

## Section I: Identification and JP Status

### Setting things right - towards equality and equity

#### Semester: 1-11

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	1-11
Programme Duration	
Official Starting Date	

Participating UN Organizations	* FAO * UNDP * UNESCO * UNFPA * UNICEF
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#### 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	\$1,997,504.00
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 Budget Committed To Date**

FAO	\$1,594,275.00
UNDP	\$1,698,969.00
UNESCO	\$455,207.55
UNFPA	\$742,167.81
UNICEF	\$1,149,223.00
Total	\$5,639,842.36

**Total Budget Disbursed To Date**

FAO	\$1,525,679.00
UNDP	\$1,593,969.00
UNESCO	\$423,628.60
UNFPA	\$736,867.81
UNICEF	\$888,825.64
Total	\$5,168,970.05

**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 Ethnic Groups	Women	Women from Ethnic Groups	Boys	Girls	National Institutions	Local Institutions
Targeted Number	18000		100000		1000	15000	20	10
Reached Number	14116		74813		197	283	12	5
Targeted - Reached	3884	0	25187	0	803	14717	8	5
% difference	78.42	0	74.81	0	19.7	1.89	60.0	50.0

### Indirect Beneficiaries

	Men	Men from Ethnic Groups	Women	Women from Ethnic Groups	Boys	Girls	National Institutions	Local 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

During the reporting period, a lot of effort went into the revision of the M&E framework, as well as the M&E Results framework of the previous reporting period. Indicators have been reduced from 61 to 31 for the gender JP, to ensure that indicators are measurable and will demonstrate the desired results.

For outcome 1 (increased awareness and capacity for protecting the rights of women and girls, including reproductive rights):

While the long term impact of the activities undertaken during the report period is not yet discernible a range of activities such as the development of the GBV Plan of Action, training of service providers and assessment of protection services were undertaken during the reporting period. It is hoped that these will contribute to increased awareness and capacity for protecting the rights of women and girls.

For outcome 2 (increased mainstreaming / integration of gender in national development policies and frameworks; and implementation of gender responsive KRA policies, programmes and budgeting)

The National Gender Policy Plan of Action will play a crucial role in promoting the mainstreaming of gender in national development policies and framework. Consequent to the Plan of Action, Gender Task Forces are envisaged at national and regional level, to spearhead the mainstreaming efforts on gender.

And for outcome 3 (enhanced well-being of targeted women and girls through food security and livelihood improvement initiatives):

Now that the toolkits for IGAs and SMEs were developed, the use of this in training is expected to contribute significantly to developing and growing the capacity of women to improve their livelihoods.

#### Progress in outputs

1.1 The rights of women and girls are protected nationally through enactment and enforcement of existing legislation.

- MDG Advocacy packages for MPs, aimed at improved interaction between MPs and communities on gender issues, gender based laws and policies are finalised.
- UN Security Resolution 1325 and CEDAW have been simplified, translated into six local languages (Oshiwambo, Rukwangali, Damara Nama, Silozi, Otjiherero and Afrikaans) and are currently at printers.
- A validation meetings to finalise the National Training manual and training plan for men and boys on GBV, SRH, and HIV and AIDS held. The meeting was attended by thirty one (31) stakeholders (18 females and 13 males).
- A validation meeting to finalise the National Gender responsive monitoring toolkit for the media held. The meeting was attended by 26 stakeholders (19 females and 7 males).

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

- A production of radio programmes on women's health for Karas FM (community radio) has been completed and 16 young people have been involved.

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.

- The mapping exercise of GBV protection services has commenced and is expected to end in August 2011. The mapping and assessment exercise will determine how the integrated protection model can/should be adapted to meet the needs of GBV survivors, and assist Government efforts to promote the most appropriate and effective methods of designing and implementing an integrated system of service delivery.
- 95 (65 females and 30 males) key service providers (WCPUs and the police) and 502 (344 females and 158 males) rural women, volunteer groups were trained GBV, SRH, and gender related laws to enhance the capacity of communities to detect and report GBV cases.
- 80 supporters of GBV survivors were trained. The supporters have reached 608 GBV survivors (170 women; 377 children and 61 men) with services, including referrals and linkages to protection and prevention services.
- 6 staff members from Lifeline/Childline have been trained on online counselling and new equipment (such as laptops and pabx) was purchased for the operation of the toll free number 116.
- An audit to assess the usage of rape kits by doctors at Women and Child Protection Units was conducted in 5 regions. The assessment revealed that some doctors are not trained on the usage of the rape kit. As a result, an agreement between the Ministry of Health and Social Services and the National Forensic and Science Institute was reached to train all foreign doctors before they commence duty in the country.
- DNA testing equipment has been purchased and statistical analysis on sexual assault data has been done.

1.4 Strengthened national response on access to and availability of prevention and treatment services for HIV/AIDS among women and girls.

- Analyzed the existing National Strategic Framework on HIV and AIDS and developed a national gender strategy to fill the gaps. 50 people participated (35 females and 15 males)

2.1 Gender is institutionalized and mainstreamed in 4 Key Results Areas (KRA) of the National Development Plan III by 2012.

- The consultant to develop the National Gender Plan of Action (NGPA) has been recruited. The NGPA will serve as the implementation tool for the new National Gender Policy.
- The National Gender Permanent Task Force was established in March 2011. The aim for the taskforce is to ensure the implementation, monitoring and coordination of the NGPA across sectors. The taskforce is clustered around 6 areas (Economic Empowerment; Human Rights; Education and the Girl Child; Governance, peace and security; media, research, information and communication; and Management, budgeting, monitoring and evaluation).
- The Task force held its first stakeholder's meeting on the implementation of the NGP in March 2011. Seventy seven 77 stakeholders attended the meeting (68 females and 9 males)

2.2 Enhanced human and institutional capacity to lead gender mainstreaming.

- Thirty 30 (21 females and 9 males) gender focal persons from senior management in the health sector were trained on gender responsive analysis and programming.
- Materials for the popularisation of the National Gender Policy have been drafted.

2.3 Improved management of GBV sex-disaggregated data, linked with the national data system.

- A GBV database has been purchased. The server has been assembled. However, there are few technical problems that need to be resolved.

3.2 Increased incomes through diversified economic activities.

- All the IGAs and SME toolkits (Agriculture, Literacy Empowerment, Business Management and Work Ethics) for San women and girls have been finalised and training is

underway.

•A needs assessment has been conducted on MGECW projects in Ohangwena, Omusati, Omaheke and Kavango where 4 IGAs will be supported.

In addition, as a follow-up on the Mid Term Evaluation, and in response to the Improvement Plan, the following key results were achieved:

- The lead ministry strengthened its leadership role by convening two PMC strategic coordination level meetings, which are co-chaired by the lead ministry (MGECW) and the lead agency (UNDP).
- The M&E framework has been revised in order to facilitate measurements of progress to date.
- In order to ensure sustainability and ownership, the Ministry is developing an Exit & Sustainability Plan that aims at documenting best practices and outlines sustainability strategies beyond the programme cycle to ensure a smooth closure and transition of programme interventions. In addition, all technical and programmatic reports are channelled to the lead ministry.
- To improve coordination, actions have been taken to clarify the roles of the UNDP, PMU, Ministry of Gender Equality and Child Welfare and the National Planning Commission.

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

The Ministry of Gender Equality and Child Welfare, the lead ministry has endorsed the establishment of a small technical group, constituted by representatives the lead Ministry (MGECW), the lead UN agency (UNDP) and PMU. The group spearheads the process of developing an Exit and Sustainability Plan. A draft document has been developed, which spells the following:

- Best practices and lessons learnt
- Key interventions for replication
- Work plan (with clear timelines and persons/institutions responsible)

It also highlights some of the key strategies that can be replicated and recommends to government partners to closely liaise with existing donors to ensure that the funding gap will be filled.

In addition, the implementation of the actions outlined in the MTE Improvement Plan, contributes to strengthening government ownership and therefore ensuring sustainability.

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

UN agency Coordination

Coordination with Government

Coordination within the Government (s)

Administrative / Financial

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

Joint Programme design

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

Other. Please specify

- The process to release the year 3 fund took too long. For some agencies, this resulted in low implementation, while for some agencies, year 2 unspent funds were utilised to fill the funding gap.
- Poor performance by consultants contracted resulted in agencies terminating contracts and seeking new consultants to complete assignments, e.g. GBV Plan of Action.
- During the reporting time, the Ministry hosted two key meetings, (namely the SADC ministers responsible for gender and women's affairs and the 6th International Spanish/Africa women for a better world conference) which then limited the time available to implement some of the first quarter's activities.

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

- 1.The current M&E situation is of great concern, as the M&E Expert's contract was not renewed as of end of May 2011. In the meantime, the JP team has assumed the responsibility for implementing the revised/simplified M&E framework.
- 2.Some data collection tools to measure results are not available.
- 3.The delay in the disbursement of year 3 funds, affects programme implementation, as some agencies may not implement all activities by end of November 2011.
- 4.The absence of a Gender Technical Advisor at the Ministry of Gender Equality and Child Welfare, results in slower implementation, therefore the recruitment is of utmost importance.
- 5.In addition, the Ministry also does not have a focal person for the JP, resulting in unnecessary delays in implementation. It is against this background that a no cost extension is envisaged for the programme.

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

Four (4) of the JP target regions were affected by floods during the period of January – March 2011. As a result some of the JP activities were not implemented as planned.

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

- 1.The programme team members will, in the absence of an M&E expert, move implementation on the M&E framework. During the current reporting period, missing data will be obtained, and additional M&E data collection tools will be developed.
- 2.The UN agencies are engaging with the lead ministry to strategise to the extent possible, activities which are expected to result in most impact on how to accelerate programme implementation. The key strategy is to focus on prioritizing key activities with clear timeframes and responsible persons to the extent possible.
- 3.The recruitment of an International Gender Advisor is underway and the Ministry will also identify a focal person for the JP for the remaining period.

## 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 the 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 Joint 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 (MGECW) as the Lead Ministry provides programmatic leadership on an ongoing basis.

In October 2010, the UNCT in Namibia formally established a Gender Theme Group (GTG). The overall purpose of the GTG is to provide a forum for a joint UN strategic response to promote gender equality and equality. The GTG has currently a membership of 8 UN agencies namely, UNFPA, UNDP, UNICEF, UNAIDS, UNESCO, UNHCR, WHO and WFP. Participating UN Agencies GTG focal points are members of the JP technical level.

In addition, RCO MDG-F JP focal point participates in JUTA working group and liaise closely with UNAIDS (chair of the JUTA) on HIV/AIDS related matters.

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

Indicators	Baseline Value	Current Value	Means of verification	Collection methods
Number of managerial practices (financial, procurement, etc) implemented jointly by the UN implementing agencies for MDG-F JPs	1	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	1	Draft 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	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	false
Fully involved	true

**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 Ministry (Ministry of Gender Equality and Child Welfare) and the lead agency (UNDP)

**Number of meetings with PMC chair**

2

**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 false

Fully involved true

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

Policy/decision making

Management: procurement

Management: service provision

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

National Government

**Current situation**

The Joint PMU is housed at the Ministry of Gender Equality and Child Welfare (Lead Ministry for the Gender Joint Programme) , while the Ministry of Youth, National Service and Culture (Lead Ministry for Culture JP) contributes to operational and other running costs. All PMU staff has been recruited although the contract for the M&E Specialist was not

renewed beyond the end of May 2011. Plans are underway to source a suitable replacement while in the meantime the Joint Programme teams are taking responsibilities for M&E functions of the two JPs.

The Unit has a bank account and receives funds from the two lead agencies (UNESCO in the case of Culture and UNDP in the case of Gender). The funds are used for day-to-day operations of the Unit (i.e. management and coordination, as well as monitoring and evaluation). A programme vehicle is available through UNESCO for the PMU especially for use during field monitoring missions to pilot sites and other transport needs.

The Joint PMU team consists of the Programme Coordinator (Mr. Jabulani Manombe Ncube), Personal Assistant to the Programme Coordinator (Ignatius Mukaru), Gender JP Manager (Ms Jacinta M Hofnie), Gender JP Assistant (Ms. Linda Fillemon), Culture JP Manager (Mr. Boyson Ngondo), and Culture JP Assistant (Ms. Nampa Asino).

## 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**

A draft Advocacy and Communication Plan has been developed. Its aim 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 with special interest groups i.e. women, San etc environment, artists; 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 awareness on MDG related issues amongst citizens and governments

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

Key moments/events of social mobilization that highlight issues

Media outreach and advocacy

**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

Social networks/coalitions

Local citizen groups

Private sector 1

Academic institutions 2

Media groups and journalist 4  
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

*Community Survivors support groups, CCE*

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

*Community Survivors support groups, CCE*

Open forum meetings

*Community Survivors support groups, CCE*

Capacity building/trainings

*Community Survivors support groups, CCE*

Others

*Community Survivors support groups, CCE*

## 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: ERADICATE EXTREME POVERTY & HUNGER

The JP Outcome on 'Enhanced well-being of targeted women and girls through food security and livelihood improvement initiatives' contributes to MDG goal 1.

- During this reporting period, the Ministry identified additional income generating activities in Ohangwena, Omusati, Omaheke and Kavango geared towards vulnerable women and girls. A need assessment was done, which clearly stipulates the types of IGAs and SMEs for the 4 regions. In addition, IGAs and SME toolkits for San women and girls are now finalised and training is underway. The toolkits are focusing of Agriculture, Literacy Empowerment, Business Management and Work Ethics.

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

The JP Outcomes on 'Increased awareness and capacity for protecting the rights of women and girls (including reproductive rights) and increased mainstreaming / integration of gender in national development policies and frameworks; and implementation of gender responsive KRA policies, programmes and budgeting' contributes to MGD goal 3.

- A production of radio programmes on women's health for Karas FM (community radio) has been completed.
- The mapping exercise of GBV protection services has been commenced. The aim of the exercise is to assess the types of services offered to GBV survivors in order to introduce comprehensive care.
- 80 supporters of GBV survivors were trained on basic counselling skills and reached 608 GBV survivors (28% women; 62% children and 10% men) with services, which includes referrals and linkage to protection and prevention services. 6 staff members from Lifeline/Childline have been trained on online counselling and new equipment was purchased for the operation of the toll free number 116.
- DNA testing equipment has been purchased and statistical analysis on sexual assault data has been done.
- UN Security Resolution 1325 and CEDAW has been simplified and translated into six local languages (Oshiwambo, Rukwangali, Damara Nama, Silozi, Otjiherero and Afrikaans). The simplified and translated versions are currently at printers. These simplified and translated information is envisage to enabling women and girls to better understand and ascertain their protection rights.
- Audit on Rape Kit usage at Woman and Child Protection Units (WCPU's) conducted in 5 of the focus regions. Laboratory Information Management System purchased and installed at the Forensic Unit. Statistical analysis on sexual assault data done and the reports are available. The overall output of this activity is to ensure that the capacity of service providers to prevent, detect, enforce and report gender based violence and abuse is improved.

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

## 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 1  
No. Local

##### Laws

No. National 8  
No. Local

##### Plans

No. National 3  
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 which are in line with the international commitments adopted by Namibia are against discrimination of women and children, such as:

- Namibia ratified the Convention on the Elimination of all forms of Discrimination against Women 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 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 and serve as places of safety for all GBV survivors. They are managed by government with the support from the JP.
- 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 NGP will be implemented by all line ministries including regional councils dealing with the critical areas of concerns outlined in the Policy. The implementation of the NGP will be 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 areas of concern bringing to (12) critical areas to be 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 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 USD961447.37

#### **Local Budget**

Total USD961447.37

### **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 0

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

Citizens 2121  
 National Public Institutions 21  
 Local Public Institutions 36  
 Private Institutions 15

**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 3

**Private Sector Institutions**

Total 3

**Civil Servants**

Total 30  
 Women 21  
 Men 9

**Citizens**

Total 2091  
 Women 1789



Men 302

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

### Budget

National budget 0  
Total Local budget 0

### 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 0  
% Ethnic group 0  
Specify 0

### 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  
Food security and nutrition  
Reduce vulnerability  
Education

### 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 0  
Ethnic group 0  
Rural 0

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

Women	0
Urban	0
Ethnic Group	0
Rural	0

### **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	30
<i>Traditional leaders</i>	
Private institutions	3
<i>Traditional leaders</i>	
Community organizations	15

*Traditional leaders*  
Religious leaders 1  
*Traditional leaders*  
Other, specify  
*Traditional leaders*

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

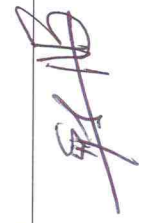


**NAMIBIA GENDER JOINT PROGRAMME M&E FRAMEWORK**

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>								
Output 1.1: The rights of women & girls are protected nationally through enactment & enforcement of existing legislation	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	17 (22.4%) Parliamentarians (10 females, 7 males)	Parliamentary report	Quarterly, bi-annual reports	UNDP UNICEF UNFPA UNESCO MGECW	<p><b>Assumptions:</b> 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> 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</p>

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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
								committed and
	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 UNICEF UNFPA UNESCO MGECW	<p><b>Assumptions:</b> 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> 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>
Output 1.2: Women and Girls are aware, understand and assert their rights (including reproductive rights) and know how to	1.2 % of Girls & Women in targeted in 7 regions who better understand their rights related to gender issues, notably HIV/AIDS							



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 available services such as prevention and treatment of HIV and AIDS.	a) # of people trained in the 7 targeted regions	Zero	100,000 for 7 regions	Number reached: 74,639 for 7 regions	Training Reports CCE quarterly reports	MRLGHRD & UNDP Quarterly, bi-annual, annual reports, Attendance Registers	UNDP UNICEF UNFPA UNESCO MGECW	<b>Assumptions:</b> Change in knowledge & attitudes among men and women regarding gender leads to behaviour change. Gender & HIV/AIDS will remain high on the political agenda.  <b>Risks:</b> Cultural norms are deeply entrenched and difficult to change, notably in gender issues
	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, Oshana - 2, Caprivi - 5, Kunene - 3, Erongo 3, Oshana - 5 )	CCE quarterly reports	MRLGHRD & UNDP quarterly, bi-annual, annual reports, attendance Registers, Meeting minutes, Attendance register	UNDP & MRLGHRD	<b>Assumptions:</b> Change in knowledge & attitudes among men and women regarding gender leads to behaviour change. Gender & HIV/AIDS will remain high on the political agenda.  <b>Risks:</b> Cultural norms are deeply entrenched and difficult to change, notably in gender issues

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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
Output 1.3 Improved capacity of service providers to prevent, detect, enforce and report gender based violence and abuse, and to offer protective and reproductive health services and prevention and treatment of HIV and AIDS, for women and girls.	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	2591 (2009-2010) in the targeted 6 regions and 3140 nationally	Police dockets	WCPU and Police records, Newspaper clippings, quarterly, bi-annual	UNDP UNICEF UNFPA UNESCO MGECW	<b>Assumptions:</b> Reporting is accurate and timely (especially on rape and GBV cases). Gender & HIV/AIDS will remain high on the political agenda. <b>Risks:</b> 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 in the 7 targeted 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 MGECW	<b>Assumption:</b> 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.	6 sessions conducted, reaching 653 women	Field reports, list of participants	Quarterly reports	MGECW UNICEF	<b>Assumption</b> 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 UNFPA MGECW	<b>Assumption</b> 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 MGECW MoHSS	<b>Assumption:</b> Women and girls have access to contraceptives in a timely manner <b>Risk:</b> the demand may surpass the supply of contraceptives within a given period of time

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
Output 1.4 Strengthened national responses on access and availability of prevention and treatment services of HIV/AIDS among women and girls.	1.4. # of Women and Girls accessing and utilizing service in the 7 regions :	Unknown	Data not available from MOSS	Women – 2202 in 7 regions Girls – 462 in 7 regions (results for 2009; 2010 data will still have to be obtained from MGECEW and/or MOSS)	WCPU reports	Quarterly, bi-annual, annual reports, (mid-term reviews)	MGECEW MSS UNDP UNICEF UNFPA UNESCO	<p><b>Assumptions:</b> Change in knowledge &amp; attitudes among men and women regarding gender leads to behaviour change. Reporting is accurate and timely (especially on rape and GBV cases) Gender &amp; HIV/AIDS will remain high on the political agenda. Resources are available Volunteers and women groups capacity to detect, prevent and report GBV and abuse of women and children will be improved</p> <p><b>Risks:</b> Outcomes may be marginal in short term, but essential for long term, incremental change. While behaviour can be changed by knowledge and</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
								attitude, the time frame may well exceed the life time of this JP Cultural norms are deeply entrenched and difficult to change, notably in gender issues. Accurate impact evaluation not always available
	b) HIV prevention	Not available	Resource tools developed in year one	Resource tools developed	Resource tool	Quarterly and Bi annual reports	PEACE/IMGECW 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 counsellors	200 lay counsellors trained	Training report, attendance register	Quarterly reports (mid-term reviews)	PEACE/IMGECW 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	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. <b>Risk:</b> Difficult to track beneficiaries and verify utilization.

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
	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
<b>Outcome 2. Increased mainstreaming/integration of gender in national development policies &amp; implementation of gender responsive KRA sector policies, programmes &amp; budgeting</b>								
Output 2.1 Gender is institutionalised and mainstreamed in 4 Key Results Areas (KRA) of the National Development Plan III	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 and date of approval of new	Final NGP & PoA	Quarterly, biannual, report	MGECW UNFPA	
	a) # of sectors reviewed for gender responsiveness	Zero	Review studies of 4 sectors (Education, health, Agriculture and Justice ) with assessments and findings	4 sectors reviewed on gender responsiveness	Study review reports	Quarterly, bi-annual report	MGECW UNFPA	<b>Assumption:</b> Study recommendations will be implemented. <b>Risk:</b> Lack of resources may hamper implementation of some recommendations
	b) # of sectors reviewed for gender budgeting	Zero	5 sectors (Youth, trade and industry, safety and security, Justice and Lands) reviewed for gender budgeting analysis	5 sectors reviewed for gender budgeting analysis	Reports	Quarterly, bi-annual, annual reports	MGECW UNDP	Relevant sectors understand how to develop a gender sensitive budget.

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
	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 UNDP	<b>Assumption</b> Resources for training available <b>Risk:</b> Whether data collected will be able to inform programming <b>Assumption:</b> Management level staff may contribute to the mainstreaming and institutionalization of gender advocacy to increase the number of women and girls who access and use legal protection and support systems
	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 UNFPA	<b>Assumption</b> Resources for training available <b>Risk:</b> Whether data collected will be able to inform programming <b>Assumption:</b> Steering Committee will guide the quality implementation of programmes.
JP Output 2.2 Improved management of GBV sex-disaggregated data, linked with the national data system	a) # of CBS, WCPUs and MGECW staff trained on GBV data capturing and analysis on sex disaggregated data	Zero	Training for 130 staff on GBV data capturing and analysis	130 staff of the Central Bureau of Statistics & MGECW staff trained on GBV data capturing & analysis	Training report, list of participants	Quarterly, bi-annual reports	MGECW, NPC	<b>Assumption</b> Resources for training available <b>Risk:</b> Whether data collected will be able to inform programming <b>Assumption:</b> Steering Committee will guide the quality implementation of programmes.
	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 Steering Committee members trained on data collection methodologies & quality control	Minutes of meetings, training reports, list of participants	Quarterly, bi-annual reports	UNDP MGECW	<b>Assumption:</b> 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>								

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
Output 3.1 Food availability, access and utilization improved through appropriate farming methods	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 MAWF	<b>Assumption</b> Required expertise / trainers available (i.e. horticulture, business management and record keeping). <b>Risks:</b> Regions differ in needs and capabilities. Access to land & credit by vulnerable women and girls varies between regions. 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 MAWF	<b>Assumption</b> Project members have skills to maintain projects to benefit women and girls
Output 3.2 Increased incomes through diversified economic activities	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	4toolkits	4 toolkits developed	Toolkits	Quarterly reports	MGECW UNESCO	<b>Assumption</b> Essential IGA outputs are used

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
								for meeting basic needs. <b>Risks:</b> Regions differ in needs and capabilities. 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 management	Zero	40	0	Training reports	Quarterly reports	MGECW UNESCO	<b>Assumption</b> Project members have skills to maintain projects to benefit women and girls
	c) # of targeted women & girls trained in financial management	Zero	40	0	Training reports	Quarterly reports	MGECW UNESCO	Women's groups exist as a means of access into communities.

Signature:   
 Ms. Sirkka Ausiku  
 Permanent Secretary  
 Ministry of Gender Equality and Child Welfare  
 Date: 15/07/2011

Signature:   
 Mr. Neil Boyer  
 Deputy Resident Representative  
 United Nations Development Programme  
 Date: 15/7/2011

JP Output 1.1: The rights of women & girls are protected nationally through enactment & enforcement of existing legislation

PROGRAMME OUTPUTS/INDICATORS	KEY ACTIVITIES	YEAR			UN Agency	National/ Local	Estimated Implementation Progress				Colour coded Status
		Y1	Y2	Y3			Total amount planned for the JP	Est. Total amount committed	Estimated Total Amount Disbursed	Estimated % Delivery rate of budget	
Indicators  #/% of MPs who are aware of women & girls' rights in relation to existing laws and policies on gender equality  #/% of MPs and National Council engaged in information sessions on women and girls' rights  # of info on Gender and SRII	Develop and conduct briefing sessions with Ministers and MPs to develop Action Plans on gender based laws and services Develop, produce and provide MPs with fact sheets on laws related to women and girls (e.g. combating domestic violence act).  Develop, produce and provide MPs with fact sheets on laws related to women and girls (e.g. combating domestic violence act).	X	X		UNDP	MCHECW	87,000.00	0.00	50,087.00	58	
	Develop and distribute advocacy packages to influence Cabinet, Parliamentarians and traditional authorities on gender issues and gender based laws and policies  Coordinate 'field trips' for MPs to communities to increase interaction between MPs, CSOs and communities focusing on gender inequality for consideration in parliament and discussion with line Ministries on follow up action.	X	X		UNDP	MCHECW	50,000.00	0.00	50,000.00	100	
		X	X		UNICEF	MCHECW	50,000.00	0.00	30,000.00	60	



Assess field trip results and develop reports for presentation in Parliament on the interaction between MPs and Communities and community services related to gender inequality.	X	X		UNFPA	MCE/CW	61,640.00	0.00	48,497.00	78.68	
Select key members (3-5) from Parliamentary Standing Committees dealing with gender issues and build knowledge and engagement on gender based issues by arranging / conducting study tours, networking opportunities and exchange visits with other SAIDC MPs	X	X	X	UNDP	Parliament	40,000.00	40,000.00	0.00	0.00	
Develop media training curriculum for UNAM and Polytechnic journalism students on gender, SRH and HIV & AIDS	X	X		UNESCO	UNAM	70,000.00	49,290.70	20,555.71	29.4	
Provide training sessions for media lecturers at UNAM and Polytechnic on gender, GBV and HIV and AIDS	X	X		UNDP	Polytechnic of Namibia	27,000.00	12,000.00	15,000.00	55.6	
Develop a toolkit (IEC materials) for media institutions to reach existing media with gender sensitive information and direction	X	X		UNESCO	Min. Of Education	73,000.00	4,240.35	67,507.56	92.48	
Deliver training sessions for national (mainstream) media personnel on reporting, sensitively and regularly on gender issues and GBV	X	X	X	UNICEF	MCE/CW	30,000.00	0.00	15,000.00	50.00	
Assess the status of community based (grass roots) media and produce a community media communication strategy and action programme results				UNICEF						

4/20/14  


STRATEGIES and other commentary necessary to implement recommendations of the strategy:	X	X		UN	MIS, A	105,494.00	0.00	69,055.43	65.46	
<b>TOTAL</b>						290,000.00	105,531.05	365,702.70	126.1044	



**JP Output 1.2 Women and girls are aware, understand and assert their rights including reproductive rights and how to access services available**

PROGRAMME OUTPUTS	KEY ACTIVITIES	YEAR			UN Agency	National/Local	Estimated Implementation Progress					Colour Coded Status
		Y1	Y2	Y3			Total amount planned for the JP	Est. Total amount committed	Estimated Total Amount Disbursed	% Delivery rate of budget		
Indicators  % of Girls & Women in targeted in 7 regions who better understand their rights related to gender issues, notably HIV/AIDS  # of people trained in the 7 targeted regions  # of functional community groups engaged in conversations on human rights, gender equality, prevention and treatment of HIV/AIDS	Simplify, translate, print and disseminate through Gender Ministry, National Councils & Traditional leaders relevant international and national legislative information	X	X		UNDP	MGECW	65,000.00	23,545.87	41,454.13	63.78		
	Train paralegals in community based service providers on CEDAW and related national laws.	X	X		UNFPA	MGECW	39,496.00	0.00	66,721.85	169%		
	Conduct a Knowledge Attitude and Practices study	X			UNFPA	MGECW	72,000.00	0.00	72,000.00	100		
	Print and disseminate KAP study report, including recommendations to inform Gender Ministry & future policies	X			UNFPA	MGECW	48,000.00	15,760.34	15,760.34	32.83		
	Develop & implement a mass media campaign (including TV and radio programmes, leaflets and posters) on protection of women and girls from violence, exploitation and abuse.	X	X		UNICEF	MGECW	90,000.00	0.00	75,000.00	83.33		

Develop a training manual for men and boys on GBV, SRH, HIV and AIDS and conduct training in the 7 focus regions.		X			UNICEF	Life Line/ Child Line	110,000.00	42,348.00	8,455.34	7.69	
Train campaign representatives from 7 regions to facilitate training of committees (men & boys) in regions		X			UNFPA	MGECW	45,000.00	38,576.00	0.00	0	
Support the organization of community groups of men and boys in the 7 focus regions to promote their involvement in preventing gender based violence and HIV and AIDS.			X		UNFPA	White Ribbon Campaign	15,000.00	6,126.00	3,874.74	25.83	
Undertake broad based consultations with stakeholders for the development of a GBV National Plan Action Plan		X			UNICEF	MGECW	60,000.00	30,000.00	40,000.00	66.67	
Provide technical assistance for the development of a toolkit for the implementation of the GBV PoA						MGECW	21,200.00	-	0.00	0.00	
Conduct a national validation workshop to finalize the GBV Action Plan		X			UNDP	MGECW	20,000.00	20,000.00	0.00	0.00	
Coordinate with partners the 16 days of Activism, Int'l Women's Day & GBV Conference		X	X	X	UNDP	MGECW	46,600.00	13,300.00	33,300.00	71.46	
Develop materials to support national events (above)		X	X		UNFPA	MGECW	25,000.00	8,740.00	20,054.00	80.22	
<b>TOTAL</b>							<b>657,296.00</b>	<b>168,396.21</b>	<b>376,620.40</b>	<b>57.3</b>	

**JP 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**

PROGRAMME OUTPUTS	KEY ACTIVITIES	YEAR			UN Agency	National/Local	Estimated Implementation Progress				Colour Coded Status
		Y1	Y2	Y3			Total amount planned for the JP	Est. Total amount committed	Estimated Total Amount Disbursed	Estimated % Delivery rate of	
# of reported and attempted rape cases in the 7 regions	Support the mass media campaign of GBV on human trafficking, baby dumping and passion killing	X			UNFPA	MGECW	60,000.00	0.00	60,000.00	100	
	Based on the Base Line study, develop and implement a prevention strategy and action plan		X		UNICEF	MGECW	90,000.00	0.00	60,000.00	67%	
# of GBV court cases for all 7 regions	Develop and implement 8 WCCPU Action Plans on outreach and prevention of violence and abuse against women and girls.	X	X		UNICEF	MOSS	120,000.00	12,772.90	96,600.00	80.5	
	Train community counsellors & outreach workers to provide support to abused women and girls in 7 regions; and develop & distribute information guides for lay counsellors	X	X		UNICEF	MGECW	100,000.00	10000.00	52,784.95	52.70	
# of training sessions for volunteers and women on GBV and SRH in 7 targeted regions	Develop Info package (CD Rom, brochures and pamphlets) for health professionals & community volunteers on GBV and SRH.										
	Train NAPPA key personnel (to reach network of 900 community volunteers)	X			UNFPA	NAPPA	126,496.00	0.00	129,001.22	101.98	
# of paralegals trained in 7 regions	Develop & disseminate documentary on SRH.										
	Conduct community sensitisation meeting on gender, GBV, RH and HIV issues for women and girls organised by FAO	X	X		UNFPA	MGECW	-	0.00	27,893.90		
# of contraceptives procured											

Train community volunteer groups (existing), notably rural women in constituencies of the 7 targeted		X		UNICEF	MGECW	90,000.00	0.00	60,000.00	66.67	
Conduct sensitization and training on GBV with law enforcement organizations	X	X	X	UNDP	LAC	60,000.00	59,008.71	991.29	1.65	
Assess protection facilities to determine if they are 'woman and child friendly' & implement recommendations for changes	X	X		UNDP	MOSS	96,428.00	35,700.00	606.69	0.60	
Integrate GBV training module in the basic police training		X		UNICEF	MOSS	40,000.00	0.00	0.00	0.00	
Establish & support the maintenance of Help Lines (with Lifeline/Child-line)	X			UNICEF	MGECW	120,000.00	60,000.00	60,000.00	50.00	
Purchase Storage Units for forensic evidence for WCPUs; develop & implement evidence collection systems / processes; establish electronic evidence management system and train WCPU service providers.	X	X	X	UNDP	MoHA/ Forensic	319,127.00	90,209.00	228,918.00	71.73	
Develop, disseminate and train key personnel in 3 regions on special issues with the rights of San women & girls	X	X		UNDP	LAC	42,000.00	42,000.00	0.00	0.00	
<b>TOTAL</b>						<b>1,264,051.00</b>	<b>309,690.61</b>	<b>776,796.05</b>	<b>61,452,904</b>	

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JP Output 1.4: Strengthened national response on access and availability of prevention and treatment services for HIV/AIDS among women & girls

PROGRAMME OUTPUTS	KEY ACTIVITIES	YEAR			UN Agency	Responsible		Estimated Implementation Progress				Colour Coded Status
		Y1	Y2	Y3		National/Local	Total amount planned for the JP	Est. Total amount committed	Estimated Total Amount Disbursed	Estimated % Delivery rate of budget		
<b>Indicators</b> # of Women and Girls accessing and utilizing service in the 7 regions: a) WCPU b) HIV prevention and treatment resource tools developed	Conduct community conversations on the linkages between GBV, HIV & AIDS and prepare reports with community action plans on the prevention & impact mitigation for HIV/AIDS and GBV	X	X		UNDP	MRLGHRD	192,736.00	0.00	192,736.00	100		
		X	X		UNDP	MRLGHRD	50,000.00	0.00	50,000.00	100		
		X	X		UNFPA	MoHSS	30,000.00		10,219.62	34.07		
		X	X		UNFPA	MoHSS	64,056.00	0.00	48,282.35	75.38		
# of lay counselors trained on HIV prevention and treatment services  # and types of IEC materials produced for awareness raising among youth in the targeted 7 regions  # of NAPPA staff trained on GBV, SRH and HIV and AIDS	Develop and follow up on a training module for health professionals on the treatment & legal requirements related to GBV  Procure and distribute SRH kits and emergency contraceptive to Women and Child Protection Unit (WCPU) for survivors of GBV	X	X		UNICEF	MoE	300,000.00	0.00	217,806.84	73%		
		X	X									
<b>TOTAL</b>							<b>636,792.00</b>	<b>-</b>	<b>519,044.81</b>	<b>81.51</b>		

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JP Output 2.1: Gender is institutionalized and mainstreamed in 4 Key Results Areas of the National Development Plan III

PROGRAMME OUTPUTS	KEY ACTIVITIES	YEAR			UN Agency	National/ Local	Estimated Implementation Progress				Colour Coded Status
		Y1	Y2	Y3			Total amount planned for the JP	Est. Total amount committed	Estimated Total Amount Disbursed	Estimate d % Delivery rate of budget	
<b>Indicators</b>	Commission studies to undertake gender analysis of NDP 3, targeting four of the 8 Key Results Areas to identify gender gaps, assess capacity for gender mainstreaming and develop a capacity development plan/strategy for the responsible Minister and Gender Minister to monitor progress		X		UNFPA	MGECW	145,500.00	0.00	179,220.99	123.18	
# of National frameworks and KRAs in NDP II reviewed for gender responsiveness and for integration of gender issues			X								
# of sectors reviewed for gender responsiveness											
# of sectors reviewed for gender budgeting	Undertake a gender analysis of the MTPV (National Strategic Framework) on HIV/AIDS to ensure that it is gender responsive	X	X	X	UNDP	MGECW	20,000.00	0.00	0.00	0.00	This activity had no cost implications in the JP
# of ministerial staff trained on gender budgeting	Analyze 3 of 8 <del>MTRs</del> <sup>MDAs</sup> for gender responsiveness & provide reports to the responsible Minister	X			UNFPA	MGECW	20,000.00	0.00	0.00	0.00	
# of management level staff trained on gender analysis and training	Review, revise & adopt a new National Gender Policy and establish a GMS targets & indicators		X		UNFPA	MGECW	43,000.00	5,300	62,590.00	145.56	
	Update and implement the Gender National Plan of Action for the National Gender Policy		X	X	UNDP	MGECW	22,500.00	22,500.00	0.00	0.00	
<b>TOTAL</b>							<b>251,000.00</b>	<b>27800.00</b>	<b>241,810.99</b>	<b>96.34</b>	



JP Output 2.2: Enhanced human and institutional capacity to lead gender mainstreaming

PROGRAMME OUTPUT	KEY ACTIVITY	YEAR			UN Agency	National/ Local	Estimated Implementation Progress					Colour Coded Status
		Y1	Y2	Y3			Total amount planned for the JP	Est. Total amount committed	Total Amount Disbursed	Estimated % Delivery rate of budget		
<b>Indicators</b> # of CBS, WC/PLUs and MG/ECW staff trained on GBV data capturing and analysis on sex disaggregated data  # of institutions with capacity, strategies, structures & M&E for gender responsiveness.	Assemble & train an interdisciplinary team of 30 male and female gender trainers, to train & support line ministries & state organizations.	X			UNFPA	MG/ECW	50,000.00	0.00	34,038.00	68.08		
	Develop and disseminate generic gender mainstreaming toolkits with NDP III KRA specific guidelines for use in line ministries and CSOs	X			UNFPA	MG/ECW	20,000.00	0.00	21,279.00	106.40		
	Undertake training on gender responsive analysis & programming for focal persons, directors of planning & sector management	X	X		UNFPA	MG/ECW	125,000.00	0.00	94,537.00	75.63		
	Undertake gender budget analysis of 4 line ministries to inform the adaptation of an existing course and train officials in 4 ministries on gender responsive analysis, planning and budgeting	X	X	X	UNDP	MG/ECW	104,000.00	22,000.00	82,000.00	78.85		
	Train members of two parliamentary committees on gender responsive analysis, planning and budgeting	X	X	X	UNDP	Parliament	36,000.00	36,000.00	0.00	0.00		
<b>TOTAL</b>							<b>335,000.00</b>	<b>58000.00</b>	<b>231,854.00</b>	<b>69.21</b>		

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JP Output 2.3: Improved availability, accessibility & management of GBV data, linked with the national data system

PROGRAMME OUTPUTS	ACTIVITY	YEAR			UN Agency	National/ Local	Estimated Implementation Progress				Colour Coded Status	
		Y1	Y2	Y3			Total amount planned for the JP	Est. Total amount committed	Total Amount Disbursed	Estimated % Delivery rate of budget		
	Establish a GBV Steering Committee and train members											
	Upgrade GBV database and develop links with NamInfo data											
	Develop GBV database portal linked to the MGCICW website & provide website maintenance support	X	X	X	UNDP	MGCICW	90,000.00	21,259.67	68,740.33	76.38		
	Train CBS & MGCICW staff on data capturing and analysis											
	Train WCPJ staff on GBV data collection and monitor GBV data reporting to NamInfo		X		UNICEF	MOSS	60,000.00	0.00	40,083.38	67.00		
	Compile gender monograms/booklets from DHS, NHIS etc. to provide sex disaggregated data	X			UNFPA	MGCICW	35,000.00	6,333.00	27,509.00	78.60		
<b>TOTAL</b>							<b>185,000.00</b>	<b>27,592.67</b>	<b>136,332.71</b>	<b>73.69</b>		

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Output 3.1 Food availability, access & utilization improved

PROGRAMME OUTPUTS	KEY ACTIVITIES	YEAR			UN Agency	National/Local	Estimated Implementation Progress				Colour Coded Status	
		Y1	Y2	Y3			Total amount planned for the JP	Est. Total amount committed	Estimated Total Amount	Estimated % Delivery rate of		
Indicators  # / % of targeted Female headed households, (women & girls) with increased food production  # of Female Headed Households involved in food security and livelihood initiatives  # of people trained in food security and livelihood initiatives in the 7 target regions	Conduct baseline survey of selected target communities at least 3 of the 7 regions selected for JP intervention	X			FAO	MAWF	0.00					Green
	Identify at least 15 target communities and hold preliminary briefings with women's groups in these communities to brief them on the JP	X	X		FAO	MAWF	20,000.00					Green
	Develop small scale food production, processing and/or preservation projects	X	X		FAO	MAWF	35,000.00					Green
	Provide business training for all established community projects, and facilitate increased access to both markets and information on market needs and prices	X	X		FAO	MAWF	25,000.00					Red
Conduct small scale market research and feasibility studies to improve the viability of new or existing projects with a focus on the provision of appropriate training, technical assistance and agricultural inputs		X	X		FAO	MAWF	70,000.00					Red
	In discussions with these groups, identify and agree upon at least 3 activities that will improve household food security and income	X	X		FAO	MAWF	15,000.00					Green
Based on these discussions, identify training needs to both strengthen the community groups and to carry out the selected activities		X	X		FAO	MAWF	15,000.00					Green

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Organize and undertake organisational and management training to strengthen the community groups	X	X	X	FAO	MAWF	60,000.00													
Identify future community based training needs and prepare and carry out the required training		X		FAO	MAWF	50,000.00													
Identify the initial material and training needs to carry out the 3 selected small scale food production, processing and preservation activities			X	FAO	MAWF	10,000.00													
Proceed with the necessary purchase and delivery of the required materials, tools etc and assist in installation, where appropriate			X	FAO		165,000.00													
Organize and undertake the training required to implement successfully the selected food production, processing and preservation activities			X	FAO	MAWF	140,000.00													
Identify future agriculturally based training needs and prepare and carry out the required training	X		X	FAO	MAWF	75,000.00													
As required, conduct small scale market research and feasibility studies to improve the viability of new or existing IGAs/Small or Micro enterprises with a focus on the provision of appropriate training, technical assistance and agricultural inputs	X		X	FAO	MAWF	70,000.00													
Monitor all actions to identify constraints/problems and develop and implement actions to mitigate these	X		X	FAO	MAWF	40,000.00													
<b>TOTAL</b>						<b>1,997,504.00</b>													


Financial Expenditures for FAO will be forwarded directly from the FAO Headquarters to the Secretariat

**JP Output 3.2: Increased incomes through diversified economic activities**

PROGRAMME OUTPUTS	KEY ACTIVITIES	YEAR			UN Agency	National/ Local	Estimated Implementation Progress				Colour Coded Status
		Y1	Y2	Y3			Total amount planned for the JP	Est. Total amount committed	Estimated Total Amount Disbursed	Estimated % Delivery rate of budget	
<b>Indicators</b>	Drawing on CCE conversations (output 1.4) and local consultations, identify & implement livelihood improvements targeting San women & girls	X	X	X	UNDP	MRL/CHRD	307,000.00	89,000.00	218,000.00	71%	
# of Women and girls beneficiaries engaged in IGAs/SMEs in target communities by 2011											
# of IGAs and SMEs training toolkits for women and girls developed	Develop practical guides and start-up kits on IGAs/SMEs, provide ToT vocational & business skills training and identify, test & implement IT interventions, with follow up support.		X		UNESCO	MYBSSC	593,537.00	6,782.89	237,774.91	40.06	
# of women & girls trained in IGAs/SME management											
# of targeted women & girls trained in financial management											
	Develop & implement 4 IGA projects to benefit women care-givers and orphanged girls		X		UNICEF	MGECCW	110,000.00	0.00	13000.00	11.82	
<b>TOTAL</b>							<b>1,010,537.00</b>	<b>95782.89</b>	<b>468,774.91</b>	<b>46.39</b>	

  
 Ms. Sitka Ausiki  
 Permanent Secretary  
 Ministry of Gender Equality and Child Welfare  
 Chair: PMC Strategic Coordination

Date: 15/7/2011

  
 Mr. Neil Boyer  
 Deputy Resident Representative  
 United Nations Development Programme  
 Co-chair: PMC Strategic Coordination

Date: 15/7/2011