of boys in disciplines that they are hugely under-represented such as nursing, social work and the hospitality sectors. It also enables members of this cluster to review education policies from a gender perspective and ensure integration and mainstreaming of gender in the education sector policies, programmes, budgets and work plans.

15.1 Measures to prevent violence against girls in the education sector

With regard to strengthening strategies to prevent violence against girls in the education sector, the Ministry of Education Arts and Culture (MEAC) recognises the importance of Life Skills as a subject in the fight against Gender-Based Violence (GBV) and other societal problems that the country is faced with. Although it is a non-promotional subject, it is compulsory and must be included in the timetables at schools. It is continually assessed and the marks are indicated on learners’ report cards. For Life Skills to be a promotional subject, there will have to be trained subject experts, which is currently not the case at higher institutions of learning.

The Senior Primary Curriculum (Grades 4-7) has been reviewed and implementation commenced in 2016. Topics addressed within this curriculum include amongst others: Cruelty towards animals; Good touch, bad touch, Values, Positive behaviour towards someone living with HIV & AIDS; Gender and Sex; Gender-based violence; Learner pregnancy and Human trafficking/child labour. Similarly, the Junior Secondary Curriculum (Grades 8 & 9) has been revised for implementation in 2017 and 2018. This syllabus looks at cross-curricular issues like Gangs;

Criminal behaviour; Defamation of character; GBV; Freedom of speech; Sexual harassment; Sexual abuse; Baby dumping, and Intergenerational sex.

The Senior Secondary Syllabus (Grades 10 & 11) has been reviewed and is being implemented this year (2019) and 2020. Cross-curricular issues dealt with in here are Pornography; Abortion; Responsible parenthood; Marriage; Sexual communication, etc. Additionally, the curricula is aimed at not only improving the quality of teaching and learning but also removing inequality in education. The National Institute for Educational Development (NIED) is striving to reduce stereotyping such as disability, cultural and religious prejudices, etc. Instead, the focus in education is on inclusion, which emphasises the right of every learner and thus promotes access to and participation in all educational programmes. Additional programmes offered include the National Safe School Framework and Comprehensive Sexuality Education, which is complemented by directives such as Zero tolerance for corporal punishment; Anti-bullying campaigns are conducted at schools.

15.2 Challenges

Though a lot has been done with regards to violence against women and girls; there are still some challenges such as:

- Negative cultural practices still exist in some part of Namibia;
- Most of GBV IEC Material is in English and not yet translated into local languages;
- Insufficient investigation skills to collect evidence;
- Absence of national GBV database system;
- Insufficient national GBV indicators;
- Insufficient shelters for GBV victims;
- No available information on the economic impact of GBV; and
- A limited number of Physiologists in key ministries like Health and Safety and Security.

16. Participation, accountability and gender-responsive institutions

This section provides information on women in power and decision making, institutional mechanisms to advance women, human rights and women, women and the media and the girl child in relation to participation, accountability and gender-responsive institutions.

16.1. Women's Participation in Public Life and Decision-Making

According to the SADC Gender and Development Monitor 2016: Since no legal quotas are applied at national level, the advancement of representation by women is dependent on the implementation of voluntary quotas by the political parties. Awareness on equal representation at all levels as per the SADC Protocol on Gender and Development was intensified prior to the 2014 elections, and a National Conference on Women in Politics in Namibia was held in November 2013, targeting the women's wings of all political parties. Workshops and meetings for political parties and parliamentarians were held to discuss the importance of equal representation at all levels of decision-making. This contributed to placing the country among the top three in SADC.

The ruling party, SWAPO applied a zebra style throughout its party list, but other parties took some worth noting steps to ensure female representation. Given SWAPO's dominance of the National Assembly with 77 out of 96 members, it was SWAPO's internal decision to adopt a "zebra list" of alternating male and female candidates

which produced the strong gender representation in the National Assembly. The Republican Party (RP) over-represented women in its top 10 list positions, with six of the 10 being female (including four of the top five names on the list). The South West Africa National Union (SWANU) applied zebra style to the top 20 positions on its list, the Democratic Party of Namibia (DPN) to its top 19 positions, Congress of Democrats (CoD) to its top 10 positions, the National Democratic Party of Namibia (NDP) to its top eight positions and Christian Democratic voice (CDV) to its top six positions. The All People's Party (APP) placed two males at the top of its list, but then applied a zebra style from positions 2 to 29. This has increased the representation of women in organs of different political parties.

Under the period review, as a country, we have collected and analysed data to establish trends on the participation of women in politics and decision making. The primary aim of the analysis is to facilitate evidence-based interventions to lobby for women representation. The National Assembly and National Council women representation were analysed as follows:

Table 18: Women and men in the National Assembly (1990-2020)

National Assembly	Women	Men	Total	% of Women
1990-1995 (1st)	5	73	78	6,4
1995-2000 (2nd)	14	64	78	17,9
2000-2005	22	56	78	28,2
2005-2010	26	52	78	33,3
2010-2015	20	58	78	25,6
2015-2020	47	57	104	45,2

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¹⁵ SADC Gender and Development Monitor.

¹⁶ Legal Assistance Center 2017, Namibia Gender Analysis).

Table 19: Women and men in the National Council (1992-2020)

National Assembly	Women	Men	Total	% of Women
1992-1998 (1st)	1	25	26	3.88
1998-2004 (2nd)	2	24	26	7.7
2004-2010 (3rd)	7	19	26	26.9
2010-2015 (4th)	7	19	26	26.9
2015-2020 (5th)	10	32	42	23.8

Source: Parliament of Namibia

In 2015, the Ministry of Gender Equality and Child Welfare (MGECW) in collaboration with International Institute for Democracy and Electoral Assistance (International IDEA) conducted a Roundtable workshop for Women Members of Parliament in Namibia to:

- Support the performance of women parliamentarians in the law-making, representation and oversight functions;
- Strengthen the capacity of women parliamentarians to engage in the functions of the parliament (law-making, representation and oversight);
- Enhance the understanding and knowledge of women parliamentarians on addressing gender issues in law-making, representation and oversight;
- Explore how women parliamentarians can collaborate in parliament and share “good practices” on the difference women can make through their parliamentary functions.

The roundtable was attended by members of Parliament from the National Assembly and the National Council and also by women governors. A total number of 66 (52 women and 14 men) attended the roundtable meeting.

16.1.1 Training/Meeting, Seminars and Conference for women in politics and decision-making

In July and November 2017, the Ministry of Gender Equality and Child Welfare (MGECW) in collaboration with International Institute for Democracy and Electoral Assistance (International IDEA) held two Capacity Building Conferences for women in politics and decision making. The conferences were attended by two hundred and twenty-two (222) women from Parliament, Regional Governors, Regional and Local Authority Councilors with the aim to enhance gender equality and intra-Party Democracy in Namibia and to build the capacity of both women and men in gender equality including gender-

responsive budgeting in order to enhance women participation, representation and understand budget processes in Namibia.

The specific objectives of the training workshop were to:

- Analyse how intra-party democracy processes are gendered;
- Identify how intra-party regulatory frameworks impede on women representation and participation in decision making organs of political parties in Namibia;
- Unpack comparative regional and international experiences to enhance women active political participation and representation; and
- Define actionable recommendations that will inform strategies for intra-party regulatory reforms;
- Enhance Gender Responsive Budgeting (GRB) approach and its principles into all stages of the national budget processes.

16.1.2 Coaching and Mentoring of youths

The Ministry of Gender Equality and Child Welfare (MGECW), in collaboration with the International Institute for Democracy and Electoral Assistance (International IDEA), has been hosting capacity-building workshops for women in politics and decision-making. This capacity building interventions targeted women parliamentarians, senior women political party leaders, regional and local authority councillors and young women from political party youth wings. Though the target is women in politics, the workshops accommodate men too.

This initiative was introduced with the aim to create a platform for collective reflection and consensus building by political party representatives in Namibia, to foster compliance with the national constitutional, regional and international commitments in the attainment of gender equality and women representation at all levels of decision-making. The objectives of the capacity building training workshops are to analyse how intra-party democracy processes are gendered to promote women participation and representation at all political levels; identify how intra-party regulatory frameworks impede women representation and participation in decision-making organs of political parties at local, regional level, and national level; unpack comparative regional and international experiences to enhance women's active political participation and representation at local authorities level; and lastly to define actionable recommendations that will inform strategies for intra-party regulatory reforms to promote women representation in politics and all levels of decision making.

These training sessions are always informative and an eye-opener to both women and men. Participants gain knowledge and understanding of the importance of both men and women to be represented at all levels of decision-making, be it in politics and/or in all national developmental issues and the encouragement of women to take up leadership positions. The participants are also coached to be assertive in raising issues of gender equality and how to package their information when they debate issues of gender imbalances at various platforms. The participants are encouraged to continue being advocates for gender equality and women empowerment in order to see more women taking up leadership roles and positions.

16.2 Gender Responsive Budgeting

In line with the Constitution, National Vision, the National Development plan and relevant legislation, Cabinet approved GRB and gave directives to offices, Ministries and agencies to include GRB in their programmes, projects and activities to strengthen gender mainstreaming through a multi-sectoral approach. The declines provide Government Offices, Ministries and Agencies (O/M/As) with a standard tool to identify gender issues corresponding to respective mandates by taking a gender analysis of the respective sectors to identify appropriate activities, cost them and incorporate in budget proposals within the Medium-Term Expenditure Frameworks (MTEF).

The Ministry of Finance incorporated gender guidelines into the budget call circular for the 2015/16 financial year for OMA to budget accordingly. Accounting Officers of all OMAs were directed to ensure gender issues are

incorporated in all sectors, policies, programmes, plans, implementation, monitoring and evaluation.

In 2014, the Namibian Cabinet made a decision directing all Offices, Ministries and Agencies in Namibia to comply with Gender Responsive Budgeting (GRB) Guidelines, which take note of the different impacts policies have on men and women, assesses these demographics' needs, and allocate funding accordingly. Subsequently, the Ministry of Gender Equality and Child Welfare with the support of the United Nations Development Programme (UNDP) commissioned an analysis of the respective budgets and Medium-Term Expenditure Framework proposals in 2015 for seven Ministries, which collectively are allocated about 70% of the total expenditure budget to assess progress in the implementation of the Cabinet Directive on GRB. The analysis was to come up with strategies for addressing any challenges found and map out means of strengthening GRB in Namibia.

16.2.1 Training of OMAs on GRB Toolkit

During the period under review, the Ministry of Gender Equality and Child Welfare conducted a week TOT Training on Gender Responsive Budgeting and Application of the GRB guidelines for O/M/As to:

- To enhance capacity of government offices, ministries and agencies (OMAs) to conduct GRB;
- To conduct training on use of the GRB guidelines;
- To apply the GRB guidelines in their respective OMAs.

Thirty-two (32) participants (10 men and 20 women) from 7 Ministries namely: Ministry of Safety and Security (NAMPOL and Namibia Correctional Services); Ministry of Defence, Ministry of Finance, Ministry of Higher Education, Training and Innovation; Ministry of Health and Social Services, Ministry of Works and Transport and Ministry of Gender Equality and Child Welfare and a representative from UNDP and UNFPA attended the training.

16.2.2 Training of Trainers on Gender Analysis for OMAs

The training on gender analysis was a follow up for the gender responsive budgeting (GRB) for OMAs training of trainers (TOT). The training was attended by twenty-two (22) (9 male, 13 female) from the following OMAs: MoSS – Namibia Police (NAMPOL) and Namibia Correctional Services (NCS), Ministry of Defence (MOD), Ministry of Finance (MOF), Ministry of Higher Education Training and Innovations (MHETI), Ministry of Health And Social Services (MHSS), Ministry of Works and Transport

(MWT) and Ministry of Gender Equality and Child Welfare (MGEWCW) to enhance knowledge of various officials who were trained as Trainers to be able to transfer knowledge on GRB in their institutions. As a result, Twenty-Six votes were analysed to ensure that they incorporate gender issues in their budget.

16.2.3 Challenges

Despite progressive steps, Gender Responsive Budgeting in Namibia is yet to be fully realised. While assessment in Agriculture, Health and Education sectors have shown some degree of addressing gender in programming, government budgeting does not integrate gender. The budget call circular, as well as the budget statements, take no cognisance of gender issues pertaining to Namibia. Through various consultations, workshops and meetings, a number of obstacles have been raised among which are: limited in-country gender budget technical capacity on the GRB process, inadequate awareness and skills in OMAs on gender budgeting; once-off type of activities with limited follow-up and a civil society that has not engaged government rigorously on this issue. In addition to the existing political will, technical will needs to be developed and strengthened by raising awareness on GRB, strengthening the coordination mechanism and creating a critical mass of actors in the country to carry forward gender budgeting sustainably so that gender equality and women's empowerment are strengthened in the country.

17. National Strategy for Gender Equality

17.1 National Gender Policy and its Plan of Action (2010-2020).

The goal of the National Gender Policy is to guide actions towards the integration and mainstreaming of gender in the broader development framework. The policy is designed to provide guidance for stakeholders and institutions at all levels, and to ensure that they plan from a gender perspective. The effective implementation and effective utilisation of the allocated resources will lead to the creation of a society in which women and men enjoy equal rights and equal access to basic services, as well

as opportunities to participate in and contribute towards the political, social, economic and cultural development.

Meanwhile, the National Plan of Action for the implementation of the National Gender Policy has been developed to facilitate implementation of the recommendations and strategies made in the National Gender Policy. The National Plan of Action also serves as a resource mobilisation tool for the implementation of focused and coordinated action to eliminate gender inequality.

18. Tracking Proportion of National Budget that is Invested in Promoting Gender Equality and Empowerment of Women (gender-responsive budgeting).

Resources allocated to GEWE is tracked. The Ministry of Gender Equality and Child Welfare's budget is 1, 95% of the total budget estimate. The gross percentage devoted to the promotion of gender equality (Programme one of the Ministry) equals to two, 20% of the total Ministry Budget, and 0, 04% of the National Budget. To be more precise (taking into consideration ONLY GOODS AND

SERVICES without personnel expenditure and capital assets) the net % allocated to GEWE equals to 0, 97% on the total Ministry Budget, and 0,019% of the National Budget. Allocation of GEWE to other sectoral ministry programmes are not available.

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¹⁷ Additional remarks: these considerations are only about GEWE resources classified according to UN gender markers as GEN3.

19. Action Plan and Timeline for Implementation of the Recommendations of the CEDAW.

In line with its standard practice and in accordance with the concluding observation on the 4th & 5th country Report, the country developed a National Plan of Action on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 2016-2020. The Plan of Action recognises inter-linkages between the concluding observation made under CEDAW, International Covenant on Civil and Political Right (ICCPR), Beijing Declaration Platform for Action and recommendation made by the Human Rights Council at Namibia's Universal Periodic review. The Plan has a life span of five years in order to implement the following key priority actions:

19.1 Accesses to Justices and Legal Complaint Mechanism

This action area focused on ensuring that adequate funding is provided to the legal aid fund and that women, in particular, pursuing divorce and gender-based violence cases have effective access to justice in all parts of the state party.

19.2 Temporary Special Measures

This Action area focused on the adoption and full enforcement of legislative provision on the temporary special measure to increase the participation of women in public life, education and employment.

19.3 Stereotypes and harmful practices

It envisages expanding public education programmes on the negative impact of discriminatory stereotype on women's enjoyment on their rights, in particular in rural areas, targeting traditional leaders who are the custodians of customary values.

19.4 Violence against women

The key focus is to ensure that all cases of violence against women and girls are thoroughly and effectively investigated and that perpetrators are prosecuted *ex officio* and adequately punished. It also focused on the identification of the root causes for the withdrawal of complainant about violence against women by victims and introduces effective measures to address them. Further, to expedite the development of the proposed national gender statistic system, undertake a need assessment to establish the demand for shelter for women who are victims of violence.

19.5 Trafficking

This action area mainly focused on intensifying efforts to address the root causes of trafficking of women and girls and to ensure the rehabilitation and social integration of victims, including by providing them with access to shelter, legal, medical and psychosocial assistance. In addition, to intensify awareness-raising efforts aimed at promoting the reporting of trafficking offences and the early detection of women and girls who are victims of trafficking, as well as their referral to appropriate services.

Kinds of rubbish at our homes

- Cabbage peel
- Pumpkin peel
- Fruit
- Cardboard
- Plastic bags
- Glass
- Cans



tter

Litter

Home

Papers.

2. Fruit peels

3. Plastics



Exercise 2:
 Introductory questions
 1. What is the main reason for planning or starting to use with work materials? Can you name some of the reasons?
 2. How do you know when you are using materials in the right way?
 3. How do you know when you are using materials in the wrong way?
 4. How do you know when you are using materials in the best way?
 5. How do you know when you are using materials in the most effective way?
 6. How do you know when you are using materials in the most efficient way?
 7. How do you know when you are using materials in the most economical way?
 8. How do you know when you are using materials in the most appropriate way?
 9. How do you know when you are using materials in the most suitable way?
 10. How do you know when you are using materials in the most practical way?

20. Human Rights Institution

The Ombudsman is the constitutional body mandated to protect and promote human rights in the country. The Ombudsman launched the National Human Rights Action Plan whose aims amongst others are to promote gender equality and combat discrimination of any kind. The office of the Ombudsman has continually been awarded an “A” Accreditation in terms of the Paris Principles on NHRIs because of its excellent work in promoting and protecting human rights. The Office of the Ombudsman recently created the position of Children’s Advocate to promote the rights and welfare of children, women and the elderly. To make the office accessible to the public, several satellite offices have been established in several regions of the country. The establishments of these offices are expected to create awareness of the functions and/or services offered by the office.

Legal Assistance Centre (LAC) is a public interest human rights organisation which also protects and promotes the human rights of all Namibians. It works in five broader items and focuses on four main projects. One of the key focuses is Gender Research & Advocacy Project (GR&AP). GR&AP has produced extensive research in the area including gender-based violence and family law. LAC has worked with various government ministries to assist with the drafting of numerous pieces of legislation, including, the Combating of Rape Act 8 of 2000, Combating of Domestic Violence Act 4 of 2003, Maintenance Act 9 of 2003 and Child Care and Protection Act 3 of 2015 recently. GR&AP has also produced a large number of educational materials on gender-based violence (GBV) and women empowerment in a variety of media including, booklets, Comic books, newsletter and magazine articles, films, short animations, training DVDs for service providers, radio broadcasts, posters, mural on schools wall and PowerPoint Presentation.

21. Peaceful and inclusive societies

21.1 Adoption of the Namibia National Action Plan on Women, Peace and Security

In February 2019, Cabinet approved the Namibia National Action Plan on Women, Peace and Security 2019-2024. The National Action Plan (NAP) on Women, Peace and Security is based on the four pillars of UNSCR 1325, namely, participation, prevention, protection, and relief and recovery, applied to its national context. It addresses women as both actors and victims within conflict and non-conflict situations. The overall goal of the NAP is to have a safe and peaceful Namibia where all women, men, girls and boys have equal rights without fear, want and live in dignity.

The development of a stand-alone NAP on WPS enables direct and sustained attention to mainstreaming gender into the peace and security sector, to track and collate gender disaggregated data for women in the peace and security sector, and to monitor and evaluate the implementation of the WPS agenda. Some of the priority areas of the NAP include the participation of women in political and security decision making; the participation of women in peace and security structures; the participation of civil society in peace and security and the prevention of conflict and all forms of violence against women and children.

The implementation of the NAP will be funded from existing Government resources; this approach is in line with the Namibian Government’s commitment to gender-responsive budgeting. Assistance will also be sought

from development partners and the private sector to bridge any funding gaps. The estimated budget for the implementation of the NAP amounts to N\$31 027 000, over a period of five years.

The Namibia NAP on WPS will be accompanied by a monitoring and evaluation plan, to be used by different stakeholders. Namibia has aligned its outcome indicators to the AU Continental Results framework where relevant. Progress on the implementation of the Action Plan will be monitored annually to look at the challenges faced by stakeholders in the implementation of the Action Plan; proposals of possible solutions to these challenges; and documenting successes and planning for possible replication.

21.2 Women, Peace and Security Agenda & Namibia’s Foreign Policy

Gender equality is an important tenant of Namibia’s Foreign Policy, and as a result, in 2016, Namibia, together with Spain, Canada, Chile, Japan, and the United Arab Emirates launched the Global Focal Points Network, in recognition that national and regional efforts are vital for the full and effective implementation of the Women, Peace and Security (WPS) Agenda. In furtherance of this, Namibia in its capacity as incoming chair, hosted the third annual capital level meeting of the Women, Peace and Security Global Focal Points Network, from 10-11 April 2019 in Windhoek, Namibia. The Windhoek meeting sought to focus on increasing women’s full participation in the WPS agenda, particularly in decision making and

their involvement in peace processes and how this can be done through the programmes of Regional Economic Communities. The meeting also sought to encourage more member states, particularly from Africa, to join the Network and to further develop National Action Plans for the implementation of Resolution 1325. Additionally, in 2018, Namibia successfully inscribed Women, Peace and Security as a standalone agenda item at the last meeting of the Ministerial Committee of the Organ of the Southern African Development Community (SADC). The result of this is that SADC member states are now required to report to SADC about their national activities and policies as they relate to the effective implementation of the WPS Agenda.

The National Development Plan (NDP5), the Harambee Prosperity Plan, (2015), The National Gender Policy

(2010-2020) and National Plan of Action on Gender-Based Violence (2012-2016) are all frameworks that address gender equality, gender mainstreaming and the protection of women. Namibia's Gender Policy outlines strategies for women's inclusion in the peace and security sector such as ensuring gender mainstreaming in peace-keeping, peace-building and natural disaster management; sensitising forces participating in peace-keeping missions on gender issues and ensure that gender sensitisation is part of the preparation of troops and police who are participating in peace-keeping missions; creating favourable work environments for women in police and defence forces and encourage women to consider career paths in these areas and advocating for more women to be included in peace-keeping missions at all levels of decision-making and peace-keeping processes.

22. Environmental conservation, protection and rehabilitation

Namibia continues to implement the Environmental Management Act 7 of 2007 and the 2013 National Policy on Community Based Natural Resource Management (CBNRM) which ensures the participation of communities and other stakeholders equitable benefit sharing and distribution, of natural resources in a sustainable manner. The emergence and growth of the CBNRM movement brought many benefits to communities, including transforming rural livelihoods, accelerating the recovery of wildlife, and increasing the involvement of women in tourism and natural resource management. Conservancies have large numbers of women employees and women's participation in decision-making and employment is considered a model for other sectors. More than 50% of conservancy members are women, resulting in women receiving an equal or greater share when membership dividends are distributed by a conservancy. For example, the assessment results in the CBNRM institutions within Oshana region found that women and men are equally represented in Water Point Committees, Conservancy Committees, Drought Relief Committees and Constituency Development Committees. WWF estimates that women are recipients of at least 3 000 of the part-time jobs documented (e.g. thatching grass harvesting and handicrafts production) and more than 50% of the full-time jobs created (e.g. lodge staff, conservancy staff).

Community conservation work has had major influences in the roles played by men and women in relation to decision-making, use and benefit from natural resources. Specifically, for the 71 community conservancies that provided gender disaggregated information:

- Out of 846 conservancy management committee members, 285 (34%) are female, including 11 female chairpersons (15%) and 31 female treasurers/financial managers (44%); the finances of 62% of conservancies are managed by women. Additionally, 38 conservancies reported they had management committees with more than 30% of women representation during CY17.
- Out of 831 conservancy employees, 215 (26%) are female. (This does not take into account employees at the 54 lodges operating in conservancies under community-private sector partnership contracts; employing 975 full time and 110 part-time people, of which most are women).

Also, in an effort to increase general member participation in conservancy decision-making, many conservancies introduced sub-units within conservancies where meetings are held, benefits distributed, etc. This further increases women's participation in decision-making and access to benefits sharing.

In addition to the benefits received from the conservancies, through development projects or individual cash distributions (from tourism and conservation hunting revenues), many women engage in natural resource dependent enterprises which further strengthens the knowledge and practices of women in indigenous biodiversity and conservation techniques. These include:

- Natural plant product harvesting and selling to international pharmaceutical and cosmetics markets, e.g. devil's claw (*Harpagophytum zeyheri*), Commiphora resin, marula (*Sclerocarya birrea*) oil, Kalahari melon (*Citrullus lanatus*) seed oil, etc.
- Income to conservancy residents from natural plant product harvesting during 2017 was N\$4 632 261; mostly from Devil's claw and Commiphora in the north-east and north-west of Namibia.
- Craft production and marketing; generated N\$1 429 933 to the producers during 2017.
- There were 1 704 plant product harvesters and 445 producers supported through conservancies in 2017.
- Thatching grass harvesting and marketing to the tourism industry.
- Additionally, conservancy residents earned N\$65 828 264 in wage income from tourism, conservation hunting and direct conservancy employment; and had game meat, valued at N\$12 566 280, distributed to households.

In most of the above business ventures, conservancies provide an organisational structure that can facilitate better management of craft or natural products harvesting and marketing; and serve as a contact point for networking and the distribution of materials and information. While conservancy generated income (mostly from tourism and conservation hunting) is used to cover conservancy operations and general member benefits, the income from the above-listed enterprises go directly to the harvesters and producers, thus contributing significantly to household income.

The Government is implementing a number of projects in the area of environment conservation, protection and rehabilitation as well as climate change, blue and green economy with a strong gender component such as:

- (i) "The Empower to Adapt": Creating Climate-Change Resilient Livelihoods through Community-Based Natural Resource Management", which aims to reduce the vulnerability of Namibian rural people, especially women and girls through increasing resilience, diversifying livelihoods and creating natural resource-based enterprises in rural areas. The Project is expected to directly benefit more than 15,000 women and men in the CBNRM areas through the support to diversified climate-resilient livelihood; focussing on innovative resilient farming techniques such as conservation/climate-smart agriculture, as well as technological improvements; infrastructure adaptation, renewable energy technology and water saving measures. Considering that women are the primary users of environmental resources and that in most rural communities, women and girls constitute 75% of the workforce fetching water and collecting firewood, this project will alleviate women's heavy workload of collecting firewood and fetching water.
- (ii) "Realising the inclusive and sustainable development in the Benguela Current Large Marine Ecosystem (BCLME) region through the improved ocean governance and the integrated management of ocean use and marine resources Project." The Benguela Current Large Marine Ecosystem (BCLME) is situated on the south-western coast of Africa, covering the west coast of South Africa, the entire Namibian coast, and Southern Angola. It is one of the major productive eastern boundary coastal up-welling ecosystems, with rich fisheries resources, mineral deposits, oil and gas reserves. BCLME supports an abundance of life, sustaining artisanal and large-scale fisheries which contribute to local food security and employment for many people in areas of limited alternatives. The project aims to, amongst others, improve stakeholder participation in the management of the BCLME, with emphasis on communities, women, youth and the private sector). The project is facilitating the development of a Gender Policy and Action Plan for the BCC. In this regard, a stakeholder consultation meeting for Namibia was convened in Windhoek on 2-3 May 2019. The draft policy will be delivered by 30 June 2019.

The National Strategy for Mainstreaming Disaster Risk Reduction and Climate Change Adaptation (CCA) into Development Planning in Namibia 2017-2021 was developed. The Strategy recognises that climate change and disasters-induced environmental degradation, particularly of marginal areas, contribute to increase the burden on the time for women and children (especially girls). Resource scarcity (through dwindling forests, water and other natural resources) is bound to have a more adverse effect on women as they will have to walk longer distances to fetch these resources, which in turn exposes them to risks away from home. The Strategy has adopted the human rights approach and advancing social justice as one of the principles, to consciously and systematically pay attention to human rights issues in all aspects of programme development and implementation of this strategy. This requires empowering people (rights-bearers), including the most marginalised, to participate in policy and programme formulation and to hold accountable those who have a duty to act (duty-bearers), in a transparent and non-discriminatory manner that assures equality and equity, including of gender.

One of the Outcomes in the Strategy is that “climate change and disaster impacts reduced on vulnerable communities and groups including women and children in Namibia”. Amongst the Actions identified in the Strategy are:

- (i) Ensuring inclusiveness and participation of all communities including women, marginalised groups, religious-based and civil society organisations in CCA and DRR planning, implementation and monitoring;
- (ii) Integrating gender into CCA and DRR mainstreaming for a Gender sensitive CCA and DRR mainstreaming;
- (iii) Ensuring that the needs of men, women, boys and girls are considered in CCA and DRR mainstreaming;
- (iv) Ensuring that communities are empowered, and both men and women participate meaningfully in the designing, implementation and M&E of CCA and DRR activities in both urban and rural areas; and
- (v) Conduct gender-disaggregated data and focused research to assess the community's existing adaptive capacity in dealing with long-term impacts of climate change evidence-based gender mainstreaming in CCA and DRR.

The National Climate Change Strategy and Action Plan (2013-2020) recognise the importance of considering the needs of both men and women to be mainstreamed in climate change planning. The policy, strategy and action plan require that all climate change responsive activities at local, regional and national levels be gender sensitive.

23. Integrating gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation.

23.1. Establishment of the Ministry

“The Ministry of Gender Equality and Child Welfare is mandated with ensuring gender equality and equitable socio-economic development of women and men and the wellbeing of children.” At independence, in March 1990, the national machinery for the promotion of gender equality and women’s empowerment in Namibia was established in the office of the President, as a Department of Women’s Affairs under the leadership of Hon. Netumbo Nandi-Ndaitwah. In 2000, this department was promoted to a fully-fledged Ministry of Women’s Affairs and Child Welfare and was moved out of the President’s Office. From 1995 to 2010 the Ministry was under the leadership of Honourable Marlene Mungunda. From 2010 to 2012 it was under the leadership of Hon. Doreen Sioka. From 2012 to 2015 it was under the leadership of Hon. Rosalia Nghidinwa. From 2016 to date it is under the leadership of Hon. Doreen Sioka.

23.2. Gender Coordination

The country’s revised National Gender Policy as approved by Cabinet in 2010 and launched by His Excellency the President in March 2012, indicates government commitment to improve the status of women in Namibia and eradicate injustices of the past. The guiding principles of the Policy are informed by national, regional and international instruments for the promotion of gender equality such as SADC Protocol on Gender and Development, Beijing Declaration and Platform for Action, CEDAW and its Optional Protocol among others. Such principles are also prominent in the 2030 Agenda for Sustainable Development and its Sustainable Goals.

Notably in the National Gender Policy which is an evidence of congruence with the mentioned instruments are 12 priority areas of focus in the Policy, which are derived from the BPfA:

- Poverty and Rural Development
- Education and Training
- Health, Reproductive Health, and HIV and AIDS
- Gender-Based Violence
- Trade and Economic Empowerment
- Governance and Decision Making
- Media, Information and Communication
- Environment
- The Girl Child
- Peace Building and Conflict Resolution and Natural Disaster Management
- Legal Affairs and Human Rights
- Gender Equality in the family

In order to ensure implementation of the National Gender Policy and other instruments which Namibia has acceded or ratified, a gender coordination mechanism was established and approved by Cabinet in 2014, to ensure a multi-sectoral approach in implementing the policy and instruments. The mechanisms also serve as a planning and monitoring tool, ensuring that gender is mainstreamed in sector strategies, plans and activities and hold them accountable for implementation.

The gender coordination mechanism is a conglomerate of related key focus areas for effective and efficient coordination of the planning, implementation and reporting on the National Gender Policy and is composed of six (6) national clusters, Regional gender permanent taskforces, National Gender Permanent Taskforce, and High Level Gender Advisory Committee, chaired by the Right Honourable Prime Ministers. The six national clusters under the coordination are:

- GBV & Human Rights
- Health, HIV & AIDS
- Education & Girl Child
- Poverty, Rural and Economic Development
- Governance, Peace & Security
- Media, Research & Communication

Members of the gender implementation clusters are drawn from government Offices, Ministries and Agencies (OMAs), Parliament, academia, civil society organisations, women’s rights organisations, Faith-based organisations, private sector, and United Nations system.

During the period under Review, the coordination mechanism has achieved the following:

- The deliberations and reports of the clusters were discussed at the Gender Advisory Committee during the period under review and enabled the high-level committee to appreciate the work done on the implementation of the policy. Noted specifically was progress made in the development of the National GBV Plan of Action (2019 – 2023) as well as the establishment of GBV & HR clusters in 9 regions (Zambezi, Kavango East, Omusati, Kunene, Otjozondjupa, Khomas, //Karas, Erongo and Ohangwena); and National Budget call circular for 2019/20 – 2021/22 that included a clause on Gender Responsive Budgeting for implementation by all OMAs as per Cabinet Decision number 2nd/11.03.14/007;

- The high-level committee made specific recommendations for Cabinet to direct OMAs, Regional Councils and Local Authorities to speed up the implementation of Gender Responsive Budgeting and for Cabinet to authorize the MGECW, in collaboration with MoF and NPC to ensure mainstreaming GRB in State Finance Act and issues certificates of compliance on gender equality and equity to OMAs as per earlier Cabinet Decision.
- Namibia became the winner of the “Nandi” Africa Gender Award for the contribution the country has played in promoting Gender Equality and the empowerment of women by the African Gender Forum within the context of Gender Is My Agenda Campaign (GIMAC) on 6 June 2018.

In recognition of strides made in areas of education, especially in terms of free primary and secondary education and enrolment and completion by females at tertiary education (UNAM and NUST), Women participation at political and decision-making levels, etc.

In January 2018, two Namibian women, Adv. Bience Gawanas and Ambassador Selma Ashipala-Musavyi were appointed to senior roles in the United Nations system by the United Nations Secretary-General, António Guterres. Adv. Gawanas as the Special Advisor on Africa and Amb. Ashipala-Musavyi as a member of the United Nations Secretary-General Advisory Board in Disarmament Matters. These are women of Namibia representing Namibia at the highest world body.

23.3. Parliamentary Standing Committee on Gender Equality, Social Development and Family Affairs and Committee on Gender, youth and information, National Council

During the period under review, Parliamentary Standing Committee on Gender Equality, Social Development and Family Affairs and the Committee on Gender, youth and information, conducted their oversight functions by conducting field visits to the regions such as the Women economic Empowerment projects in Kavango West and Zambezi region; Health institutions in all 14 regions; Public hearings on the motion on High Rate of teenage pregnancy in schools; public hearings on the motion on Gender-Based Violence in //Karas, Hardap, Omaheke, and Omusati regions. During these visits, various challenges and gender issues were identified and noted of by the Committee: Gender-Based Violence and its contributing factors; Teenage pregnancy and its

contributing factors and effects; Sexual Reproductive Health and Rights, HIV/AIDS, Child Marriage, poverty and unemployment, withdrawal of GBV cases; Alcohol and Drug abuse, Child-headed households.

23.4. Sustainable Development Goals coordination

Namibia recognised the importance of the SDGs and committed itself to localise the implementation of SDGs by aligning it to the national planning processes that ensure integration into its National Development Plans e.g. NDP5 and Harambee Prosperity Plans (the country's development programme from 2016 to 2020, an action plan towards Prosperity for All). The country has also created extensive awareness on the importance of all sectors to mainstream the relevant SDGs, Africa's Agenda 2063 and the Southern African Development Protocol (SADC) on Gender and Development in their sector planning and implementation. In terms of coordinating the SDGs, existing three-tier mechanisms have been adopted, which consist of the following:

- Development Partners Forum at the highest level, which provides an oversight;
- A multi-stakeholder National Steering Committee consisting of senior officials from government and development partners to track the implementation and
- The National Planning Commission (NPC) as a Secretariat, which is also the coordinator of all developments pertaining the SDGs.

Alongside these mechanisms, the Namibia Statistics Agency has the responsibility of collecting data for analysis and for reporting.

All stakeholders, including but not limited to government sectors, civil society and the diplomatic corps have been engaged at various platforms prior to the compilation of the National Voluntary Review of the 2030 Agenda for Sustainable Development. For purposes of coordination of SDGs, a three-tier mechanism had been established. This consists of the Development Partners Forum at the highest level to provide coordination oversight; at implementation level a multi-stakeholder National Steering Committee composed of Senior Officials to provide tracking of implementation; and then lastly the coordination Secretariat to coordinate reporting. The progress report was validated by the multi-stakeholder National Steering Committee and endorsed by Parliament.

23.5. Gender equality and the empowerment of all women and girls is a key priority in the national plan/strategy for SDG implementation.

Gender equality and empowerment of all women and girls as SDG number 5 is aligned to national development frameworks (NDP5, HPP and Vision 2030). Namibia as a country has thus far registered significant improvement in the promotion of Gender Equality and Women Empowerment (GEWE). This is largely credited to existing legislative instruments that have been put in place to ensure gender equality and women empowerment. In addition, there are a number of programmes that have been developed for the implementation of the policy provisions. The Government continues to pursue macroeconomic stability, including fiscal discipline, which directly benefits women, especially rural women who are currently classified as vulnerable and extremely poor. To date, 43% of parliamentarians, from just 25% in 2010, are women. Furthermore, 43% managerial positions in public service are held by women. In terms of governance, currently 40% of the national executive (22 Ministers) are women.

Namibia is developing the Communication Strategy of the 2030 Agenda for Sustainable Development to create awareness and mobilisation of the society' participation in the implementation of NDP5/Agenda 2030, as well as obtaining buy-in from OMAs/grassroots organisations on the same. NPC would develop target group specific key messages that will ingrain the contents of NDP5, Agenda 2030 and Agenda 2063 into the hearts and minds of Namibians to solicit buy-in for the strategy's implementation to ensure that the NDP5/SDGs is achieved by 2022 and 2030, respectively. This will include celebrating Namibian success stories to show Namibia's progress in the implementation of the Agenda 2030, along the national vision 2030. The roll-out plan for the communication campaign is being developed to illustrate the overall communication campaign (sequence of activities), as well as a detailed breakdown of major activities, including the measure, communication channel, target group, cost and time required etc.

23.6 Challenges

- Ownership of SDGs by stakeholders irrespective of the awareness raised remains a challenge;
- Awareness of the linkages between gender and other mainstream areas;
- Gender analysis outcomes not understood by mainstream sectors;
- Data collection;
- Implementation of the recommendations by Parliament not being implemented.

23.7 Key priorities for the next five years to improve coordination

- Rollout the strategy on SDGs;
- SDGs mainstreamed in the National Development Plan;
- Strengthen the partnership between the National gender Machinery and Parliament;
- Gender Machinery to engage Parliament on Gender;
- Have a mid-term review of the Beijing Platform for Action.

24. Availability of Data and Statistics

24.1 Gender Statistics

During the period under review, not much progress was made focusing on gender statistics apart from addressing the general data needs in the country. All our statistics are disaggregated by sex and other necessary variables.

Although Namibia did not promulgate new laws, regulations, during the period under review, the Namibia Statistics Agency (NSA) continues to strengthen the use of the Statistics Act of 2011 which mandates the NSA to collect sex-disaggregated data. Namibia conducted the time use surveys, GBV, Asset ownership, poverty, disability have been done during the period under review. The National Labour Market information system was developed. Namibia improved administrative-based or alternative data sources to address gender data gaps by developing the National Labour Market information system and the civil registration system for Ministry of Health and Social Services and Ministry of Home Affairs and Immigration. Namibia further produced user-friendly reports which are sex-disaggregated (Labour Force, Employment, Poverty). Namibia further engaged in capacity building to strengthen the use of gender statistics by participating in workshops and seminars on Gender statistics conducted on AGDI and those conducted by UN Women. In Namibia, gender is referred to sex in terms of statistical data collection by the NSA.

During the period under review, the Government has defined a national set of indicators for monitoring progress on the SDGs. Namibia has 162 indicators with 28 indicators disaggregated by sex. However, the Namibia Statistics Agency (NSA) is in the process of collecting data for the SDGs including SDG5 and preparing for the official release of the SDG Baseline Report from which these indicators are provided. The document will be shared once launched. Of course, all indicators provided in the Baseline report are available in Namibia.

With regard to the indicators that the country has prioritised, Namibia is still at the level of the Baseline reporting, and thus no prioritisation has yet taken place. All the information contained in the Baseline Report is for the data that is currently being collected. Basically, Namibia routinely provides desegregated data by major surveys such as geographic location; income, sex, age, education, marital status, migratory status and disability are included.

24.2 Challenges

The main challenges for collecting and compiling data on the indicators include the:

- The non-existence of a National committee on gender statistics;
- The absence of a centralised web-based database and/or dashboard on gender statistics.

28.3 Strategies for the next five years

Although the country has no specific priorities to specifically address gender statistics, the issue of data needs are collectively from the national perspective, including ensuring the level-disaggregation to all relevant areas so no one is left behind.

The following are Namibia's top three priorities for strengthening national gender statistics over the next five years:

- NSA to produce reports based on thematic areas;
- MGECW and other institutions focussing on Gender to develop systems to capture gender statistics;
- Developed a centralised web-based database and/or dashboard on gender statistics.

CONCLUSION

It is important to note that within a short period of time, after attaining its independence, Namibia made great strides in reducing inequality in some sectors. These achievements are encouraging to the leadership and to the nation at large; and serves as a stepping stone to achieve the set targets in the rest of the key sectors, while at the same time safeguarding what was achieved so as not to regress. More effort needs to be put into ensuring that the boy child is not lagging behind, and that there is an improvement in collecting sex-disaggregated data to enable accurate reporting. It is hoped that when data is readily available, more sectors will be in a better position to provide their reports, which seems to be challenging at the moment. Namibia will continue to implement the strategies contained in its National Gender Policy whose principles are aligned to the Beijing Declaration until gender equality is realised.

Annex: 1: Members of Parliamentary Standing Committee on Gender Equality, Social Development and Family Affairs

Members of Parliamentary Standing Committee on Gender Equality, Social Development and Family Affairs consulted on the Draft Report of Beijing +25 Country Report, 06 May 2019.

Hon. Gotthard Kasuto
Hon. Agnes Limbo
Hon. Elma Dienda
Hon. Priscilla Kavita
Hon. Johanna Kandjimi
Hon. Paula Kooper
Hon. Annakletha Sikerete
Hon. Reinhold Nauyoma
Hon. Emilia Amupewa-Nuyoma
Hon. Eunice Ipinge
Hon. Norah Munsu
Hon. Loide Shinavene
Hon. Jennifer Van Den Heever
Ms. Agnes Mukono
Ms. Theresa Philemon
Mr George Sanzila (Researcher)
Ms Carol-Ann Esterhuizen (Legal Department)

Annex 2: Attendees of the National Consultative Meeting on Beijing +25 Country Report

Ms Martha Mbombo
Ms Rosina Mubonenwa
Ms Penoshinge Shililifa
Ms Fulgentia Mayira
Mr Charles Karita
Ms Bertha Shawelaka
Mr Hendrik Mauyoma
Mr Salatiel Shinedima
Mr Wiesag Haukeni
Ms Natasja Skrywer
Ms Marlene Mungunda
Ms Mary-Tuyeni Hangula
Ms Anne-Mary Shigwedha
Ms Elizabeth Mboti
Mr Sylvester Mubila
Ms Leopoldine Nakashole
Ms Womba Mayondi
Ms Mitchell Mubuyaeta
Mr Rieky-Loo Alfeus
Mr Benson Matali

Annex 3:

Conservancy women in leadership:



Conservancy meeting

Conservancy women in business:



Weighing Commiphora

Conservancy women in decision-making:



Conservancy Annual General Meeting:
Conservancy Committee elections



Making Crafts

Conservancy women in employment:



Drying Devil's Claw



Community Game Guards

