

ACKNOWLEDGEMENTS

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ABBREVIATIONS

AU : African Union

AWOME: Accelerating Women Owned Micro – Enterprises

MGEPESW: Ministry of Gender Equality, Poverty Eradication and Social Welfare

CCPA: Child Care and Protection Act

CCPD : Child Care and Protection DirectorateCEC : Community Empowerment Centre

DAC : Day of the African Child

DAGS: Administration and General Services

DCCPS : Directorate of Child Care and Protection Services

DCDPE : Directorate of Community Development and Poverty Eradication
 DDAMC : Directorate of Disability Affairs and Marginalized Communities
 DGEWE : Directorate of Gender Equality and Women's Empowerment

DPPR: Directorate of Policy, Planning and Research

DSPS : DIRECTORATE OF SOCIAL PROTECTION SERVICES

ECD : Early Child Development
 GYB : Generate Your Business
 GBV : Gender Based Violence
 IYB : Improve Your Business

IGA : Income Generating Activities
 IBR : Integrated Beneficiary Register
 IMS : Integrated Management System
 ISAS : Integrated Social Assistance System
 IMSME : Micro – Small and Medium Enterprise

NCH : Namibia Children Home
NAC : National Agenda for Children

NUST : Namibia University of Science and Technology

OAU : Organisation of African Unity
OVC : Orphans and Vulnerable Children

PTF : Permanent Task Force
PSS : Psychosocial Support

RCCF : Residential Child Care Facilities
SOPS : Standard Operating Procedures

SYB : Start Your Business

SSC: Social Security Commission

SADC: Southern Africa Development Community

SPP : Social Protection PolicyTIP : Trafficking in PersonsVAC : Violence against Children

WBA: Women in Business Association

ORGANOGRAM



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t gives me great pleasure and honour to present the Annual Report for the 2021/22 Financial Year of the Ministry of Gender Equality, Poverty Eradication and Social Welfare.

The year provided us with an opportunity to deliver on our mandate, which is to "Ensure gender equality, poverty eradication and socio-economic development of targeted groups." A very crucial mandate that is entrusted to us by the Government of the Republic of Namibia as it directly talks to the promotion of the welfare of our people.

The Ministry has done relatively well in meeting most of the set Key Performance Indicators (KPIs) during the 2021/2022 financial year, as it has achieved an overall score of 80 percent and significant accomplishments were achieved.

These include, among others, the approval of the Social Protection Policy, its launch and popularization thereafter.

This Policy has been one of the significant activities of the Ministry over the past years as it proposes comprehensive strategies to enhance the capacity of people to meet economic and social risks.

In addition, the Ministry has greatly contributed to food security by feeding 29 004 households from the Marginalized Communities and 9 967 households

(42,082 persons) through the Food Bank programme.



Furthermore, a lot has been done on the transitioning of food bank parcels to cash.

The Ministry's coverage of the Old age, Disability, Orphan and Vulnerable Children has been sustained with 98%, 74% and 71% coverage, respectively.

To strengthen capacity, the Ministry trained three hundred and fifteen (315) traditional and religious leaders on GBV prevention and responses.

Various challenges impeded the implementation of some of the planned activities, However, the Ministry remains dedicated to carrying out a path to social integrity, parity, and elevating the dignity of every Namibian.

Finally, I would like to thank the management and the entire staff of the Ministry for their continuous commitment and dedication.

Hon. Doreen Sioka

Minister

FOREWORD

delighted 'm to present the Ministry of Gender Equality, Poverty Eradication, and Welfare's Social Annual Report for the 2021-2022 Financial Year (FY).

As is customary, the main goal of an annual report is to assess whether the ministry is on track to meet its key performance indicators, which are outlined in its five-year ministerial strategic plan, as well as to account for how the ministry has carried out the planned activities in the ministerial annual work plan.

For the period under review, the Ministry achieved a total cumulative score of about 80% on its Key Performance Indicators of the Ministerial Annual Work Plan for the 2021/22 FY.

Despite the difficulties encountered during the review period, significant achievements were made, a total of 20 372 new beneficiaries were added to orphanages and vulnerable children's (OVC) grants, while 4 312 beneficiaries were added to disability grants, and 11 051 beneficiaries to old age grants.

Furthermore, the Social Assistance System (SAS), was upgraded to the Integrated Social Assistance System. In addition, a total number of 42,082 households are benefiting from the Food Bank Programme helped in all the 14 regions of the country.

In total 42 community members were supported with equipment and materials under the Income Generating Activities (IGAs) projects

In addition, the Ministry has constructed 11 Community Empowerment Centres (CECs) in 10 regions, and it has established 71 WBA committees, and trained 124 committee members.

Through the AWOME Programme, Ministry facilitated the training of women micro entrepreneurs and IGA beneficiaries in 3 different training packages: Generate Your Business (GYB), Start Your Business (SYB), and Improve Your Business (IYB).

In total, 125 women micro entrepreneurs and 71 IGA beneficiaries were trained on IYB, while 76 potential women entrepreneurs were trained on GYB.

In total 99 Educarers in 5 regions received training on the fundamentals of the ECD Curriculum, while 21 Educarers working in Model ECD Centres were also trained.

In addition, a total number of 83,580 children are enrolled in 2962 ECD Centres across the country. This is complimented by the enrolment of 2 693 learners in primary and secondary education.

The Ministry, together with Palms Life, has also awarded scholarships to 717 students from the marginalized communities at COSDEC's to pursue the basic foundations programme.

In total 6 community gardens were established through the Special programme to improve food security, the Ministry, in collaboration with the Ministry of Agriculture, Water and Land Reform (MAWLR) and Ministry of Environment, Tourism and Forestry (METF).

Ministry has constructed 8 state-owned shelters as part of its effort to provide accommodation and safeguard the safety of survivors and victims of gender-based violence, violence against children and trafficking in persons, the in the Zambezi, Kavango East, Ohangwena, Omusati, Kunene, Khomas, Hardap and // Kharas regions respectively.

In its dedication to promote gender equality and women's empowerment, the Ministry presented a report at the sixty-sixth session of the Commission on the Status of Women (CSW), which took place in New York.

The CSW is instrumental in promoting women's rights, documenting the reality of women's lives throughout the world, and shaping global standards on gender equality and the empowerment of women.

During the period under review, there were 505 children were housed in residential childcare facilities in addition 4 618 children received psychosocial support from social workers. In total 81 children were housed at The Namibian Children's Home, that needed protective services as per the children's court.

The members of the National Advisory Council (NAC) were sworn in on 30 July 2021 in compliance with the Child Care and Protection Act, 2015 (Act No. 3 of 2015) The Ministry also conducted a stakeholder engagement session with a view to developing the Child Offenders Registry as required by the same Act.

Furthermore, 207 people (social workers, childcare officers, volunteers) were trained on the Operationalization of Shelters; the Standards Operating Procedures for GBV, VAC and TIP, Training on Child Care and Protection Act, 2015; Child Justice; Alternative Care and on the Namibia Children's Home Procedures Manual. In addition, the Ministry also conducted 387 awareness sessions to advocate for the rights of persons with disabilities.

Through the Marginalised Special Feeding Programme, the Ministry has assisted almost 29 004 households with food provisions. In addition, 284 funeral services were provided to people from marginalized communities.

In July 2021, a total of 6617 beneficiaries (households) whose livelihoods were adversely affected by the pandemic and disruptions in food security due to recurrent droughts benefited from the Cash Based Transfer (CBT) project, which was implemented by the Ministry in partnership with the United Nations World Food Programme (WFP) Namibia.

Subsequently, the Ministry on 31 March 2022 launched the Social Protection Policy, which makes recommendations on how to extend social protection floor coverage to everyone for the duration of their lives, it is worth noting that the review period was difficult for service delivery, particularly with the lockdown measures and other health precautions that the Government implemented in response to the COVID-19 pandemic.

The Ministry has also reviewed the National Gender Policy (2010-2020) and drafted a revised National Gender Policy (2021-2031). Moreover, 54 focal points from Offices, Ministries, and Agencies (OMAs) received Gender Responsive Budgeting training (GRB). This included 60 Members of Parliament (National Assembly).

However, in light of this, I would want to conclude by expressing my sincere gratitude to all staff members for their dedication and relentless efforts that made the aforementioned accomplishments possible.

Ms. Martha Mbombo Acting Executive Director

EXECUTIVE SUMMARY

The Ministry has achieved a total cumulative score of about 80% on its Key Performance Indicators of the Ministerial Annual Work Plan for the 2021/21 FY.

Furthermore, when we disaggregate the annual performance per directorate, the Directorate of Social Protection Services has performed the highest with a score of 87.5%, followed by the Directorate of Disability Affairs and Marginalised Communities with a score of 86%, Internal Audit with a score of 85%.

The Directorate of Gender Equality and Women's Empowerment with a score of 83%, the Directorate of Child Care Protection with a score of 73%, and the Directorate of Community Development and Poverty Eradication with a score of 70%, whereas the least performing Directorate of Policy, Planning and Research scored 69%.

The Ministry has attained a coverage of 98%, 74%, and 71% for the Old Age Grant, Disability Grant, and Orphans and Vulnerable Children (OVC) Grants respectively.

A total of 11 051 Old age beneficiaries, 4 312 Disability Grant Beneficiaries, and 20 372 Orphanage and Vulnerable Children (OVC) grants were added to the Social Assistance System (SAS). Around 9,967 households (42,082 registered beneficiaries) benefited from the Food Bank Namibia Programme in all 14 regions.

Atotal of 42 Income Generating Activities (IGAs) community projects have been supported with equipment and materials to ensure gender equality, empowerment of women and men.

The Ministry has capacitated 133 beneficiaries with technical and production skills, specifically in bead ornament weaving and management training, to improve their product offerings and services.

A total of 699 IGAs were monitored in all the 14 regions to assess their performance. Furthermore, a total of 40 IGAs were verified for funding support.

In total, 11 Community Empowerment Centres (CECs) were established in 10 regions, Zambezi, Kavango East, Omaheke, Hardap, Otjozondjupa, Oshikoto, Oshana, Ohangwena, Omusati and Kunene regions. A total of 71 WBA committees were established, while 124 WBA committee members were trained on their roles and responsibilities.

The Ministry has facilitated the training of women micro entrepreneurs and IGA beneficiaries in 3 different training packages (Generate Your Business (GYB), Start Your Business (SYB), and Improve Your Business (IYB)) through the AWOME Programme.

In total, 125 women micro entrepreneurs and 71 IGA beneficiaries were trained on IYB. A total of 76 potential women entrepreneurs were trained on GYB.

Furthermore, 362 women microentrepreneurs were capacited on coaching skills, and they are now able to use the coaching tools (one-page

planner and twelve-month alignment form) to develop realistic short- and long-term business plans. Of the 5,000 ECD Educarers, only 1307 are benefiting from the subsidy programme, which ranges between N\$1,500 and N\$2,500 respectively. A total of 99 Educarers were trained on the basic ECD Curriculum training in 5 regions (Erongo, Omusati, Oshana, and Kavango East and Kavango West).

Furthermore, a total of 21 Educarers working in Model ECD centres and 6 staff members from 6 regions (Kunene, Oshana, Ohangwena, Omusati, Khomas and Kavango East), were trained on how to effectively set up different learning areas.

In addition, a total number of 83,580 children are enrolled (41,845 boys and 41,735 girls), in 2962 ECD centres across the country.

Through the Special programme, 6 (six) community gardens were established in Ohangwena, Oshikoto, Kunene, Omaheke and //Kharas Region, to improve food security in collaboration with the Ministry of Agriculture, Water and Land Reform (MAWLR) and Ministry of Environment, Tourism and Forestry (METF).

Furthermore, two boreholes were drilled and installed in Berseba in //Kharas and EHA in the Kunene region. In addition, a generator was donated to the community at Erindirozombaka in the Omaheke region, and a water pipe and electricity were installed at Bukalo Village in the Zambezi Region.

A total of 8 state-owned shelters, under the management of the Ministry of Gender Equality, Poverty Eradication and Social Welfare, were officially opened on the 01 November 2021, in the Zambezi, Kavango East, Ohangwena, Omusati, Kunene, Khomas, Hardap and // Kharas regions respectively.

Shelters are established to accommodate survivors and victims of violence against children; gender-based violence, and trafficking in persons.

In addition, a total of 167 persons were accommodated in these shelters. The Ministry has conducted stakeholder engagement sessions with a view to developing the Child Offenders Registry as per The Child Care and Protection Act, 2015 (No. 3 of 2015).

In addition, a draft concept note for the operationalization of Farm Kaukurus was drafted, to respond to the needs of children living and working on the street. However, the concept note proposes the expansion of the target beneficiaries.

A consultative workshop was held on 29 September 2021 – 01 October 2021 on the amendment of the Child Care and Protection Act, 2015 (Act No. 3 of 2015).

A total of 505 children were accommodated in the Residential Child Care Facilities with subsidies totalling N\$2 879 743.20. A total of 4 618 children were provided psychosocial support by regional Social Workers.

The children that are provided with PSS include those with behavioural problems, children with alcohol and drug abuse, children in conflict with the law and children in dire need of necessities.

The Namibian Children's Home has accommodated 81 children (43 males and 38 females), children who were found in need of protective services by the children's court.

On 16 June 2021, Namibia joined other African countries to commemorate the Day of the African Child (DAC).

The theme for the Day of the African Child (DAC) 2021 was "30 years after the adoption of the charter; accelerate the implementation of Agenda 2040 for an Africa fit for children".

The commemoration of the DAC 2021 took place in the Khomas region, at the Namibia Children's Home, in compliance with COVID-19 regulations.

The Day of the Namibian Child is traditionally observed on 16 June 2022. The members of the National Advisory Council (NAC) were sworn in on 30 July 2021, in accordance with the Child Care and Protection Act, 2015 (Act No. 3 of 2015).

The Permanent Task Force (PTF) on children in Namibia met four times during the reporting period to oversee implementation of the National Agenda for children.

In addition, a total of 207 people (social workers, childcare officers, volunteers) were capacitated in different areas (Training on the Operationalization of Shelters; Training on Standards Operating Procedures for GBV, VAC and TIP, Training on Child Care and Protection Act, 2015; Training on Child Justice; Training on Alternative Care, Training on the Namibia Children's Home Procedures Manual).

In total, 387 awareness sessions were conducted to advocate for the rights of persons with disabilities in 10 regions.

On 9 August 2022, a Press Statement was transmitted to various print media (New Era, Republikein, The N4. Oshikoto 114 Namibian and Namibia Sun), to raise awareness on the rights of the Indigenous Minorities.

On 13-17 December 2022, the Dr. Amadhila Soccer Tournament was hosted in Eenhana. A total of 2 693 learners emanating from the regions of Kunene, Omaheke, Omusati, Oshikoto and Otjozondjupa were enrolled in primary and secondary education through the Marginalised Students Support Programme.

In total, 270 students were issued with scholarship award letters who were registered at the University of Namibia (126), University of Science and Technology (35), International University of Management (52), Triumphant College (3), all Government Vocational Training Centres (37), AIMS (8), National Youth Service VTC (3) and the Namibian College of Open Learning (6).

In addition, the Ministry, together with Palms Life, has awarded scholarships to around 717 students from the marginalized communities at COSDEC's to pursue the basic foundations programme.

Nevertheless, one of the notable achievements was the graduation of a total of 87 marginalized students in various fields of studies and from various institutions of higher learning.

As part of the livelihood Support Programme, a total of 276 people from the marginalized communities in Kavango West Region were identified and recorded to obtain social safety nets, and 96 school-going children in Oshikoto region.

Furthermore, a total of four hundred and sixty (460) were issued with national documents by the Ministry of Home Affairs Safety and Security. During the period under review, around 29 004 households benefited from the Marginalised Special Feeding Programme.

In addition, a total of 284 burial services were provided to the members of the marginalised communities.

The Ministry installed 8 solar panels with 2 inverters at Onderajahorua village, and 1 borehole was drilled at Farm Uitkoms and Farm Uitkoms in the Otjozundjupa region and 2 more at the villages of Otjuamapeta and Omuraba uoMbujombapa in Omaheke region.

Furthermore, several advocacy meetings were conducted to oversee the implementation of the National Gender Policy (2010-2020), and the draft National Gender Policy (2021-2031) was reviewed.

A total of 54 (34 females and 20 males) focal persons across Offices, Ministries, and Agencies (OMAs) were trained on Gender Responsive Budgeting (GRB).

Furthermore, 60 Members of Parliament (National Assembly) were also trained on GRB and validated the GRPB curriculum with the aim of strengthening the oversight function of Gender Responsive Budgeting.

In addition, a total of 30 male staff members of MGEPESW and Health Extension workers were capacitated on GBV, using the GBV toolkit and Male engagement manual.

From 14-25 March 2022, the Ministry presented a report at the Commission on the Status of Women's sixty-sixth session, which was held in New York, that promotes gender equality and the empowerment of women.

On 31 March 2022, the Social Protection Policy was launched, which proposes strategies to expand social protection floor coverage to all people throughout their lifetime.

The Ministry has upgraded application modules of the Social Assistance System (SAS) system in its guest to develop an Integrated Management Information System.

In addition, the User Acceptance Test training was conducted with end-users and Information Technology (IT) specialists from relevant OMAs.

In July 2021, a total of 6617 beneficiaries (households) whose livelihoods were adversely affected by the COVID-19 pandemic and disruptions in food security due to recurrent droughts benefited from the Cash Based Transfer (CBT) project, which was implemented by the Ministry in partnership with the United Nations World Food Programme (WFP) Namibia.

The CBT Project targeted two regions: the Kunene region (Sesfontein, Epupa, Kamanjab, Opuwo Rural and Urban constituencies) and the Omusati region (Etayi, Elim, Okalongo, Oshikuku, Ogongo, Tsandi, Onesi, Otamanzi, Ruacana and Okahao constituencies).

The Ministry has carried out routine maintenance works at Namibia Children's Home, After School Centre as part of capital projects.

In addition, the GBV shelter in Keetmanshoop was renovated. As of 31 March 2021, the Ministry's budget execution stood at 99.35% comprising of 99.53% on Operational budget and 30.13% on Development budget.

However, the period under review was challenging in terms of service delivery, especially with the lockdown measures and other health measures that were introduced by the Government due to the outbreak of the COVID-19 pandemic, which had mainly contributed to a reduction in service delivery.

1. HIGH LEVEL STATEMENTS

VISION

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

MISSION

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

MANDATE

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

CORE VALUES

INTEGRITY

Being honest and ensuring systems and procedures are rules compliant

TEAMWORK

Working together for the common good

EMPATHY

Bringing humanity to our work

INCLUSIVITY

We strive for excellence and understand that our diversity strengthens us

PROFESSIONALISM

To achieve high quality performance that exceeds standards

ACCOUNTABILITY

Taking responsibility for our actions

ACCESSIBILITY

Always making ourselves available to meet customers' expectations



Table 1 below summarises the key achievements attained in the 2021/22 financial year.

Table 1: Key achievements

Social Assistance	 Attained 98% coverage of the Old Age Grant Achieved 74% coverage of the Disability Grant. Attained 71% coverage of OVC Grants Distributed food and non-food items to 996 Households and 42 082 beneficiaries through the Food Bank Programme. Distributed food items to 29 004 households from the Marginalized Communities, through the Special Feeding Programme Supported 42 micro businesses with materials and equipment through the Income Generating Activities (IGAs) programme. Supported 1307 ECD Educarers with subsidies/financial support Installed 2 Boreholes in Berseba,//Kharas region and EHA, Kunene region. Accommodated 167 victims at the shelters Transported 2 693 learners from the Marginalized Communities to and from schools and their homes. Paid tuition fees, accommodation and monthly allowances to 269 students from the Marginalized Communities. Provided dignified burial services for 284 members of the Marginalized Communities. Provided Post Re-Settlement Support to 11 villages/farms for the Marginalized Communities
Child Care Services	 Accommodated 539 children in the Residential Child Care Facilities Provided Psychosocial support to 4 618 children Accommodated and supported 81 children at the Namibian Children's Home. Opened 8 state-owned shelters Established a Register for people prohibited from working with children Coordinated the inauguration of the National Advisory Council on Children.

System Development	 Completed the Integrated Social Assistance System (ISAS) Completed the development of the Integrated Beneficiary Register (IBR)
Capacity Building	 Trained 43 beneficiaries of IGAs with Technical and production skills in bead weaving. Trained and coached 201 women micro entrepreneurs through AWOME Programme Trained of 99 Educarers on the basic ECD Curriculum Conducted 387 Marginalized communities' awareness meetings Trained 54 focal persons across OMAs on Gender Responsive Budgeting (GRB). Developed the GRB and Planning course/module for Government OMAs and abridged version for Members of Parliament Trained 315 traditional leaders and Religious leaders on GBV laws and related issues. Established 71 Women in Business Association (WBA) committees Policy/Regulation & Reports Launched the Social Protection Policy Infrastructure Development Renovated Infrastructure at Farm Kaukurus Renovated the Namibia Children's Home and the After School Centre Constructed GBV shelter in Keetmanshoop, //Kharas region
Policy/Regulation & Reports	Launched the Social Protection Policy
Infrastructure Development	 Renovated Infrastructure at Farm Kaukurus Renovated the Namibia Children's Home and the After School Centre Constructed GBV shelter in Keetmanshoop, //Kharas region

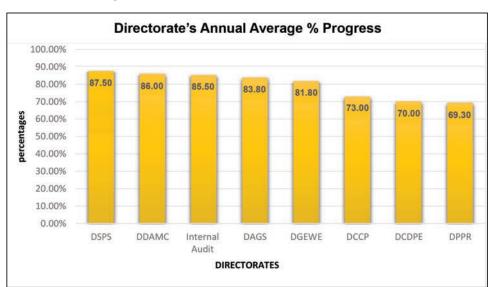


INTRODUCTION

The Ministry of Gender Equality, Poverty Eradication and Social Welfare's Annual Report for 2021/22 FY summarises the performance of the Ministry in executing its Annual Work Plan.

As indicated in Graph 1: below, the Ministry has achieved a total cumulative score of about 80% on its Key Performance Indicators of its Ministerial Annual Work Plan for 2021/22 Financial Year (FY). Furthermore, when we disaggregate the annual performance per directorate, the Directorate of Social Protection

Services has performed the best, earning a score of 87.5%, followed by the Directorate of Disability Affairs and Marginalized Communities which received 86%, the Internal Audit with a score of 85%, the Directorate of Gender Equality and Women's Empowerment with a score of 83%, the Directorate of Child Care Protection with a score of 73%, and the Directorate of Community Development and Poverty Eradication with a score of 70%, whereas the least performing Directorate of Policy, Planning and Research scored 69%.



Graph 1: Directorates' Annual Performance

Therefore, based on the overall annual performance results, it can be concluded that the Ministry performed admirably to fulfil its mandate to provide the targeted populations with various services.

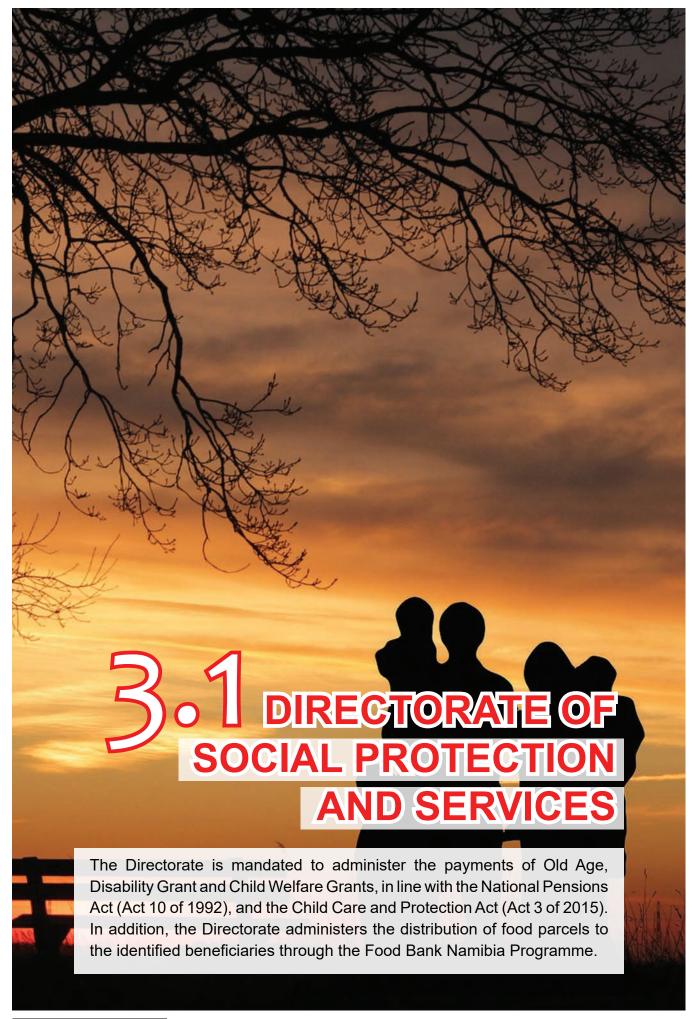
However, the period under review was challenging for service delivery, particularly because of the lockdowns and other health measures put in place by the Government in response to the Covid Pandemic, which primarily caused a decrease in service delivery.

The report is divided into three sections: Section 1 presents the Ministry's high-level statements and strategic pillars;

Section 2 summarises overall achievements; and

Section 3 summarises the year 2021–2022, with a focus on the main activities and their achievements.

Finally, the report acknowledges the various difficulties that hindered planned activities from being fully implemented.

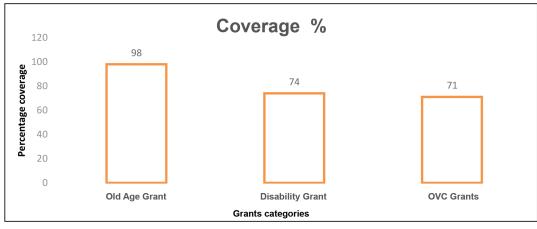


3.1.1 Main Activities undertaken and achievements

3.1.1.1 Social Assistance grants

A total of 11 051 Old Age beneficiaries, 4 312 disability grant Beneficiaries and 20 372 Orphanage and Vulnerable Children (OVC) grants were added on the Social Assistance System (SAS). The Old Age Grant was maintained at 98%, while the Disability Grant and OVC Grants were maintained 74% and 71%, respectively.

Graph 2 below illustrates the coverage for the three primary grants: Old age, Disability and Orphans and Vulnerable Children's (OVC) grants.



Graph 2: Social grants coverage in %.

Source: MGEPESW

Furthermore, about 1940 files of deceased beneficiaries were deleted, and 1830 Funeral Benefit claims were processed.

In addition, the Directorate also registered potential beneficiaries and continued to administer benefits to enrolled beneficiaries.

3.1.1.2 Food Bank Namibia

The food parcels that contained food and non-food items were distributed to 29 constituencies. Around 9 967 households (42 082 registered beneficiaries), benefited from the programme in all 14 regions.

The total expenditure for food items during the reporting period stood at N\$ 55 947 187.04. All goods and services were procured from the local businesses, notably Micro, Small, and Medium Enterprises (MSMEs).

The food basket items sourced from local suppliers consist of items such as: Soya Mince

& Okatete and Maize Meal. Moreover, 102 special cases from towns where the Food Bank was implemented as well as from towns that were not designated to benefit from the programme during the regional implementation phase were assessed and added to the Food Bank programme.

3.1.1.3 Integrated Management System updated

The first processing of payment (run) was completed on the Integrated Social Assistance System (ISAS) and about 4156 deceased beneficiaries and 249 expired Disability grants were removed.

The Integrated Social Assistance System verifies every new applicant against the National Population Registry System (NPRS) and does not allow the user to enter data for a person that is not on the NPRS.

3.1.1.4 Reconciliation of Fund Accounts

The Ministry continued to reconcile the fund accounts to track the budget execution on social grants, to check and advice on any fraudulent activities and to avoid any payment errors that may occur.

This is done through comparing monthly pay sheets against the reports from the cash paymasters, carrying out life verifications of beneficiaries and verifying active beneficiaries against the pay sheets or NPRS system; and prepare reconciliation reports in this regard.

The reconciliation report for the 2021/22 FY reveals that the Social Grants' projected budget for the year was 100% executed, while for the Children Grants, 98% was executed.

Furthermore, as part of the verification process, the Ministry held 6 working sessions to discuss and synchronise process flows, i.e., compare ISAS data with SAS. It further ensured that working relationships with service providers are reinforced to improve co-ordination and reporting.

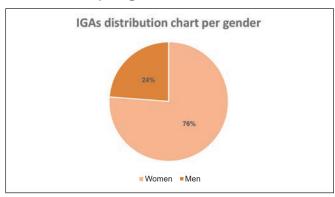


3.2.1 Main activities undertaken and key achievements

3.2.1.1 Income Generating Activities (IGAs) supported with materials, equipment and capacitated on entrepreneurial, technical and production skills

The Directorate, through the Income Generating Activities (IGAs) Support Programme, continues to provide materials and equipment to beneficiaries to establish or expand microenterprises. A total, 42 IGAs have been supported of which 32 IGAs are owned by women, while 10 IGAs are owned by men. The types of IGAs supported include tailoring, gardening, catering, welding, and poultry.

The graph 3 below shows the percentage distribution per gender.



Source: (MGEPESW)

A total of 699 IGAs were monitored in all the 14 regions. The monitoring results show that 55% of the IGAs monitored are progressing well, while 45% are struggling to remain afloat, mainly due to the impact of COVID-19.

In total, 40 IGAs were verified through the missions that were undertaken in the Khomas, Zambezi and Otjozondjupa regions.

The purpose of the verification is to determine the amount of support provided to IGA beneficiaries.

Except for one IGA in the Otjozondjupa Region, which was partially supported and is not in operation due to other pending equipment, the results showed that the support supplied is consistent with the support requested.

3.2.1.2 Technical and Production Skills enhanced

The Ministry has a capacity building programme for IGAs where the beneficiaries are provided with technical and production skills to equip the beneficiaries with the necessary skills needed to produce quality products and to render improved market-related services at the Community Empowerment Centres (CEC).

Table 2. Production Skills (beads / ornament weaving) Participants for 2021/2022 were trained.

Region	# of participants	Gender	
		Male	Female
Omaheke	43	09	34
Oshikoto	30	23	07
Hardap	29	19	10
Omusati	31	22	09
TOTAL	133	73	60

Source: (MGEPESW)

As shown in table 2 above, out of 133 beneficiaries who received training in weaving beads and ornaments, 45% were female and 55% were their male counterparts.

In total, 11 CECs were established in 10 regions; Zambezi, Kavango East, Omaheke, Hardap, Otjozondjupa, Oshikoto, Oshana, Ohangwena, Omusati and Kunene.

Furthermore, the Ministry commenced with the process of reviewing the CECs' Operating Guidelines. The guidelines were developed in the 2015/2016 Financial Year and was found to be outdated, hence the review thereof. The objectives of the review are threefold:

- To share progress made with the implementation of the guidelines;
- To identify challenges experienced in the implementation of technical and production skills, utilization of CECs facilities and revenue collection
- To identify strategies for improving the operating guidelines

The draft review report has been compiled and changes have been affected in the CEC operating guidelines.

3.2.1.3 Women in Business Association (WBA) platforms established and strengthened

The WBA committees serve as a platform that assists women entrepreneurs to mobilise resources, access finance and support them to effectively market their products and services through networking, market linkages and value addition.

Atotal of 71 WBA committees were established, while 124 WBA committee members were trained on their roles and responsibilities.



Figure 1: WBA training

More importantly, 2 WBA strengthening events were held in the Omaheke and //Kharas regions. The Omaheke region organized the regional WBA Seminar, which coincided with the commemoration of International Women's Day on 8 March 2022.

The establishment of the Omaheke regional WBA Committee was the highlight of the event, which was officiated by Honourable Doreen Sioka, Minister of Gender Equality, Poverty Eradication and Social Welfare.

On the other hand, //Kharas region organized a market day in Lüderitz for the WBA members and IGAs beneficiaries.

3.2.1.4 Women micro-entrepreneurs capacitated- on IYB Manuals to manage their enterprises

Through the AWOME Programme, the Ministry has facilitated the training of women micro entrepreneurs and IGA beneficiaries in 3 different training packages.

These include: Generate Your Business (GYB), Start Your Business (SYB) and Improve Your Business (IYB). In total, 125 women micro entrepreneurs and 71 IGA beneficiaries were trained on IYB.

The GYB training was provided to 76 potential female entrepreneurs. In addition, 362 women

micro entrepreneurs were coached, and they are now able to use the coaching tools (one-page planner and the twelve-month alignment form) to develop realistic short and long-term business action plans.

In total 405 entrepreneurs were coached during the reporting period.

3.2.1.5 Educators on the ECD Subsidy Programme and assessment



Currently, there are more than 5,000 ECD Educarers in the country who are serving the 0-4-years-old children in ECD centres.

Out of 5,000 ECD Educarers, 1307 are benefitting from the subsidy programme, where they are receiving financial support arranged between N\$1,500-N\$2,500.

These are Educarers from 898 ECD centres in all 14 regions of the country. A total of N\$24 million was budgeted for the year.

Considering the pivotal role that ECD Educators play in ensuring that children under their watchful care are well developed and are coping well with all activities, there is a need for their assessment.

A total of 1307 ECD Educators benefitting from the subsidy programme were assessed successfully. However, only 152 educators were validated in //Kharas (75) and Kavango West (77).

3.2.1.6 ECD Basic Curriculum Educarers Training

A total of 99 Educarers were trained on the basic ECD Curriculum in 5 regions (Erongo, Omusati, Oshana, and Kavango East and Kavango West), as shown in Table 3 below.

Table 3: ECD Basic Educarers Curriculum **Training**

Region	Number of ECD Educarers trained
Erongo	19
Omusati	20
Oshana	20
Kavango East	20
Kavango West	20
Total	99

3.2.1.7 Training of Educarers working at **Model ECD Centres**

21 Educarers working in Model ECD centres and 6 staff members from 6 regions (Kunene, Oshana, Ohangwena, Omusati, Khomas and Kavango East), were trained.

The training equipped Educarers with skills and knowledge on how to effectively set up different learning areas, both in and outdoors at their centres. The Educarers were trained together with responsible staff members that supervise their centres.

3.2.1.8 Enrolment statistics

The ECD survey was conducted throughout the country from 31 August - 08 October 2021 to collect and capture data in the Early Childhood **Development Management Information System** database (ECD MIS).

The preliminary report for the 2021 ECD survey has indicated that the enrolment of children 0-4 years old stands at 25 %. A total of 83,580 children are enrolled (41,845 boys and 41,735 girls) in 2962 ECD centres across the country.

3.2.1.9 Support from Government of Japan

The Government of Japan donated funds towards the ECD centres in marginalized communities. The purpose of the funds is to prevent and mitigate the impact of COVID-19 and overlapping emergencies on nutritional, learning and health outcomes of vulnerable children in Namibia.

The project was implemented in conjunction with UNICEF, who provides technical support and monitoring of the project activities at the ECD centres.

The project has benefited thirty-two (32) ECD centres from 4 regions (Omaheke 18, Kavango East 6, Kavango West 6 and Zambezi 6).

The fund was earmarked for food and feeding utensils, PPEs in response to COVID-19, and training of Educarers on Health and Safety components.

The Ministry procured and distributed food, feeding utensils and PPEs to all 32 ECD centres. A total of 1920 children have benefitted from the programme and 53 ECD Educarers were trained on the components of ECD health and safety related matters.

The Ministry further conducted pre and post assessments of the supported 32 ECD Centres to determine the status before and after the support.



Figure 2: Hon. Doreen Sioka, Minister of Gender Equality, Poverty Eradication and Social Welfare, Ms. Rachel Odede – UNICEF Country Representative and H.E. Hideaki Harada, Japanese Ambassador to Namibia handing over food.

3.2.1.10 Special Program Implementation / Special Cases

The Ministry has established six community gardens in Ohangwena, Oshikoto, Kunene, Omaheke and //Kharas Region as part of the special projects aimed at increasing food productivity, improving socio-economic conditions of the community and creating employment in rural areas in collaboration with the Ministry of Agriculture, Water and Land Reform (MAWLR) and the Ministry of Environment, Tourism and Forestry (METF).

During the 2021/22 financial year, these community gardens were fully fenced off and storage facilities and shading nets were also installed.

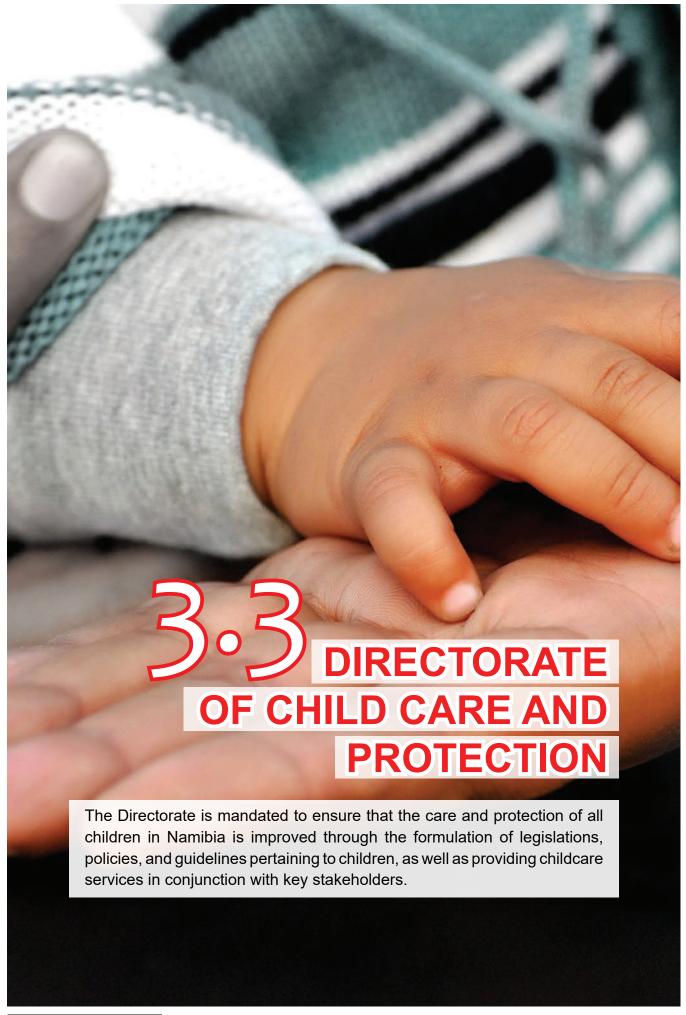
Through the special programme initiative, the Ministry has further assisted the Mungongi Agricultural Project in Musese Village in Kavango West Region with water infrastructure. The project is owned and operated by a young Namibian entrepreneur and community

leader who is passionate about assisting the community in relieving poverty and hunger and improving communal wellbeing, through the production of fresh vegetables.

Furthermore, (2) Boreholes were drilled and installed in Berseba in //Kharas and EHA in the Kunene region. A generator was donated to the community at Erindirozombaka in the Omaheke region. In addition, a water pipe and electricity were installed at Bukalo Village in the Zambezi Region.



Figure 3: Mungongi project in Kavango west



3.3.1 Main activities undertaken and key achievements

3.3.1.1 Operationalization of Gender-Based Violence (GBV), Violence Against Children (VAC), and Trafficking in Person (TIP) Shelters

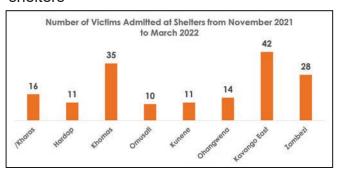
A total of 8 state-owned shelters, under the management of the Ministry of Gender Equality, Poverty Eradication and Social Welfare, were officially opened on the 01 November 2021, in the Zambezi, Kavango East, Ohangwena, Omusati, Kunene, Khomas, Hardap and Kharas regions.

Shelters are established to accommodate survivors and victims of violence against children, gender-based violence, and trafficking in persons.



Figure 4: GBV shelters

Graph 4: Number of victims admitted to shelters



Graph 4 shows that Kavango East region accommodated the highest portion (25%) of the total number of victims, followed by Khomas region, accommodating a staggering 20.9%. The Zambezi region accommodated the 3rd highest with 16.7%, whereas Omusati region accommodated the lowest proportion 5.9% of victims at its shelter.

3.3.1.2 Register of people prohibited from working with children

The Child Care and Protection Act 2015, (No. 3 of 2015) mandates the Ministry to establish a register of people prohibited from working with children.

The development of the register is underway and consultations with different stakeholders, i.e., NAMPOL, Ministry of Education and Culture, Office of the Judiciary and the Office of the Attorney General are being held to understand the source of the envisaged information for the register.

The objectives of the register are:

- To hold records of persons convicted of offences (Sub-section 8).
- To provide institutions with confirmation information if an applicant is suitable or not with children.
- To use the information in the register in order to protect children from potential abuse, neglect, and exploitation.

3.3.1.3 Operationalization of Programs at Farm Kaukurus

The draft concept note for the operationalization of Farm Kaukurus was drafted to respond to the needs of children living and working on the street.

However, the concept note proposes the expansion of the target beneficiaries. The proposition is to include children with problem

behaviours (delinquency/conduct problems), as well as children in conflict with the law, especially if one considers that the problem of street children might not be countless.

The farm will be utilised as a training and rehabilitation centre, to support, train and rehabilitate children living and working on the street and other vulnerable children in the country to become productive citizens through interventions aimed at prevention, early intervention, rehabilitation and integration.

The objectives of the projects are:

- To develop infrastructure to support children living and working on the streets and other vulnerable categories
- To develop rehabilitation programmes for children and provide critical services for children.
- To provide technical and vocational training opportunities to vulnerable children and those living and working on the streets.
- To explore opportunities for collaboration with other stakeholders (Ministry of Health and Social Services and Ministry of Education, Arts and Culture).

3.3.1.4 Amendment of the CCPA

Through the implementation of the Act since 2019, several gaps and omissions were identified and children's needs are constantly evolving, as such, there was a need to adequately provide them. A consultative workshop was held on 29 September 2021-01 October 2021 on the amendment of the Child Care and Protection Act, 2015 (Act No. 3 of 2015).

The objectives of the workshop were, interalia, to engage Social Workers regarding the concerns and gaps experienced when implementing the Child Care and Protection

Act, 2015 (Act No. 3 of 2015) to suggest resolutions to areas of concerns, review the provision of the Child Care and Protection Act, propose amendments to the Child Care and Protection Act and to propose new areas to be included in the Child Care and Protection Act. The following are some of the proposed amendments that were discussed.

- Children have become pawns in custody dispute proceedings between parents/ caregivers and guardians. The child's voice is not sufficiently represented or articulated in these situations. As a result, the Ministry proposes to alter the Act to improve the child's expressed voice in matters relating to custody, access, and disputes, as well as guardianship.
- The Ministry also intends to expand the regulations governing the registration of child protection organizations to ensure that only the appropriate organizations are registered and designated to provide services to children.
- Surrogacy is an important issue that the CCPA does not cover. Many children are born as a result of this process, but the Act provides no safeguards to protect such children. As a result, more extensive protections and provisions to protect children undergoing surrogacy are required.
- The legislation should include provisions for the establishment of legal agreements between parties involved in surrogacy, as well as the definition of the relationship between children born as a result of such procedures and the commissioning parents. Providing protection for children born from such arrangements.

3.3.1.5 Subsidies for Residential Child Care Facilities (RCCF)

A total of 505 children were accommodated in residential child care facilities, with subsidies totalling N\$2,879,743.20. Table 4 below depicts the Residential Child Care Facilities and the number of children that received subsidies during the course of April 2021 to March 2022.

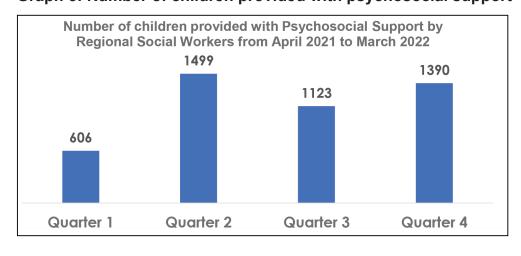
Table 4: RCCFs names and number of Children Received Subsidies from April 2021 to March 2022

Names of RCCFs	Female	Male	Total
Hope Village	19	18	37
Jonah Home	4	4	8
Omaruru Children's Haven	5	5	10
Children of Zion	23	20	43
Hompa Shiyambi	16	19	35
Huis Maerua	7	11	18
NCH	46	36	82
Casa Angelo	9	13	22
Cheshire Home	15	17	32
ERPOW	3	2	5
Walvis Bay Kidz Haven	6	1	7
Ngavevatutere Children's Home	6	6	12
SOS Children's Village, Windhoek	00	400	404
SOS Children's Vilage, Tsumeb SOS Children's Village, Ondangwa	92	-102	194
Total	251	254	505

3.3.1.6 Provision of Psychosocial Support (PSS)

A total of 4 618 children were provided Psychosocial support by regional Social Workers. Children who receive Psychosocial Support (PSS) services include those with behaviour problems, those who abuse alcohol and drugs abuse, those who are in conflict with the law, and those who are in dire need of necessities.

Graph 5: Number of children provided with psychosocial support



Graph 5: Number of Children provided with Psychosocial Support Services from April 2021 to March 2022

3.3.1.7 Children at the Namibia Children Home (NCH)

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

It is administered by the Ministry of Gender Equality, Poverty Eradication and Social Welfare. Currently, the facility accommodates 81 children (43 males and 38 females). The below table shows some of services being provided to children residing at the NCH.

Table 5: Educational and other support Services offered to children at NCH.

Support/Services	Male	Female	Total
Babies/Toddlers	7	5	12
No of children with special needs	3	1	4
No of pre-primary educational support	3	5	8
No of primary School support	18	16	34
No of secondary School Support	7	6	13
No of vocational training	1	2	3
No of tertiary support	1	1	2
No of non-school-going	3	2	5
Total	43	38	81

Table 5: Educational and other support being provided for children at NCH

3.3.1.8 Commemoration of Children's Days

DAY OF AFRICAN CHILD

On the 16 June 2021, Namibia joined other African countries to commemorate the Day of the African Child (DAC). The DAC is celebrated across the African continent.

It, in particular, calls for introspection and commitment towards addressing the challenges facing children across the African continent. The DAC 2021 theme was "30 years after the adoption of the charter; accelerate the implementation of Agenda 2040 for an Africa fit for children". It was commemorated at the Namibia Children's Home, Khomas region.

DAY OF THE NAMIBIAN CHILD

As a norm, the theme for the African Child Day, which is commemorated on the 16 of June, is replicated on the Day of the Namibia Child.

This theme is proposed on an annual basis by the African Committee of Experts on the Rights and Welfare for the Child aimed at raising awareness of the rights and responsibilities of the children.

The main event took place in the Oshana region. During the celebration, the Ministry, in collaboration with the Namibia Statistics Agency, with the support of the Centre for Disease Control and UNICEF launched the Violence Against Children Survey.

The findings of the study demonstrated that about 4 out of every 10 girls and 9 out of every 20 twenty boys have been victims of physical, sexual, or emotional abuse as children, while 4 out of 10 boys and 3 out of 10 girls are physically assaulted before they reach the age of 18.

Furthermore, emotional violence by peers affects 39.3% of females and 30% of males. As one of the recommendations from the study, the Ministry coordinated the development of a National Plan of Action to Address Violence Against Children in collaboration with key stakeholders.

3.3.1.9 Inauguration of the National Advisory Council on Children

The National Advisory Council (NAC) is an executive platform for Executive Directors to deliberate on and influence policy issues across various sectors.

The members of the Council were sworn in on 30 July 2021, in accordance with the Child Care and Protection Act, 2015 (Act No. 3 of 2015). The National Advisory Council was established in 2021/22 and has not developed a Plan of Action. However, it has only managed to hold two meetings.

The council is made up of 16 people. Each Ministry is required to exert oversight on child protection issues and to effectively address child protection mandates.

Some of the specific functions of the National Advisory Council on Children include:

- To advise the Government on matters relating to the protection and care of children in terms of the Child Care and Protection Act or any other law relating to children;
- To encourage the involvement of non-governmental organizations and communities in establishing and promoting services and facilities that can advance the well-being of children
- To design and recommend programs to encourage cross-sectorial cooperation on matters relating to children.

- To advise organs of state on how best to fulfil their functions under the Child Care and Protection Act or any other law relating to children
- To study, investigate and monitor implementation of the Child Care and Protection Act and other laws relating to children, and to make recommendations for improved implementation to the Minister or any other relevant organ of state

3.3.1.10 Permanent Task Force on Children

The Permanent Task Force (PTF) on children in Namibia was established by Cabinet directive following the first OVC National Conference held in Namibia in May 2001.

Each year, the PTF meets quarterly and is coordinated and chaired by the Ministry of Gender Equality, Poverty Eradication and Social Welfare (MGEPESW).

It has a broad multi-sectoral presentation consisting of Government Offices, Ministries and Agencies (OMA's), Civil Society Organizations (CSO's) and Faith-Based Organizations (FBO's).

The PTF is tasked with overseeing the implementation of the National Agenda for Children. Progress on deliverables of the PTF and developments are discussed during its quarterly meetings. During this reporting period, four meetings took place.

One of the highlights was the delegation of the African Committee of Experts on the Rights and Welfare of the Child (ACERCW), which is mandated to monitor the implementation of the African Charter on the Rights and Welfare of the Child as well as review the State Party Report submitted by African countries that were hosted by the Ministry in December 2021.

The objective was to review the status of the implementation of the concluding observations and recommendations of the ACERWC to Namibia on its initial report on the rights and welfare of the children of Namibia, which is submitted every 5 years.

Other issues deliberated in the PTF meeting during the reporting period are related to the coordination of children's services among stakeholders, including the achievement, opportunities and challenges relating to the implementation of the National Agenda for Children.

3.3.1.11 Capacity building for staff members and stakeholders

A number of in-service training workshops took place during the reporting period, that targeted the staff members in the Directorate. Table 6 below shows the types of training that took

place, the target group and number of people trained. A total of 207 people were trained in different areas.

Table 6: Capacity building for staff members and stakeholders.

Na	ame of training	Target group	# of people trained
1.	Training on the Operationalization of Shelters	Social Workers and Volunteers attached to the shelters	37
2.	Training on Standards Operating Procedures for GBV,VAC and TIP	Social Workers	40
3.	Training on the Child Care and Protection Act, 2015	Social Workers	40
4.	Training on Child Justice	Social Workers	35
5.	Training on Alternative Care	Social Workers	35
6.	Training on the Namibia Children's Home Procedures Manual	Child Care Officers	20

Number of staff members and key stakeholders trained.



3.4.1 Main activities undertaken and key achievements

3.4.1.1 Advocacy and awareness raising

The Directorate conducted consultative community meetings to discuss important issues pertaining to the Programmes of the Directorate (National documents, Human Right Issues, Gender Based Violence, the Directorate's interventions, amongst others).

In addition to community meetings, the Directorate carried out school visits at various schools, institutions of higher learning and

Early Childhood Development Centres in respective regions to disseminate information regarding the Education Support Programme.

In essence, the Ministry conducted 387 meetings in 10 regions and 47 school visits in 5 regions, as tabulated below. It further conducted motivational talks and provided other essential information linked to the operations of the Directorate.

Table 7 below indicates the number of community meetings and school visits held in the regions.

Table 7: Number of meetings and school visits conducted in regions

No.	Region	Number of Community Meetings	Number of School visits
1.	Ohangwena	233	18
2.	Omusati	19	2
3.	Otjozondjupa	44	7
4.	Zambezi	18	16
5.	Oshikoto	11	4
6.	Oshana	3	
7.	Omaheke	15	
8.	Kunene	29	
9.	Kavango East	6	
10.	Kavango West	9	
	TOTAL	387 meetings held in 250 villages/settlements/ farms	47

At national level, 2 interview sessions were held with NBC TV: Good Morning Namibia, to discuss the functions and pillars of the Directorate and provide feedback on the activities implemented

3.4.1.2 Indigenous Peoples' Day

To commemorate the International Day of the World Indigenous Peoples, which is observed on August 9th each year, the Directorate spent N\$25 000.00 to raise awareness on the rights of the Indigenous people/Marginalised Communities.

A press statement was issued and placed in publications such as New Era, Republikein, The Namibian and Namibia Sun.

3.4.1.3 Dr. Libertina Amadhila Sports **Tournament**

The Dr. Libertina Amadhila Soccer Tournament for the Indigenous people is a sports activity initiated with the purpose of bringing the Marginalized Communities together to compete in the soccer tournament, on 13-17 December 2022, the Dr. Amadhila Soccer Tournament was hosted in Eenhana, Ohangwena region.

The tournament attracted an audience of over 250 Marginalized Communities participants from Ten (10) regions where the Directorate operates.

The event was also attended by Hon. Walde Ndevashiya, Governor of Ohangwena region, who delivered the keynote address, Hon. Olivia Hanguwo, Eenhana Constituency Councillor, the Traditional Authority, Spiritual and Community Leaders.

3.4.1.4. Education Support Programme

The Education Support Programme is one of the strategic pillars that aims to integrate the Marginalized Communities into the Namibian society through education involvement.

The Ministry, through the Directorate of Marginalized Communities takes priority in ensuring that children from the Marginalized Communities undergo the required education system, i.e., Early Childhood Development, Primary and Secondary Education and Tertiary Studies.

a) Learners in Primary and Secondary

Atotal of 2693 learners from Kunene, Omaheke, Omusati, Oshikoto and Otjozondjupa regions were enrolled in primary and secondary education programmes.

The transportation of learners in other regions like Ohangwena, Zambezi, Kavango East and Kavango West Regions and Tsumkwe Constituency of Otjozondjupa Region is solely facilitated by the Ministry of Education, Arts and Culture.

b) Students in Tertiary Institutions

In total, 270 students who were registered at the following recognized tertiary institutions: The University of Namibia (126), the University of Science and Technology (35), International University of Management (52), Triumphant College (3), all Government Vocational Training Centres (37), AIMS (8), National Youth Service VTC (3) and the Namibian College of Open Learning (6) were issued with award letters.

The Ministry provides financial assistance to these students to cover tuition fees, accommodation, and a monthly allowance of N\$ 1 500.00.

No.	Institution	Amount
1.	The University of Namibia (UNAM)	1 113 416.83
2.	University of Science & Technology (NUST)	985 646.98
3.	The International University of Management (IUM)	1 226 000.00
4.	Triumphant College	44 000.00
5.	ALL Government Vocational Training Centres (VTC's)	42 120.00
6.	AIMS	427 440.25
7.	Namibian College of Open Learning (NAMCOL)	52 440.00
8.	The Southern Business School (SBS)	69 900.00
9.	Hanganeni Emona Investments (PTY) Ltd. (Emona Hostels)	1 139 700.00
10.	Alan Matengu (Accommodation)	88 000.00
11.	DN Shinemba (Accommodation)	10 500.00
12.	Fijjy Reye Construction Cc (Ghotti Hostels)	186 200.00
13.	Paulina Shikesho (Accommodation)	14 400.00
	TOTAL	5,399,764.06

Furthermore, during the period under review, the Ministry paid an amount of N\$ 3 840 000.00 towards monthly allowances to 269 students. In total, 87 graduates from the Education Support Programme graduated, as indicated in table 9 below:

No.	Institution	Number of Graduates
1.	UNAM	42
2.	IUM	19
3.	Zambezi VTC	10
4.	Valombola VTC	1
5.	Eenhana VTC	2
6.	NUST	8
7.	CT University of Punjab- India	1
8.	Triumphant College	2
9.	COSDEC	1
10.	Institute for Bankers	1
	Total Graduates	87

3.4.1.5 Palms for Life Fund Namibia

Through the financial support of the Palms for Life project, 717 students from the Marginalized Communities were awarded scholarships to pursue studies at COSDEC.

The current and future programmes for the Palms for Life project encompass the following areas of support:

- i. Construction of Early Childhood Development Centres (ECD) in selected groups of communities and upgrading of existing ECD Centres, as necessary, and following local assessments of needs and existing infrastructure, including availability of water and child-friendly sanitation.
- ii. Strengthening skills of ECD Caregivers/
 Teachers from a selected group of ECD
 Centres. Wherever feasible, such skills
 development can be provided via a distance
 learning programme developed by the
 Montessori Training College and then
 replicated to cover many ECD Caregivers/
 Teachers.

- iii. Improving or establishing a sustainable school feeding system at ECD Centres includes engaging private businesses.
- iv. Investing in improved food security at the community level via income- generating food production projects, including the use of new technologies such as aquaponics.
- v. Funding of a San scholarship programme for tertiary/university studies, vocational skills, and special bridging courses for students who could not complete secondary education. An assessment will be conducted prior to the introduction of the programme to identify the need and to mould the shape the programme will take. As much as possible, distance learning will be explored.
- vi. Improving the overall quality of hostels pending an assessment of existing hostels in Marginalized Communities.
- vii. Upgrading health facilities in the Indigenous Minorities area pending an assessment of existing health facilities.

viii. Additional activities funded by partner organizations include the provision of internet connections to remote San communities, in collaboration with Wander Port Africa. This initiative is under preparation.

ix. Innovation Africa (IA) will be invited to participate in the installation of community water systems. This possibility will be further explored with the government and IA.

3.4.1.6 Activities in progress

The construction of ECD centres in Otjinene and Tsumkwe are finalized, while 4 ECD centres in Farm Uitkoms, Likwaterera, Amarika and litapa are being constructed. Furthermore, a total of 27 Caregivers are being trained by the Montessori Training College.

A project is being implemented by Omba Arts Trust to promote income generating activities with a group of artisan women who receive training and marketing support.

3.4.1.6 Livelihood Support Programme

A total number of 276 people from the Marginalized Communities in Kavango West Region were identified and recorded to obtain social safety nets and 96 school going children in the Oshikoto region.

Furthermore, a total number of four hundred and sixty (460) were issued with national documents; (Zambezi Region 243, Ohangwena 29, Kavango East 5), while a total of 183 from the Kavango West region were issued with birth certificates. Moreover, three (3) pensioners were identified and registered for Social Grants in the Omaheke region.

A total of 200 were issued with IDs and were proportioned as Oshikoto (100), Kavango East (3), Kavango West (7), and Omaheke (90). Additionally, a total number of 1736 Marginalized Communities in various regions were recorded and registered to attain national documents

and were proportioned per region as follows: Kunene (106), Oshikoto (325), Omusati (62), Ohangwena (88), Otjozondjupa (858), Kavango East (65), Kavango West (135) and Omaheke (97) respectively.

3.4.1.7 Special Feeding Programme

The Special Feeding Programme is a programme within the Livelihood support pillar that oversees that the Marginalized Communities are provided with supplementary food items such as maize meal, soya mince,

okatete porridge, cowpeas and food parcels in order to combat poverty and hunger. A total of 29 004 households are benefiting from the Special Feeding Programme.

Table 10 below shows the number of burials per quarter and the corresponding expenditure.

No.	Quarter	Number of Burials	Amount (N\$)
1.	1st Quarter	54	182 232.44
2.	2nd Quarter	85	390 080.00
3.	3rd Quarter	71	290 590.18
4.	4th Quarter	74	305 953.68
	TOTAL	284 Total Number of Burials	1 168 856.30

A total amount of N\$45,000,000.00 was spent on the Special Feeding Programme, benefiting the above indicated number of household beneficiaries.

In addition, an amount of N\$58 952.00 was committed for rentals of warehouses in the regions of Omaheke, Otjozondjupa, Kavango East, Ohangwena, Omusati and Kunene respectively.

3.4.1.8 Burial Services

A total of 284 burial services were provided to the members of the Marginalised Communities at a cost of N\$1 168 856.30.

3.4.1.9 Income Generating Activities

A total of 26 projects of the Marginalized Communities in Kunene, Omusati, Oshana, Ohangwena, Zambezi, and Otjozondjupa regions were visited with the aim of assessing project needs. This were:

- Masambo Bakery and Kachenje Beekeeping Project in Zambezi region
- Gwanamene and GwaNiita Garden Projects in the Oshana region
- Omakange Garden Project in the Omusati region
- Farm Bravo Garden Project in the Kavango West region
- Tsintsabis Orchard Project in the Oshikoto region

3.4.1.10 Land Re-Distribution

The Ministry installed 8 solar panels with 2 inverters at Onderajahorua village, and 1 borehole was drilled at Farm Uitkoms and Farm Uitkoms in the Otjozundjupa region and 2 more at the villages of Otjuamapeta and Omuraba uoMbujombapa in Omaheke region.

As part of the post-re-settlement support, 3 boreholes with 4 solar pump systems and other related Water infrastructure were installed at Farm Uitkomst, while 5 Outjo Farms (Bellalaika, Mooiplaas, Nuchas, Seringkop and Toevlug) each received 1 solar pump system and other water-related infrastructure.

Additionally, 3 boreholes with 4 solar pump systems and other water-related infrastructure were installed at Farm Ondera, while 1 water tank was installed at Tsintsabis in the Oshikoto region.



3.5.1 MAIN ACTIVITIES UNDERTAKEN AND KEY ACHIEVEMENTS

3.5.1.1 Monitoring of the Implementation of the National Gender Policy (NGP)

The meetings were conducted to oversee the implementation of the National Gender Policy (2010-2020). The directorate further reviewed the National Gender Policy (2010-2020) and drafted a revised National Gender Policy (2021-2031).

3.5.1.2 Gender Responsive Planning and Budgeting Mainstreamed

A total of 54 (34 females and 20 males) focal persons across Offices, Ministries, and Agencies (OMAs) were trained on Gender Responsive Budgeting (GRB).

Further, 60 Members of Parliament (National Assembly) were also trained on GRB and validated the GRPB curriculum with the aim of strengthening the oversight function of Gender Responsive Budgeting.

The Ministry developed the Gender Responsive Planning and Budgeting course/ module for Government OMAs as well as the abridged version for Members of Parliament.

The Gender Responsive Planning and Budgeting course, which consists of the GRB Curriculum, the GRB Facilitator's Guide and the GRB Learner's Guide, will be offered through the Namibian Institute of Public Administration and Management (NIPAM).

The aim is to improve the capacity of Government OMAs to use scarce national resources within the context of particular mandates of OMAs in gender-responsive planning and budgetary progressions.

This is to ensure that budgets address the needs of women and girls, as well as men and boys and contribute to the acceleration of efforts to achieve gender equality for socioeconomic development.

Furthermore, 4 OMAs plans and budgets were analysed. Results showed that, despite the Ministries balanced work portfolio across all job categories, it appeared that a large gap between unskilled and skilled workers exists, where women outnumber men in unskilled portfolios.



Figure 5: Training of Health Extension Officers on the use of the National Training Manual and Training Plan for Men and Boys on GBV, SRH and HIV/AIDS 06-10 September 2021

In this case, it reflects a wage disparity between skilled and unskilled women and men, with women earning or benefiting less than men in those different occupations.

3.5.1.3 Gender-Based Violence Campaigns In total, 30 male staff members of MGEPESW and Health Extension workers (22 females and

and Health Extension workers (22 females and 16 males) on GBV, using the GBV toolkit and Male engagement manual.

The Ministry of Gender Equality, Poverty Eradication and Social Welfare collaborated with the SADC Secretariat in convening this workshop, which serves as the first step towards developing a national strategy for traditional authorities to address GBV.

The overall objective of the workshop was to engage stakeholders and partners on key components to consider in developing a strategy on how to engage or reach out to traditional leaders and train relevant stakeholders from Offices, Ministries and Agencies (O/M/A/s) and

Civil Society Organizations as training of trainers (TOTs) in their regions. The workshop was held from 12-15 October 2021 at the Plaza Hotel in Swakopmund.

Tertiary Institutions were provided with the technical support to initiate dialogues related to GBV. The focus was on Priority 3.2 of Action Area Three of the Prioritized National Plan of Action on Gender-Based Violence (2019-2023) which focuses on "Harnessing the energy: giving young people space to accelerate change".

To effectively implement the Prioritized National Plan of Action (NPOA) on GBV (2019-2023), the Ministry engaged stakeholders to cost the NPOA on GBV and identify funding gaps and commenced a study on the cost of GBV in Namibia.

The Directorate, in collaboration with the Ministry of Information, Communication and Technology and Youth and National Services, through the Nationhood and National Pride Programme launched a mass media campaign on GBV.

The campaign is aimed at creating awareness and effecting behavioural change amongst men and women between the age group of 18 and 55 years.

The campaign was jointly launched on the 11 February 2021 at the Government Information Centre (GIC) by Hon Dr. Peya Mushelenge, Minister of Information and Technology,

Hon. Doreen Sioka, Minister of Gender Equality, Poverty Eradication and Social Welfare and Hon. Agnes Tjongarero, Minister of Sport, Youth and National Service.

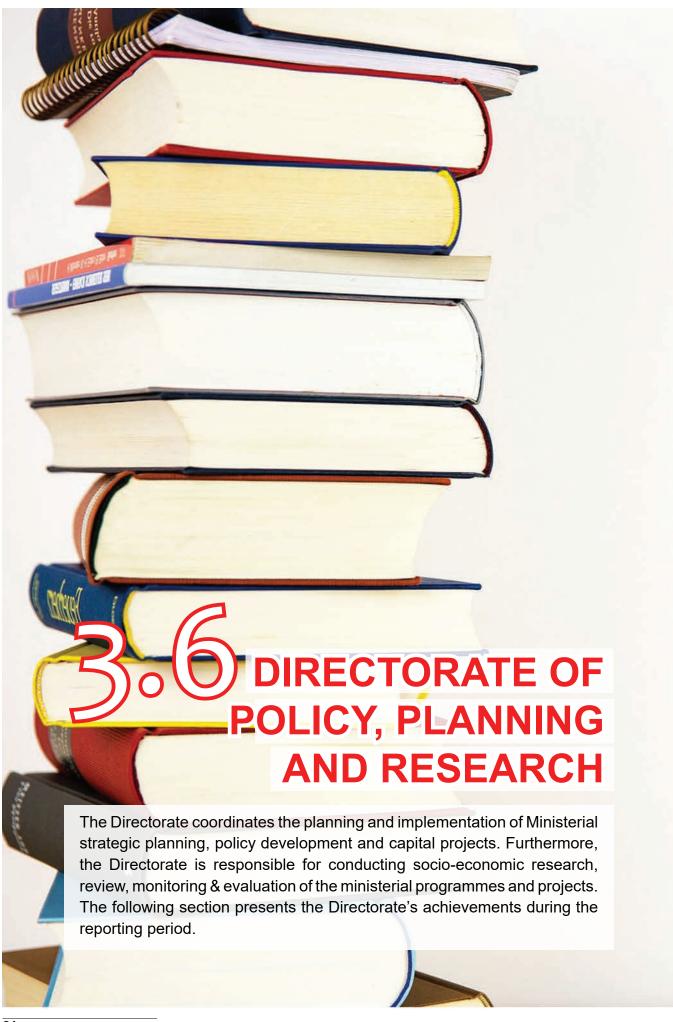
3.5.1.4 Combating of Trafficking in Persons (TIP)

The Ministry finalised a standalone Plan of Action on TIP, including the M&E plan to implement TIP activities, and held National Coordinating Body quarterly meetings on TIP.

3.5.1.5 International Commitment Reports

The Commission on the Status of Women's sixty-sixth session was held in New York from 14 to 25, March 2022.

The Commission on the Status of Women (CSW) is the principal global intergovernmental body exclusively dedicated to the promotion of gender equality and the empowerment of women.



3.6.1 Main Activities undertaken and key achievements

The Social Protection Policy was developed in accordance with Article 95 of the Namibian Constitution, Chapter (11) on 'Principles of State Policy,' and International Labour Organisation (ILO) recommendation No. 202 on social protection floors, and other relevant international, national and regional policy and legislative frameworks.

The policy was approved by the Cabinet in March 2021, and it was officially launched on 31 March 2022. The Social Protection Policy (SPP) proposes strategies that are aimed at, among others, increasing coverage and access to social protection services, enhance efficiency and effectiveness, strengthening coordination and integration, enhancing institutional framework for service delivery; and improving monitoring and evaluation of social protection interventions.

Furthermore, the Social Protection Policy has a broad spectrum of social protection of the Food Bank Namibia Programme and programmes consisting of social assistance, the Marginal Special Feeding Programme into

labour market policies as well as a broad range of public and in some cases, private instruments aimed at enabling Namibians to manage risks and to cope with vulnerabilities shocks throughout their lifetime.

The Social Protection Policy primarily maintains the various social

3.6.1.2 Social protection Policy (SPP) launch protection programmes that are offered by Government Offices, Ministries, and Agencies. However, some of the notable social protection reforms in the policy are:

- a) the proposal to increase the benefit amount for disability grant for children under the age of 18 from N\$250 to N\$1 300 beginning in 2023/2024 FY to strengthen support for children with disabilities,
- b) the development of the Integrated Management Information System (IMIS), which will integrate and digitalize the social protection systems,
- c) the exploration of feasible modalities for the implementation of the Universal Health Coverage and the National Pension Fund for comprehensive social protection and,
- d) the proposal for the introduction of the cash plus programmes for example the conversion social insurance, social welfare services and cash transfer/Conditional Basic Income Grant.



Figure 6: The official launch of the Social Protection Policy by Hon. Doreen Sioka, Minister of Gender Equality, Poverty Eradication and Social Welfare.

3.6.1.3 Development of the Unified Social Grants Registry/Integrated Management Information System (IMIS).

Since 2019, the development process of the Unified Social Grants Registry has been ongoing. However, significant progress was made in the development of the database.

The current Social Assistance System (SAS) database, which is used for payment of social grants, e.g., old age pension, child grants, and disability benefits, has been upgraded in phase one (1) to include applications for administering of persons, documents, security features, and application modules to perform registration and verification of beneficiary's personnel information, amongst other functions.

However, once the database is fully operationalized, it will be linked to the National Population Register (NPR) and other Government and private databases to ensure all social protection programme databases are interlinked.

The User Acceptance Test training was conducted with end-users and Information Technology (IT) specialists from relevant government Offices, Ministries, and Agencies (OMAs).

Additionally, the back-office testing of the database was also undertaken with the old age pension data set and routine troubleshooting of the system is ongoing before it is deployed and launched in the 2022/23 Financial Year.

Furthermore, in phase 2 (two), the capabilities of the system will be expanded to include applications for the Conditional Basic Income Grant and other social protection programmes.

3.6.1.4 Cash Based Transfer Project

The Ministry, in partnership with the United Nations World Food Programme (WFP) Namibia, implemented a Cash Based Transfer (CBT) project.

The project aimed to support communities adversely affected by COVID-19 and communities whose livelihoods continue to be disrupted by recurrent drought.

The two implementing parties registered and verified beneficiaries with the support of the Namibia Red Cross Society and the local constituency offices. The beneficiaries received N\$ 600 each for a period of 3 months.

The CBT project commenced in August 2021 and ended in June 2022. A total of 6617 individuals benefited from the 2 regions.

The project targeted affected populations in Kunene (Sesfontein, Epupa, Kamanjab, Opuwo Rural and Urban constituencies) and Omusati regions (Etayi, Elim, Okalongo, Oshikuku, Ogongo, Tsandi, Onesi, Otamanzi, Ruacana and Okahao constituencies) informal settlements.

The figure below show mobile vehicle paying beneficiaries in one of the constituencies in Opuwo and the registration process carried out.



Figure 7: A mobile vehicle paying beneficiaries of the Cash Base Transfer, Kunene region.

3.6.1.5 Construction and renovation of facilities

This section outlines various ministerial programmes and projects which require either renovation work on existing or construction of facilities across all 14 regions.

Namibia Children's Home and After School Centre.

The Namibia Children's Home and the After School Centre were renovated. This work was completed 100% and a practical completion certificate was issued.

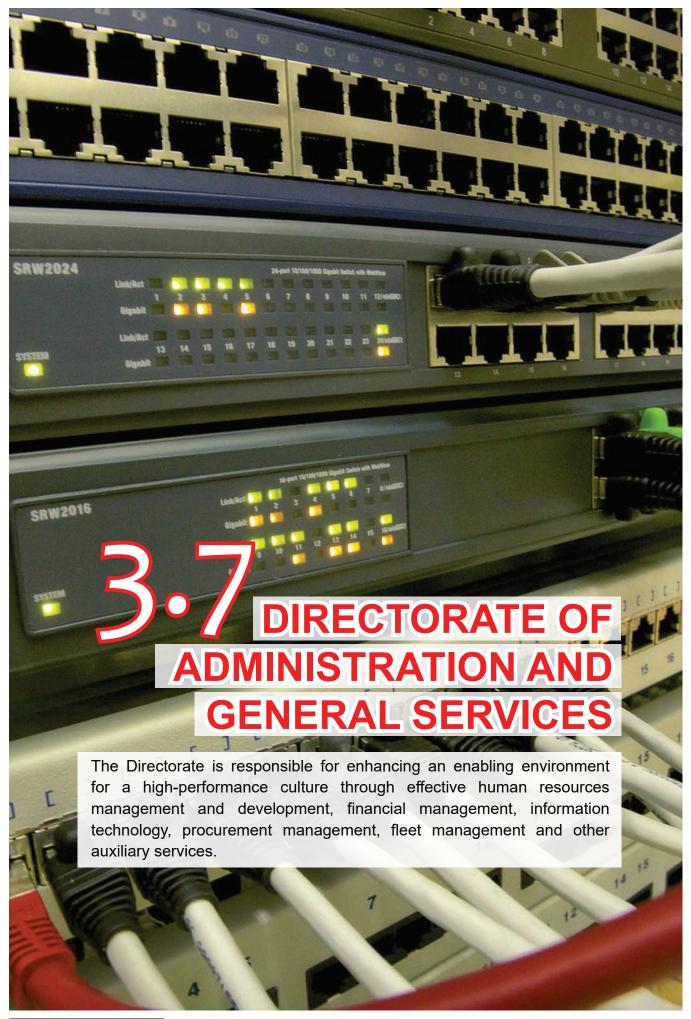
Moreover, the supervision was done by the Ministry of Works and Transport (MoWT) while the Bill of Quantity was evaluated by representatives from the Ministry and MoWT.

Keetmanshoop Gender-Based Violence (GBV) Shelter.

The Directorate facilitated the construction and completed the GBV shelter in Keetmanshoop. The Ministry of Works and Transport, through the //Kharas Regional Council supervised the project. Additionally, a practical completion certificate was issued.



Figure 8: Work inspection at the construction site of the GBV Shelter.



3.7.1 MAIN ACTIVITIES UNDERTAKEN AND KEY ACHIEVEMENTS

3.7.1.2 Performance Management System (PMS) implemented

During the period under review, the Directorate of Administration and General Services has achieved 80% of PA reviewed, whereby 78 staff members out of 97 Performance Agreements were reviewed.

3.7.1.3 Effective Communication

The Ministerial Newsletters were produced during the period under review and placed on the Ministerial Website.

3.7.1.4 Internal & External Communication

The Communication & Engagement Strategy of the MGEPESW was developed but could not be implemented as the Governmental

Communication Plan drafted by all Office/ Ministry/Agency spearheaded by the Ministry of Information Communication and Technology (MICT). MICT has not been approved by Cabinet as yet.

3.7.1.5 Procurement Management

The Quarterly Procurement Reports for the period under review were produced and submitted to the Procurement Policy Unit within the Ministry of Finance.

3.7.1.6 Recruitment Plan Implemented

The Directorate planned to fill 101 budgeted and cleared vacancies on its establishment. However, due to COVID-19 constraints, only 68 positions were filled.

Table 11: Recruitment

No.	Types of Recruitment	Number of staff members
1.	Appointment from the market	36
2.	Transfer from other OMAs/RCs	9
3.	Internal promotion	2
4.	Translation in Rank	0
5.	Transfer from one duty satiation to another	8
GRA	ND TOTAL	68

Table 11 illustrates the number of staff recruited for each recruitment type. As indicated in the table, 36 staff members were appointed from the labour market followed by transfers from other Offices, Ministries and Regional Councils (OMAs/RCs).

Additionally, only 2 staff members were promoted internally in comparison to transfers from one duty station to another (8 staff members).

Table 12: Staff Turnover

No.	Types of termination	Number of Staff members
1.	Resignation	10
2.	Transfer to other OMAs	8
3.	Normal Retirement	7
4.	Early retirement	4
5	III-health	0
6.	Deceased	5
8.	Dismissed	1
GRAND TOTAL		35

Table 12 illustrates the number of staff turnover for the financial year. A total of 10 staff members resigned from the Ministry, 7 went on normal retirement (60 years old) and 4 went on early retirement (55 years old).

In addition, the Ministry lost (deceased) 5 staff members whereas 1 staff member was dismissed (fired) which bring the total staff turnover to 35 staff members.

3.7.1.7 Wellness Programmes

wellness Three (3) programmes were implemented as planned, namely: Ministry's soccer team was registered with the Windhoek Social League and it is participating in the Social League; wellness information on COVID-19 was disseminated to staff members through emails; and health screening was conducted to staff members in Khomas Region by the team from the School of Nursing (University of

Namibia) at the Ministry's Head Office and at Namibia Children's Home.

3.7.1.8 Budget Drafted

The draft budget for the MTEF 2022/2023-2024/2025 was updated with final budget ceilings and was submitted to the Ministry of Finance.

3.7.1.9 Budget Execution

As of 31 March 2021, the Ministry's budget execution stood at 99.35% comprising of 99.53% on Operational budget and 30.13% on Development budget. The table below depicts the total appropriation budget and the execution thereof.

Table: 13 Budget Execution

	Total Appro-priation 2021/2022 FY	Expendi- ture	Execution rate as at 31.03.
Operational	5,436,553,000	5 410 877 426.60	99.53%
Development	13,753,000	4 143 171.20	30.13%
TOTAL	5,450,306,000	5,415,020, 597.80	99.35%

Table 13 table shows that, out of the N\$ 5, 436, 553.00 that was budgeted for operational budget, only N\$ 5, 410 877 426.60 was successfully spent and of an amount of N\$13, 753 000 of the Development budget, only N\$4, 143, 171.20 was spend.

3.7.1.10 Revenue Collected

The revenue collected is more than the budgeted, as more revenue was collected than estimated due to refunds of social grants from the previous financial year.

Table 14 shows that the Ministry has collected a total of N\$ 6, 517, 708.00 on revenue, of which an amount of N\$126 350 was received from renting out halls, N\$ 6, 382 883.00 from miscellaneous and N\$8 475.00 from private telephone calls.

Year 2021/2022						
Estimate Actual Variance %						
Renting of halls	150,000	126,350	23,650			
Miscellaneous	200,000	6,382,883	(6,182,883)			
Private telephone calls	0	8,475	(8,475)			
Total	350,000	6,517,708	6,167,708.15			

3.7.1.11 Customer Service Charters (CSC) developed and launched

The CSC for the MGEPESW was approved and is loaded onto the Ministry's Website. The launching of the Charter could not take place during the period under review due to the unavailability of key stakeholders. The launching of the CSC is deferred to the 1st quarter of the 2022/2023 financial year.

3.7.1.12 Staff Members Capacitated (Human Resource Development)

The Ministry managed to financially assist 6 staff members (Procurement Management Unit and Procurement Committee members) to register for a qualifying course (Diploma in Procurement Management).

The Directorate further managed to induct fourteen (14) newly appointed staff members during the period under review.

Two staff members have been granted special study leave, and 19 staff members have attended training on protocol and etiquette during the period under review.

3.7.1.13 Functions Decentralized

The Ministry has successfully decentralized social welfare functions during the 2021/2022 financial year, namely:

- i. Provision of old age grants
- ii. Disability grant benefits, and
- iii. Funeral Benefits.

The handover ceremony took place at Otjiwarongo, Otjozondjupa Regions on 27 September 2021.

4. OVERALL CHALLENCES

The following are some of the major challenges that hindered full implementation of the ministry's several projects and programmes.

- Inadequate human capital (Staff complement) at both regional and national level.
- Lengthy consultative process and delays in obtaining stakeholders input.
- Incidences of Gender-Based Violence and Trafficking in Persons remained on the increase despite efforts by Government and other stakeholders.
- Inadequate and skewed structure for Social Workers and high turnover of Social Workers because of burnout.
- Lack of technical skills in building management for capital projects
- Manual and human errors hamper the reconciliation processes.
- Lengthy procurement process
- Insufficient funds allocated to Child grant, that limit the addition of new children to benefit from the grant.
- Lack of Gender-Responsive Planning and Budgeting mainstreaming in OMA's budgets and policies.

- Challenges with SAS, data comparability and ageing computers, influence data capturing
- Insufficient sex disaggregated data in some sectors to inform programming and reporting.
- Limited budgetary allocations or funds.
- The lengthy processes of the renovation and upgrade of GBV, VAC, and TIP shelters and the lack of security services at the established shelters
- Lack of transport and airtime to reach and contact clients hampers effective service delivery, especially at the regional level.
- Non-compliance with the Decentralization Guidelines (Channels of Communication)
- Delays in the recruitment process because of joint shortlisting and recruitment (RCs)
- Untimely submission of procurement requests by Directorates
- Lack of understanding on Performance Management System
- Unwillingness of RCs to return and deposit unutilized funds into the state accounts at the end of the financial year.

5. CONCLUSION

The Ministry's overall cumulative score for its Key Performance Indicators of its Ministerial Annual Work Plan for 2021/21 Financial Year is about 80%.

In addition, the Ministry faced numerous challenges to address its annual targets and the subsequent mandate.

However, despite these challenges, the Ministry continues to strive for a better social

environment for all its target groups, which, subsequently, enhances the socio-economic wellbeing of our people.

The Ministry would like to express its gratitude to its valued employees for their unwavering commitment to serving the Namibian people, especially throughout the COVID-19 epidemic, and to acknowledge and thank them specifically for their efforts.



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