

## Section I: Identification and JP Status

### Setting things right - towards equality and equity

#### Semester: 2-10

|                    |  |
|--------------------|--|
| Country            | Namibia  |
| Thematic Window    | Gender Equality and Women's Empowerment            |
| MDGF Atlas Project |  |
| Program title      | Setting things right - towards equality and equity |

|                        |      |
|------------------------|------|
| Report Number          |      |
| Reporting Period       | 2-10 |
| Programme Duration     |      |
| Official Starting Date |      |

|                                |  |
|--------------------------------|--|
| Participating UN Organizations | * FAO<br>* UNDP<br>* UNESCO<br>* UNFPA<br>* UNICEF |
|--------------------------------|--|

#### Implementing Partners

- \* Ministry of Education (MOE)
- \* Legal Assistance Centre
- \* Media Institute of Southern Africa
- \* Ministry of Agriculture, Water and Forestry
- \* Ministry of Gender Equality and Child Welfare
- \* Ministry of Home Affairs
- \* MINISTRY OF JUSTICE (PRONASCI)
- \* Ministry of Regional Local Government and Housing and Rural Development
- \* Ministry of Safety and Security
- \* Ministry of Youth National Service Sports & Culture
- \* Namibia Planned Parenthood Association
- \* National Planning Commission
- \* Parliament
- \* Polytechnic of Namibia
- \* University of Namibia
- \* White Ribbon

#### Budget Summary

##### Total Approved Budget

|        |                |
|--------|----------------|
| FAO    | \$1,997,504.00 |
| UNDP   | \$2,314,827.00 |
| UNESCO | \$900,974.00   |
| UNFPA  | \$1,096,095.00 |
| UNICEF | \$1,690,600.00 |
| Total  | \$8,000,000.00 |

##### Total Amount of Transferred To Date

|        |                |
|--------|----------------|
| FAO    | \$1,327,202.00 |
| UNDP   | \$1,845,991.00 |
| UNESCO | \$674,748.00   |
| UNFPA  | \$929,501.00   |
| UNICEF | \$1,337,500.00 |
| Total  | \$6,114,942.00 |

**Total Budget Committed To Date**

|        |                |
|--------|----------------|
| FAO    | \$1,547,888.00 |
| UNDP   | \$1,617,105.00 |
| UNESCO | \$423,511.00   |
| UNFPA  | \$839,247.00   |
| UNICEF | \$835,307.00   |
| Total  | \$5,263,058.00 |

**Total Budget Disbursed To Date**

|        |                |
|--------|----------------|
| FAO    | \$1,547,888.00 |
| UNDP   | \$1,529,531.00 |
| UNESCO | \$367,999.00   |
| UNFPA  | \$740,748.00   |
| UNICEF | \$688,607.00   |
| Total  | \$4,874,773.00 |

**Donors**

As you can understand, one of the Goals of the MDG-F is to generate interest and attract funding from other donors. In order to be able to report on this goal in 2010, we would require you to advise us if there has been any complementary financing provided in 2010 for each programme as per following example:

Amount in thousands of U\$

| Type        | Donor | Total | For 2010 | For 2011 | For 2012 |
|-------------|-------|-------|----------|----------|----------|
| Parallel    |       |       |          |          |          |
| Cost Share  |       |       |          |          |          |
| Counterpart |       |       |          |          |          |

**DEFINITIONS**

1) PARALLEL FINANCING – refers to financing activities related to or complementary to the programme but whose funds are NOT channeled through Un agencies. Example: JAICA decides to finance 10 additional seminars to disseminate the objectives of the programme in additional communities.

2) COST SHARING – refers to financing that is channeled through one or more of the UN agencies executing a particular programme. Example: The Government of Italy gives UNESCO the equivalent of US \$ 200,000 to be spent on activities that expand the reach of planned activities and these funds are channeled through UNESCO.

3) COUNTERPART FUNDS - refers to funds provided by one or several government agencies (in kind or in cash) to expand the reach of the programme. These funds may or may not be channeled through a UN agency. Example: The Ministry of Water donates land to build a pilot 'village water treatment plant' The value of the contribution in kind or the amount of local currency contributed (if in cash) must be recalculated in US \$ and the resulting amount(s) is what is reported in the table above.

### Direct Beneficiaries

|                    | Men   | Men from<br>Ethnic Groups | Women  | Women from<br>Ethnic Groups | Boys | Girls | National<br>Institutions | Local<br>Institutions |
|--------------------|-------|---------------------------|--------|-----------------------------|------|-------|--------------------------|-----------------------|
| Targeted Number    | 18000 |                           | 100000 |                             | 1000 | 15000 | 20                       | 10                    |
| Reached Number     | 13928 |                           | 74405  |                             | 197  | 283   | 12                       | 5                     |
| Targeted - Reached | 4072  | 0                         | 25595  | 0                           | 803  | 14717 | 8                        | 5                     |
| % difference       | 77.38 | 0                         | 74.41  | 0                           | 19.7 | 1.89  | 60.0                     | 50.0                  |

### Indirect Beneficiaries

|                    | Men   | Men from<br>Ethnic Groups | Women | Women from<br>Ethnic Groups | Boys | Girls | National<br>Institutions | Local<br>Institutions |
|--------------------|-------|---------------------------|-------|-----------------------------|------|-------|--------------------------|-----------------------|
| Targeted Number    | 3500  |                           | 6000  |                             | 2000 | 4000  | 25                       | 18                    |
| Reached Number     | 2886  |                           | 4842  |                             | 600  | 1200  | 15                       | 12                    |
| Targeted - Reached | 614   | 0                         | 1158  | 0                           | 1400 | 2800  | 10                       | 6                     |
| % difference       | 82.46 | 0                         | 80.7  | 0                           | 30.0 | 30.0  | 60.0                     | 66.67                 |

## Section II: JP Progress

### 1 Narrative on progress, obstacles and contingency Measures

Please provide a brief overall assessment (250 words) of the extent to which the joint programme components are progressing in relation to expected outcomes and outputs, as well as any measures taken for the sustainability of the joint programme during the reporting period. Please, provide examples if relevant. Try to describe facts avoiding interpretations or personal opinions

#### Progress in outcomes

The JP has made significant progress at national, regional and community levels through interventions such as development of national strategies, awareness creation, knowledge enhancement, protection services and livelihood diversification initiatives. Examples of such interventions include support to Woman and Child Protection Units (WCPUs) and the launch of the national toll free help line for GBV survivors. The Plan is close to finalization and spells out the roles and responsibilities of stakeholders in addition to coordination and M&E issues pertaining to GBV nationally.

To ensure sustainability and ownership, the programme has strengthened its partnership with government, civil society organizations, and local educational institutions. For instance, training modules on GBV, SRH, and HIV & AIDS have been mainstreamed or institutionalized into the training curriculums of the police, nurses and the media. Also, collaborations with existing in-country donors/partners (USAID) for GBV in Namibia have been established in order to leverage technical skills and ensure complementarity of efforts.

Additionally, the five MTE recommendations have been reviewed and incorporated in Year 3 Annual Work Plan. For instance, the programme's M&E and Results framework has been reviewed and baseline data, indicators, targets, risks and assumptions revised and aligned to the national priorities as outlined in the MGECW's Strategic Framework.

#### Progress in outputs

During this reporting period (from July to December 2010...) about 21 Members of Parliament (MPs) benefited from the fact sheets and advocacy packages that were meant to increase their knowledge and understanding of the eight MDGs with specific emphasis on Goals 1, 3 and 6 covered under the Gender JP window. Additionally, the same number of MPs undertook field trips to 4 of the 7 target regions (Kunene & Ohangwena, Omusati and Omaheke) to familiarize themselves with issues pertaining to gender, SRH, GBV and HIV and AIDS.

Furthermore, 7 media houses have been trained on gender sensitive reporting and benefited about media staff. As an ongoing activity the National Mass Media campaign on Zero Tolerance on GBV focusing on baby dumping, human trafficking and passion killing supported continues through the national TV and radio adverts, documentaries and Information and Education Communication materials.

As part of the 16 days of activism on GBV, about 1000 stakeholders (social workers, gender liaison officers, gender activists, NGO representatives, church leaders, etc) attended the GBV Plan of Action consultative meeting, which was held in Rundu (Kavango region).

Also, significant progress has been made in the seven (7) target regions (Ohangwena, Caprivi, Kavango, Omusati, Oshana, Oshikoto, Omaheke, and Kunene) of this programme where 571 (406 women and 165 men) individuals benefited from 2 horticulture trainings, chicken rearing projects, wild silk processing, date palm and cactus cultivation, and vegetable gardens. In total 1000 chicken were distributed in Ohangwena, Omusati, Oshana and Oshikoto regions while 216 Boer goats were distributed to communities in Ovatu, Ohaiua, Otjijhandjasemo, Otjikojo and Otjomuru villages.

As part of capacity building, 37 paralegals were trained on CEDAW, African Charter and national laws. Also 479 youths were trained on linkages of SRH and GBV in 6 regions. Extensive capacity building programmes were held for community garden groups and training of agriculture extension officers from all 7 regions were done.

With regard to material development for media institutions, a toolkit has been developed for community radios and multipurpose centre. In addition, four toolkits on agriculture, literacy empowerment, business management and work ethics were developed for the San community and IGAs such craft making, weaving and dress making has been identified. Moreover, fourteen (14) subjects have been identified at the University of Namibia (UNAM) for integrating gender mainstreaming. In addition, a course outline has been drafted for nursing students at UNAM and the National Health Training Centre. Furthermore, preliminary discussions have taken place on the integration of GBV into the curriculum of the Namibian police training.

Government's contribution, to compliment ongoing JP strategies are becoming more visible as the Government (through the Ministry of Agriculture, water and Forestry) contributed to the procurement and renovations of poultry houses and garden fencing materials and other supplies were made available to 13 project sites in 3 regions.

Other results are:

- 8 WCPUs supported to develop & implement actions plans for outreach and prevention of violence against women and girls training sessions held in regions 5 regions benefiting approximately 200 lay counsellors trained
- Community Capacity Enhancement conversations on gender, SRH, GBV, HIV and AIDS held in communities in all 7 regions
- 4 new income generating projects for the San developed
- 7,444 emergency contraceptives ordered
- 26 management level staff from the Ministry of Justice trained on gender analysis and mainstreaming
- GBV database developed, 30 participants from 7 regions trained on data capturing and collation

### **Measures taken for the sustainability of the joint programme**

All the JP interventions are complimentary to ongoing Government initiatives in order to ensure ownership and sustainability. The PMU and other lead coordination partners continuously ensure that Government and implementers are at the centre of all JP planning, implementation, monitoring and evaluation.

In order to ensure continuity and complimentary of interventions, the JP build synergies and build strategic links with potential donors/funders such as USAID in order to ensure that duplication of efforts are minimized and best practices are scaled up to other regions.

The JP also works closely with community based organizations and consults with community members (local authorities) to ensure the JP activities are in line with Regional Development Plans and responds to the needs of people at the grassroots, thus avoiding top-down approaches for development and ensure ownership and sustainability of interventions.

In terms of capacity building, the JP strengthens capacity at national level through joint collaboration on development of programme activities. At local level, the JP works closely with GRN regional staff to ensure skills transfer to community members.

### **Are there difficulties in the implementation?**

UN agency Coordination

Coordination with Government

Coordination within the Government (s)

Management: 1. Activity and output management. 2. Governance/Decision Making 4.Accountability

### **What are the causes of these difficulties?**

External to the Joint Programme

*Inter-ministerial coordination at regional level is a challenge. Overlapping coordination and oversight functions resulted inadequate leadership by Government. In addition, the PMC's Strategic Coordination arm did not meet during the 2 years of implementation thus resulted in insufficient strategic guidance.*

### **Briefly describe the current difficulties the Joint Programme is facing**

- 1.The Coordination function under the JP lies with 5 bodies (National Planning Commission and the Ministry of Gender Equality and Child Welfare as the lead Ministry, Office of the Resident Coordinator, UNDP as lead agency, Programme Management Unit,. This has proven to be a challenge as it is not clear which body should coordinate what and when.
- 2.The Ministry of Gender Equality and Child Welfare has insufficient capacity in terms of human resource, making it difficult to provide adequate leadership to the JP.
- 3.In the past 2 years, JP put concerted effort in ensuring that coherence among UN agencies is improved, it has been noted that the principle of Delivering as One UN is a challenge to implement in reality as UN agencies have different planning, implementation and reporting systems. This is particularly challenging when it comes to the envisaged harmonisation of the JP.
- 4.Poor strategic coordination (by HoA, Permanent Secretaries of Ministries and Executive Directors of Civil Society organisations) has resulted insufficient oversight and guidance to the Programme.
- 5.The delay in the finalization of the M&E and Results Frameworks made measuring of results and analysis of targets and indicators a challenge. Current indicators/targets in the Frameworks are not disaggregated by sex thus it is difficult to measure progress by male/female and boys/girls. In addition, there is a lack of baseline information on some of the indicators.

### **Briefly describe the current external difficulties that delay implementation**

There were no external difficulties that have affected project implementation during reporting period.

### **Explain the actions that are or will be taken to eliminate or mitigate the difficulties**

- 1.The Office of the Resident Coordinator is taking leadership in clarifying its roles and responsibilities including that of the lead agency (UNDP) by requesting clear ToR to the MDG-F Secretariat. The MGECW, Lead Ministry, and UNDP, Lead UN Agency (in consultation with participating UN HoA) and RC(O) will clarify the role of PMU. On the other hand, NPC will clarify its roles and that of the lead ministry (MGECW) by the end of the first quarter
- 2.Regular programmatic leadership meetings will be coordinated by the MGECW to ensure that the Government remains at the centre of all JP planning and implementation.
- 3.Interagency communication and coordination has been strengthened through technical working group meetings on a monthly basis and joint planning and M&E visits.
- 4.HoA, Permanent Secretaries of Ministries and Executive Directors of Civil Society organisations will attend PMC Strategic Coordination level meetings.
- 5.The JP developed M&E tools to capture sex disaggregated data.

## **2 Inter-Agency Coordination and Delivering as One**

### **Is the joint programme still in line with the UNDAF?**

Yes true  
No false

**If not, does the joint programme fit the national strategies?**

Yes  
No

**What types of coordination mechanisms**

The National Steering Committee (NSC), which is co-chaired by the UN Resident Coordinator and the Director General of the National Planning Commission, provides oversight and strategic guidance to the programme. It approves and endorses reports and fund requests to the MDGF Secretariat. In addition, the technical level of Programme Management Committee (PMC) meets on a regular basis to assume responsibility for managing programme resources and ensure synergies in achieving outputs and outcomes. It is co-chaired by the lead agency and lead ministry. In addition, the PMU is a central hub of information, communication and knowledge management and it acts as a bridge between the UN system, the Government of the Republic of Namibia, the Spanish Government as the main funder of the Joint Programme on Gender & Culture, and other stakeholders, through exercising its functions of managing for results, coordination and reporting. The Office of the Resident Coordinator in collaboration with NPC provides oversight and serves as the link to the MDGF Secretariat and the Multi Donor Trust Fund (MDTF) Office. Finally, the Ministry of Gender Equality and Child Welfare as the lead ministry provides programmatic leadership.

**Please provide the values for each category of the indicator table below**

| Indicators   | Baseline Value | Current Means of verification   | Collection methods  |
|--|----------------|---|---|
| Number of managerial practices (financial, procurement, etc) implemented jointly by the UN implementing agencies for MDG-F JPs | 1              | Draft HACT Assurance Plan; HACT Implementation Approval Letter signed by Government in 2009 | Signed HACT FACE forms from the Implementing Partners                         |
| Number of joint analytical work (studies, diagnostic) undertaken jointly by UN implementing agencies for MDG-F JPs             | 0              | Mission Report  | Needs Assessment Tool   |
| Number of joint missions undertaken jointly by UN implementing agencies for MDG-F JPs  | 3              | 0   | Field Mission and Training Reports<br>Site Visits; Capacity Building Sessions |

**3 Development Effectiveness: Paris Declaration and Accra Agenda for Action**

**Are Government and other national implementation partners involved in the implementation of activities and the delivery of outputs?**

Not Involved false  
Slightly involved false  
Fairly involved true  
Fully involved false

**In what kind of decisions and activities is the government involved?**

Policy/decision making  
Management: budget



Management: procurement  
Management: service provision

**Who leads and/or chair the PMC?**

The lead agency (UNDP) and the lead ministry (MGECCW)

**Number of meetings with PMC chair**

3

**Is civil society involved in the implementation of activities and the delivery of outputs?**

Not involved false  
Slightly involved false  
Fairly involved true  
Fully involved false

**In what kind of decisions and activities is the civil society involved?**

Policy/decision making  
Management: service provision

**Are the citizens involved in the implementation of activities and the delivery of outputs?**

Not involved false  
Slightly involved false  
Fairly involved true  
Fully involved false

**In what kind of decisions and activities are the citizens involved?**

Policy/decision making  
Management: service provision

**Where is the joint programme management unit seated?**

National Government

**Current situation**

The PMU is housed at the MGECCW and the Ministry of Youth, National Service and Culture (lead ministry for Culture JP) contributes to operational and other running costs. All PMU staff had been recruited although the Programme Manager for the Culture JP has end of September 2010.

The Gender JP team consist of the Programme Coordinator (Mr. Jabulani Manombe Ncube), Programme Manager (Ms Jacinta M Hofnie), M&E Specialist (Mr. Godfrey Tubaundule) and the Programme Assistant (Ms. Linda Fillemon).

## 4 Communication and Advocacy

**Has the JP articulated an advocacy & communication strategy that helps advance its policy objectives and development outcomes?**

Yes true  
No false

**Please provide a brief explanation of the objectives, key elements and target audience of this strategy**

The objective of the Advocacy and Communication strategy is to accelerate progress on the MDGs by raising awareness, strengthening broad-based support and action and increasing citizen engagement. This is done through social mobilization through grassroots movements; garnering public attention by involving the press and ensuring press coverage of MDG F activities; Working on technical issues (GBV Plan of Action); High level advocacy with Members of Parliament and Joint M&E visits.

The Advocacy and Communication strategy targets the media, JP beneficiaries, general public, CSO, GRN line ministries, UN and other stakeholders

**What concrete gains are the advocacy and communication efforts outlined in the JP and/or national strategy contributing towards achieving?**

Increased dialogue among citizens, civil society, local national government in relation to development policy and practice  
Establishment and/or liaison with social networks to advance MDGs and related goals

**What is the number and type of partnerships that have been established amongst different sectors of society to promote the achievement of the MDGs and related goals?**

|                             |    |
|-----------------------------|----|
| Faith-based organizations   | 0  |
| Social networks/coalitions  | 0  |
| Local citizen groups        | 33 |
| Private sector              | 0  |
| Academic institutions       | 2  |
| Media groups and journalist | 7  |
| Other                       |    |

**What outreach activities do the programme implement to ensure that local citizens have adequate access to information on the programme and opportunities to actively participate?**

Focus groups discussions

*Extension services and approached and farmer to farmer approaches*

Use of local communication mediums such radio, theatre groups, newspapers

*Extension services and approached and farmer to farmer approaches*

Open forum meetings

*Extension services and approached and farmer to farmer approaches*

Capacity building/trainings

*Extension services and approached and farmer to farmer approaches*

Others



*Extension services and approached and farmer to farmer approaches*

## Section III: Millenium Development Goals

### Millenium Development Goals

#### Additional Narrative Comments

**Please provide any relevant information and contributions of the programme to de MDGs, whether at national or local level**

##### Goal 1: RADICATE EXTREME POVERTY & HUNGER

The JP Outcome3 on 'Enhanced well-being of targeted women and girls through food security and livelihood improvement initiatives' contributes to this MDG goal. To date, the following has been achieved:

- Baseline survey conducted and livelihood projects designed and implemented (irrigated horticultural gardens inclusive of high value vegetables, fruit trees etc)
- Agricultural inputs such as seeds, fertilizers etc provided to households
- Technologies such as water pumping units, pipes and gardening tools etc procured for communities
- 4toolkits for San developed (agriculture, literacy empowerment, business management and work ethics) developed for San communities

##### Goal 3: PROMOTE GENDER EQUALITY AND EMPOWER WOMEN

The JP Outcome 1 on 'Increased awareness and capacity for protecting the rights of women and girls (including reproductive rights) and JP Outcome 2 on increased mainstreaming / integration of gender in national development policies and frameworks; and implementation of gender responsive KRA policies, programmes and budgeting' contribute to this goal. The activities undertaken so far are:

- Toolkit for media developed to ensure gender sensitive reporting.
- Translation, Simplification of laws done to stimulate discussion in the communities.
- A KAP study on factors & traditional practices that may perpetuate or protect Namibians from Gender Based Violence and discrimination conducted in 7 regions. 4,000 copies printed & distributed.
- A national Mass Media campaign on Zero Tolerance on GBV focusing on baby dumping, human trafficking and passion killing is ongoing on TV (documentaries), radio, newspapers (IEC materials).
- Commemoration of 16 days of activism to raise awareness on gender related social issues.
- 8 WCPUs supported to develop & implement actions plans for outreach and prevention of violence against women and girls
- Training sessions held in regions 5 regions, approximately 200 lay counselors trained on gender, SRH, GBV, HIV and AIDS.
- Development of information packages for youth on gender, SRH.
- Training modules on GBV, SRH, and HIV & AIDS have been mainstreamed or institutionalized into the training curriculums of the police, nurses and the media.
- Rape kits, swaps procured for WCPUs to ensure that GBV survivors receive adequate support. In addition, 7444 emergency contraceptives were procured for WCPUs
- Info and training materials for San completed.
- 33 communities conducted community conversations. A total of 84620 community members in 9 regions participated in community conversations with 12260 men and 72360 women. Drawing from their conversations, 4 gardening projects were initiated to contribute to the economic empowerment of san women and girls. Through these conversations, Issues on gender, HIV reduction and alleviation of poverty through IGP were discussed and plans developed. In 2011, communities will focus on improving developed projects and initiating those that are still in the planning stages CCE conversations held in communities in all 7 regions - action plans available



- National Gender Policy reviewed, revised and approved by Cabinet.
- Gender budget analysis for different Government Sectors conducted to ensure that gender is mainstreamed. Final report is available.

**Please provide other comments you would like to communicate to the MDG-F Secretariat**

- The complexity of MDGF processes, and limited guidance from the Secretariat on the roles of the lead agencies, compromised coordination functions at times.
- Based on existing templates, the PMU derived simple tools for implementing partners to collect data that is required. However, with the changing reporting template from the secretariat it becomes challenging to gather the required information at short notice.

## Section IV: General Thematic Indicators

### 1 Mainstreaming gender in policy making and improving the legal system to recognize and guarantee the rights of women

#### 1.1 Number of laws, policies or plans supported by the programme that explicitly address gender based discrimination and promote gender equality and women's empowerment.

##### Policies

No. National 2  
No. Local

##### Laws

No. National 8  
No. Local

##### Plans

No. National 2  
No. Local

#### 1.2 Are they in line with international commitments adopted by the country (particularly CEDAW)? Please, specify:

Please briefly provide some contextual information on the law, policy or plan and the country/municipality where is going to be implemented (base line, stage of development and approval, potential impact of the policy)

Yes, all policies, laws and plans in place are in line with the international commitments adopted by Namibia are against discrimination of women and children, such as:

- The Convention on the Elimination of all forms of Discrimination against Women which was ratified by Namibia in 1992. Through the JP, CEDAW was simplified and translated into the various Namibian languages to stimulate discussion at all levels. In addition, CEDAW and the Beijing Platform for Action are implemented through the Namibian constitution which prohibits discrimination on the basis of race, colour, gender etc under Article 10, the National Gender Policy, and other Gender programmes. In addition, Namibia signed the Beijing Declaration and Platform for Action in 1995. The Beijing Platform for Action, as the global policy framework for gender equality remains relevant to current and future programmes in Namibia. The Constitution of the Republic of Namibia, Article 10, states that "All Persons shall be equal before the Law.

- The revised National Gender Policy. The first NGP was developed in 1997. During the implementation of the Policy, it was discovered that there were new and emerging issues at national, regional and global level which hold implications for the promotion of gender equality in Namibia. Such issues include the worsening situation regarding

HIV/AIDS, international economic development, globalization and climate change, all of which have a disproportional impact on women and girls. The revised NGP is implemented by all line ministries including regional councils dealing with the critical areas of concerns outlined in the Policy. The implementation of the NGP is guided by a set of principles as stakeholders design, implement and evaluate their programmes. Implementation of the Policy is a National responsibility and all sectors are responsible for providing budgetary and human resources needed for its implementation. The reviewed National Gender Policy, NGP 2010-2020 identifies two additional priority areas of focus bringing to (12) areas being addressed. The key programmes will now include: Poverty and Rural Development; Education and Training; Health, Reproductive Health and HIV/AIDS; Gender-Based Violence; Trade and Economic Empowerment; Governance and Decision-Making; Media, Information and Communication; the Environment; Issues of the Girl-Child; Legal Affairs and Human Rights; Peace-building, Conflict Resolution and Natural Disaster Management; and Gender Equality in the Family Context. •The establishment of the first ever Women and Child Abuse Centre in 1993 now called the Women and Child Protection Unit to address the issues of violence against women and children. In Namibia, a total of 15 Woman and Child Protection Units in 13 regions exists., which serves as places of safety for all GBV survivors. They are managed by government with the support from the JP. •The Government enacted laws that provide for Affirmative Action (Combating of Rape Act No. 8 of 2000, Married Persons Equality Act 1 of 1996 , Combating of Domestic Violence Act No. 4 of 2003, Maintenance Act 9 of 2003, Affirmative Action (Employment) Act 29 of 1998 ) to serve as a basis for the protection of vulnerable Namibians, particularly women and children.

### 1.3 Sector in which the law, policy or plan focuses:

Justice reform  
Health  
Labour rights  
National Development plan / gender equality plan  
Gender based violence  
Gender responsive budgets

#### Comments

### 1.4 Government Budget allocated to gender equality policies or programmes before the implementation of the Joint Programme

#### National Budget

Total 961447.37

#### Local Budget

Total 961447.37

### 1.5 % variation in the Government's budget devoted to gender equality policies or programmes from the beginning of the joint

## programme to present time

### National Budget

% Overall 52%  
% Triggered by the Joint Programme 58%

### Local Budget

% Overall 100% (2008/2009 financial year)  
% Triggered by the Joint Programme

## 1.6 Number of citizens and/or institutions the law policy or plan directly affect

Citizens 12358  
National Public Institutions 23  
Local Public Institutions 36  
Private Institutions

## 1.7 Number of institutions, civil servants and citizens trained with the support of the Joint Programme to take informed decisions on gender related issues

### Public institutions

Total 9

### Private Sector Institutions

Total 6

### Civil Servants

Total  
Women  
Men

### Citizens

Total 10090



Women 5313  
Men 4777

## 2 Improving participation of women in economic life and public decision making of their community and/or country

### Budget

National budget  
Total Local budget

### Number of women empowered and/or trained with the support of the joint programme who gained access and/or improved their economic rights

No. women 13263  
No. urban  
% Ethnic group  
Specify

### Number of women empowered and/or trained with the support of the joint programme who improved their income

### Type of improvements generated by the Joint Programme on the beneficiaries' wellbeing through the improvement of economic rights/income generation

Health and/or sexual and reproductive health

*Reduce Gender Based Violence*

Food security and nutrition

*Reduce Gender Based Violence*

Reduce vulnerability

*Reduce Gender Based Violence*

Education

*Reduce Gender Based Violence*

Others

*Reduce Gender Based Violence*

## 2.1 Number of women empowered and/or trained with the support of the joint programme who gained access and/or improved their economic rights

Women 13263  
Urban

Ethnic group  
Rural

## **2.2 Number of women empowered and/or trained with the support of the joint programme who improved their income**

Women 13263  
Urban  
Ethnic Group  
Rural

## **2.3 Type of improvements generated by the Joint Programme on the beneficiaries' wellbeing through the improvement of economic rights/income generation**

Health and/or sexual and reproductive health  
Food security and nutrition  
Reduce vulnerability  
Education

### **Comments**

## **2.4 Number of women who, gained access to public decision making with the support of the joint programme**

Total number 1865  
Urban  
% Ethnic group  
National  
% Local

### **3 Decreasing the level of violence against women/girls and improving support provided to victims of violence**

#### **3.1 Number of women/girls with access to prevention and protection services (e.g. shelter, medical or legal support, etc), anti-discrimination and/or reproductive health care through the support of the joint programme**

Total  
Women  
Girls  
Urban  
Rural/indigenous

#### **3.2 Number of women/girls who have used anti-violence services (e.g. shelter, medical or legal support, etc), anti-discrimination and/or reproductive health care with the support of the joint programme**

Total  
Women  
Girls  
Urban  
Rural/Indigenous

#### **3.3 Variation (%) of gender based violence cases reported to the police from the beginning of the Joint Programme to present time**

### **4 Awareness rising on gender equality issues and enabling an environment for women exercising their rights**

#### **4.1 Number and type of partners targeted sensitized on gender related issues**

|                         |    |    |
|-------------------------|----|----|
| Civil servants          | 11 |    |
| Private institutions    | 9  |    |
| Community organizations |    | 25 |
| Religious leaders       | 10 |    |
| Other, specify          |    |    |

No. National Level  
No. Local Level

#### 4.2 Indicate the type of media /awareness raising action used

Newspapers and wirtten media  
Radio  
Television  
Community based activities  
Schools  
Peer to peer initiatives

**GENDER JOINT PROGRAMME M&E FRAMEWORK**

| Expected Results (Outcomes & outputs)   | Indicators   | Baseline      | Overall JP Expected target                              | Achievement of Target to date                     | Means of verification | Collection methods (with indicative time frame & frequency) | Responsibilities                           | Risks & assumptions   |
|---|--|---------------|---|---|-----------------------|---|--|---|
| <b>Outcome 1. Protection of women &amp; girls' rights including reproductive rights</b>   |  |               |   |   |                       |   |  |   |
| <b>Output 1.1: The rights of women &amp; girls are protected nationally through enactment &amp; enforcement of existing legislation</b> | 1.1 #/% of MPs who are aware of women & girls' rights in relation to existing laws and policies on gender equality |               |   |   |                       |   |  |   |
|   | a) #/% of MPs and National Council engaged in information sessions on women and girls' rights                      | Not available | 26 National Council and 76 MPs reached by year three in | 17 (22.4%) Parliamentarians (10 females, 7 males) | Parliamentary report  | Quarterly, bi-annual reports                                | UNDP<br>UNICEF<br>UNFPA<br>UNESCO<br>MGECW | <p><b>Assumptions:</b><br/>Change in knowledge &amp; attitudes among MPs regarding gender leads to better advocacy for women and girls' rights.<br/>Gender &amp; HIV/AIDS will remain high priority on the political agenda.</p> <p><b>Risks:</b><br/>Outcomes may be marginal in short term, but essential for long term, incremental change. While behaviour can be changed by knowledge and attitude, the time frame may well exceed the life time of this JP.<br/>The 2009 National elections may lead to loss of committed and</p> |

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|--|--|----------|---|----------------------------------|-----------------------------|---|--|---|
|  | b) # of info sessions on gender, SRH   | Unknown  | 3-5 sessions on Gender, GBV, SRH, HIV, IGAs | 2 information sessions conducted | Information session reports |   | UNDP<br>UNICEF<br>UNFPA<br>UNESCO<br>MGECW | <p><b>Assumptions:</b><br/>Change in knowledge &amp; attitudes among MPs regarding gender leads to better advocacy for women and girls' rights. Gender &amp; HIV/AIDS will remain high priority on the political agenda.</p> <p><b>Risks:</b><br/>Outcomes may be marginal in short term, but essential for long term, incremental change. While behaviour can be changed by knowledge and attitude, the time frame may well exceed the life time of this JP. The 2009 National elections may lead to loss of committed and</p> |
| <b>Output 1.2: Women and Girls are aware, understand and assert their rights (including reproductive rights) and know how to access available services such as prevention and treatment of HIV and AIDS.</b> | 1.2 % of Girls & Women in targeted in 7 regions who better understand their rights related to gender issues, notably HIV/ADS |          |   |                                  |                             |   |  |   |

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|---------------------------------------|---|--|----------------------------|--|---|--|--|--|
|                                       | a) # of people trained in the 7 targeted regions  | Zero   | 100,000 for 7 regions      | Number reached: 74,031   | Training Reports<br>CCE quarterly reports | MRLGHRD & UNDP<br>Quarterly, bi-annual, annual reports, Attendance Registers                                       | UNDP<br>UNICEF<br>UNFPA<br>UNESCO<br>MGECW | <p><b>Assumptions:</b><br/>Change in knowledge &amp; attitudes among men and women regarding gender leads to behaviour change. Gender &amp; HIV/AIDS will remain high on the political agenda.</p> <p><b>Risks:</b><br/>Cultural norms are deeply entrenched and difficult to change, notably in gender issues</p> |
|                                       | b) # of functional community groups engaged in conversations on human rights, gender equality, prevention and treatment of HIV/AIDS | 16 groups in the 7 target regions (Caprivi - 5, Oshana - 5, Erongo - 3, Kunene- 3) | 30 (4 per region)          | 31 groups (Kavango – 3, Omaheke – 3, Karas - 3, Omusati – 4, Ohangwena – 2, Caprivi- 5, Kunene – 3, Erongo 3, Oshana - 5 ) | CCE quarterly reports                     | MRLGHRD & UNDP<br>quarterly, bi-annual, annual reports, attendance Registers, Meeting minutes, Attendance register | UNDP & MRLGHRD                             | <p><b>Assumptions:</b><br/>Change in knowledge &amp; attitudes among men and women regarding gender leads to behaviour change. Gender &amp; HIV/AIDS will remain high on the political agenda.</p> <p><b>Risks:</b><br/>Cultural norms are deeply entrenched and difficult to change, notably in gender issues</p> |

| Expected Results (Outcomes & outputs)  | Indicators  | Baseline  | Overall JP Expected target   | Achievement of Target to date   | Means of verification                  | Collection methods (with indicative time frame & frequency)        | Responsibilities  | Risks & assumptions   |
|--|---|---|--|---|--|--|---|---|
| <b>Output 1.3 Improved capacity of service providers to prevent, detect, enforce and report gender based violence and abuse, and to offer protection and reproductive health services and prevention and treatment of HIV and AIDS, for women and girls.</b> | a) # of reported and attempted rape cases in the 7 regions                  | 2005: 1184 reported rape and attempted rape cases (data not disaggregated by regions, national) | Reduce in number of targeted cases   | 259 <sup>1</sup> (2009-2010) in the targeted 6 regions and 3140 nationally  | Police dockets                         | WCPU and Police records, Newspaper clippings, quarterly, bi-annual | UNDP<br>UNICEF<br>UNFPA<br>UNESCO<br>MGECW  | <b>Assumptions:</b><br>Reporting is accurate and timely (especially on rape and GBV cases). Gender & HIV/AIDS will remain high on the political agenda.<br><br><b>Risks:</b><br>Outcomes may be marginal in short term, but essential for long term, incremental change. While behaviour can be changed by knowledge and attitude, the time frame may well exceed the life time of this JP. |
|  | b) # of GBV court cases for all 7 regions                                   | 2003: 894 reported cases of abuse for 7 regions   | Unknown (to be determined by stakeholders, e.g. Ministry of Safety & Security) | 322 <sup>2</sup> (2009-2010) in the targeted 6 regions, and 11854 nationally  | Police dockets                         | Police dockets, quarterly, bi-annual                               | Ministry of Justice, Ministry Safety & Security(MSS)                                    |   |
|  | c) # of people trained on data capturing... national /regional or 7 regions | Unknown (trainings were conducted, however, data on such trainings will be obtained)            | 65-70 personnel trained in 7 regions in year 2 and 3                           | 56 people trained including Police, Social Workers, Central Bureau Statistics staff, registration officials, health care and law enforcement officers trained in data capturing, entry and analysis | Training reports, list of participants | Quarterly reports  | MGECW, Ministry of Justice, Ministry Safety & Security, NPC, MoHSS, UNDP, UNFPA, UNICEF |   |

<sup>1</sup> Omusati – 1, Caprivi – 2, Omaheke – 83, Kunene - 39, Ohangwena – 31, Karas – 103, Data for Kavango unavailable

<sup>2</sup> Omusati – 6, Caprivi – 4, Omaheke – 61, Kunene - 56, Ohangwena – 37, Karas – 158, Data for Kavango unavailable



| Expected Results (Outcomes & outputs)  | Indicators  | Baseline | Overall JP Expected target   | Achievement of Target to date                           | Means of verification                               | Collection methods (with indicative time frame & frequency) | Responsibilities        | Risks & assumptions   |
|--|---|----------|--|---|---|---|-------------------------|---|
|  | d) legal protection / support mechanisms developed                                      | Zero     | Guidelines for a GBV witness protection program developed by year two  | Guidelines developed                                    | GBV witness protection guidelines document          | Quarterly reports   | UNICEF<br>MGECW         | <b>Assumption:</b><br>The guidelines will be useful in witnesses of GBV incidences leading to increased number of cases finalised.  |
|  | e) # of training sessions for volunteers and women on GBV and SRH in 7 targeted regions | Zero     | Estimated 8 sessions of 1-2 days per region for volunteers groups and rural women on GBV and SRH, total of 56 sessions by year three in rural communities. | 5 sessions conducted, reaching 71 women                 | Field reports, list of participants                 | Quarterly reports   | MGECW<br>UNICEF         | <b>Assumption</b><br>Volunteers and women groups capacity to detect, prevent and report GBV and abuse of women and children will be improved  |
|  | f) # of paralegals trained in 7 regions   | Zero     | 7 training sessions conducted (one in each region, with an estimated 25 attendees per session  | 25 paralegals were trained                              | Reports of the 7 training sessions                  | Quarterly training reports                                  | LAC<br>UNFPA<br>MGECW   | <b>Assumption</b><br>Paralegals will assist lawyers in proper recording of reported GBV cases.  |
|  | g) # of contraceptives procured   | Unknown  | Estimated 800 SRH kits and emergency contraceptives for WCPUs  | Procurement of 7,444 emergency contraceptives for WCPUs | Central Medical Store Inventory & distribution list | Quarterly, bi-annual reports                                | UNFPA<br>MGECW<br>MoHSS | <b>Assumption:</b><br>Women and girls <b>have</b> access to contraceptives in a timely manner<br><b>Risk:</b> the demand may surpass the supply of contraceptives within a given period of time |
| <b>Output 1.4 Strengthened national responses on access and availability of prevention and treatment services of HIV/AIDS among women and girls.</b> | 1.4. # of Women and Girls accessing and utilizing service in the 7 regions :            |          |  |   |   |   |                         |   |

| Expected Results<br>(Outcomes & outputs) | Indicators | Baseline | Overall JP<br>Expected target   | Achievement of<br>Target to date   | Means of<br>verification | Collection methods (with<br>indicative time frame &<br>frequency) | Responsibilities                                  | Risks &<br>assumptions  |
|--|------------|----------|---------------------------------|--|--------------------------|---|---|---|
|  | a) WCPU    | Unknown  | Data not available<br>from MOSS | Women – 2202 in 7<br>regions<br>Girls – 462 in 7 regions<br>(results for 2009; 2010<br>data will still have to be<br>obtained from MGECW<br>and/or MOSS) | WCPU reports             | Quarterly, bi-annual,<br>annual reports, (mid -term<br>reviews)   | MGECW<br>MSS<br>UNDP<br>UNICEF<br>UNFPA<br>UNESCO | <p><b>Assumptions:</b><br/>Change in<br/>knowledge &amp;<br/>attitudes among<br/>men and women<br/>regarding gender<br/>leads to behaviour<br/>change.<br/>Reporting is<br/>accurate and timely<br/>(especially on rape<br/>and GBV cases)<br/>Gender &amp;<br/>HIV/AIDS will<br/>remain high on the<br/>political agenda.<br/>Resources are<br/>available<br/>Volunteers and<br/>women groups<br/>capacity to detect,<br/>prevent and report<br/>GBV and abuse of<br/>women and<br/>children will be<br/>improved</p> <p><b>Risks:</b><br/>Outcomes may be<br/>marginal in short<br/>term, but essential<br/>for long term,<br/>incremental<br/>change. While<br/>behaviour can be<br/>changed by<br/>knowledge and<br/>attitude, the time<br/>frame may well<br/>exceed the life time<br/>of this JP<br/>Cultural norms are<br/>deeply entrenched<br/>and difficult to<br/>change, notably in</p> |

| Expected Results (Outcomes & outputs) | Indicators   | Baseline      | Overall JP Expected target   | Achievement of Target to date   | Means of verification                             | Collection methods (with indicative time frame & frequency) | Responsibilities                              | Risks & assumptions   |
|---------------------------------------|--|---------------|--|---|---|---|---|---|
|                                       |  |               |  |   |   |   |   | gender issues. Accurate impact evaluation not always available  |
|                                       | b) HIV prevention and treatment resource tools developed   | Not available | Resource tools developed in year one   | Resource tools developed  | Resource tool                                     | Quarterly and Bi annual reports                             | PEACE/MGECW UNICEF                            | <b>Assumption:</b> Consensus reached on revision process and resources and TA available   |
|                                       | c) # of lay counsellors trained on HIV prevention and treatment services                             | Not available | Two weeks intensive training conducted in 2 regions in year one, 3 regions in year two and 2 regions in year 3, estimated reach 15 people per session – total 105 people | 200 lay counsellors trained   | Training report, attendance register              | Quarterly reports (mid-term reviews)                        | PEACE/MGECW UNICEF                            | <b>Assumption:</b> Lay counsellors will assist people living with HIV and AIDS at community level   |
|                                       | d) # and types of IEC materials produced for awareness raising among youth in the targeted 7 regions | Zero          | 5 information (IEC) packages developed for and delivered to health professionals and   | 5 IEC materials on GBV, SRH, HIV/AIDS developed & distributed to NAPPA; | Materials   | Quarterly, bi-annual reports                                | Namibia Planned Parenthood Association, UNFPA | <b>Assumption</b> Targeted beneficiaries will receive and use the IEC materials.<br><br><b>Risk:</b> Difficult to track beneficiaries and verify utilization. |
|                                       | e) # of NAPPA staff trained on GBV, SRH and HIV and AIDS   | Unknown       | 35 NAPPA staff in 7 regions by year two  | 35 NAPPA staff trained on GBV, SRH & HIV/AIDS                           | Materials, training reports, list of participants | Quarterly, bi-annual reports                                | Namibia Planned Parenthood Association, UNFPA | <b>Assumption</b> NAPPA staff will roll out the training on HIV and AIDS, SRH, GBV to the youth in the targeted 7 regions                                     |

**Outcome 2. Increased mainstreaming/integration of gender in national development policies & implementation of gender responsive KRA sector policies, programmes & budgeting**

| Expected Results (Outcomes & outputs)  | Indicators  | Baseline                             | Overall JP Expected target  | Achievement of Target to date   | Means of verification                                       | Collection methods (with indicative time frame & frequency) | Responsibilities | Risks & assumptions  |
|--|---|--------------------------------------|---|---|---|---|------------------|--|
| <b>Output 2.1 Gender is institutionalised and mainstreamed in 4 Key Results Areas (KRA) of the National Development Plan III</b> | 2.1. # of National frameworks and KRAs in NDP III reviewed for gender responsiveness and for integration of gender issues | 1 Policy and 1 Plan of Action (1997) | 1 approved National Gender Policy & 1 Plan of Action – by end of JP, existing NGP and PoA will be reviewed and approved       | NGP approved (March 2010), PoA being developed add date of approval of new                      | Final NGP & PoA   | Quarterly, biannual, report                                 | MGECW            |  |
|  | a) # of sectors reviewed for gender responsiveness  | Zero                                 | Review studies of 4 sectors (Youth, trade and Industry, safety and security, Justice and Lands) with assessments and findings | 4 sectors reviewed on gender responsiveness   | Study review reports  | Quarterly, bi-annual report                                 | MGECW<br>UNFPA   | <b>Assumption:</b><br>Study recommendations will be implemented.<br><br><b>Risk:</b><br>Lack of resources may hamper implementation of some recommendations                |
|  | b) # of sectors reviewed for gender budgeting   | Zero                                 | 5 sectors reviewed for gender budgeting analysis  | 5 sectors reviewed for gender budgeting analysis  | Reports   | Quarterly, bi-annual, annual reports                        | MGECW<br>UNDP    | <b>Relevant sectors</b> understand how to develop a gender sensitive budget.   |
|  | c) # of ministerial staff trained on gender budgeting   | Zero                                 | 40 ministry staff trained on gender budgeting   | 40 ministerial staff trained  | Training reports, list of participants, training material   | Quarterly, bi-annual, annual reports                        | MGECW<br>UNDP    | <b>Assumption</b><br>Resources for training available<br><b>Risk:</b><br>Whether data collected will be able to inform programming   |
|  | d) # of management level staff trained on gender analysis and training  | Unknown                              | One session per year to include estimated 40 people from law enforcement  | 26 management level staff from Ministry of Justice trained on gender analysis and mainstreaming | Training reports, list of participants, training curriculum | Quarterly reports   | MGECW<br>UNFPA   | <b>Assumption:</b><br>Management level staff may contribute to the mainstreaming and institutionalization of gender advocacy to increase the number of women and girls who |

| Expected Results (Outcomes & outputs)   | Indicators   | Baseline  | Overall JP Expected target  | Achievement of Target to date   | Means of verification                                       | Collection methods (with indicative time frame & frequency) | Responsibilities | Risks & assumptions   |
|---|--|---|---|---|---|---|------------------|---|
|   |  |   |   |   |   |   |                  | access and use legal protection and support systems   |
| <b>JP Output 2.2 Improved management of GBV sex-disaggregated data, linked with the national data system</b>                        | a) # of CBS, WCPUs and MGEWCW staff trained on GBV data capturing and analysis on sex disaggregated data | Zero  | Training for 130 staff on GBV data capturing and analysis   | 130 Central Bureau of Statistics & MGEWCW staff trained on GBV data capturing & analysis                                | Training report, list of participants                       | Quarterly, bi-annual reports                                | MGEWCW, NPC      | <b>Assumption</b><br>Resources for training available<br><b>Risk:</b><br>Whether data collected will be able to inform programming  |
|   | b) # of institutions with capacity, strategies, structures & M&E for gender responsiveness.              | Zero  | Steering Committee established & trained in year one on data collection methodologies & quality control | Steering Committee established<br>Steering Committee members trained on data collection methodologies & quality control | Minutes of meetings, training reports, list of participants | Quarterly, bi-annual reports                                | UNDP<br>MGEWCW   | <b>Assumption:</b><br>Steering Committee will guide the quality implementation of programmes.   |
| <b>Outcome 3: Enhancing the well-being of targeted women and girls through food security and livelihood improvement initiatives</b> |  |   |   |   |   |   |                  |   |
| <b>Output 3.1 Food availability, access and utilization improved through appropriate farming methods</b>                            | 3.1 #/ % of targeted Female headed households, (women & girls) with increased food production            |   |   |   |   |   |                  |   |
|   | a ) # of Female Headed Households involved in food security and livelihood initiatives                   | 2009 (FAO Baseline study): 136 female headed households | 136 female headed households, gardening, rearing of small stock   | 374 female-headed involved in food security and livelihood initiatives  | Reports   | Quarterly reports, Mid-term reviews                         | FAO<br>MAWF      | <b>Assumption</b><br>Required expertise / trainers available (i.e. horticulture, business management and record keeping).<br><br><b>Risks:</b><br>Regions differ in needs and capabilities. |

| Expected Results (Outcomes & outputs)                                       | Indicators  | Baseline | Overall JP Expected target | Achievement of Target to date  | Means of verification                 | Collection methods (with indicative time frame & frequency) | Responsibilities | Risks & assumptions  |
|---|---|----------|----------------------------|--|---------------------------------------|---|------------------|--|
|   |   |          |                            |  |                                       |   |                  | Access to land & credit by vulnerable women and girls varies between regions.<br><br>Unfavourable weather conditions and natural disasters   |
|   | b) # of people trained in food security and livelihood initiatives in the 7 target regions  | Zero     | 75                         | 64 Agricultural Extension officers and community leaders trained in Horticulture | Training reports, attendance Register | Quarterly reports   | FAO<br>MAWF      | <b>Assumption</b><br>Project members have skills to maintain projects to benefit women and girls   |
| <b>Output 3.2 Increased incomes through diversified economic activities</b> | 3.2 # % of Women and girls beneficiaries engaged in IGAs/SMEs in target communities by 2011 |          |                            |  |                                       |   |                  |  |
|   | a) # of IGAs and SMEs training toolkits for women and girls developed                       | Zero     | 7 toolkits                 | 3 training toolkits are being finalised. training will be conducted in year 3    | Toolkits                              | Quarterly reports   | MGECW<br>UNESCO  | <b>Assumption</b><br>Essential IGA outputs are used for meeting basic needs.<br><br><b>Risks:</b><br>Regions differ in needs and capabilities.<br><br>Development of IGAs / SMEs may introduce new competition, with associated conflicts. Resources to sustain projects beyond year 3 |
|   | b) # of women & girls trained in IGAs/SME   | Zero     | 40                         | To be implemented in year 3  | Training reports                      | Quarterly reports   | MGECW<br>UNESCO  | <b>Assumption</b><br>Project members have skills to  |

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|---------------------------------------|--|----------|----------------------------|-------------------------------|-----------------------|---|------------------|---|
|                                       | management   |          |                            |                               |                       |   |                  | maintain projects to benefit women and girls                |
|                                       | c) # of targeted women & girls trained in financial management | Zero     | 40                         | To be implemented in year 3   | Training reports      | Quarterly reports   | MGECW<br>UNESCO  | Women's groups exist as a means of access into communities. |

