



Republic of Namibia

MINISTRY OF GENDER EQUALITY, POVERTY ERADICATION AND SOCIAL WELFARE

NEWSLETTER

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**DAY OF THE
AFRICAN
CHILD**



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HIGH LEVEL STATEMENTS

VISION

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

MISSION

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

MANDATE

To ensure gender equality, poverty 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

SENIOR MANAGEMENT



Hon. Doreen Sioka
Minister



Hon. Bernadette Jagger
Deputy Minister
Gender Equality, Poverty Eradication
and Social Welfare



Hon. Alexia Manombe- Ncube
Deputy Minister
Disability Affairs



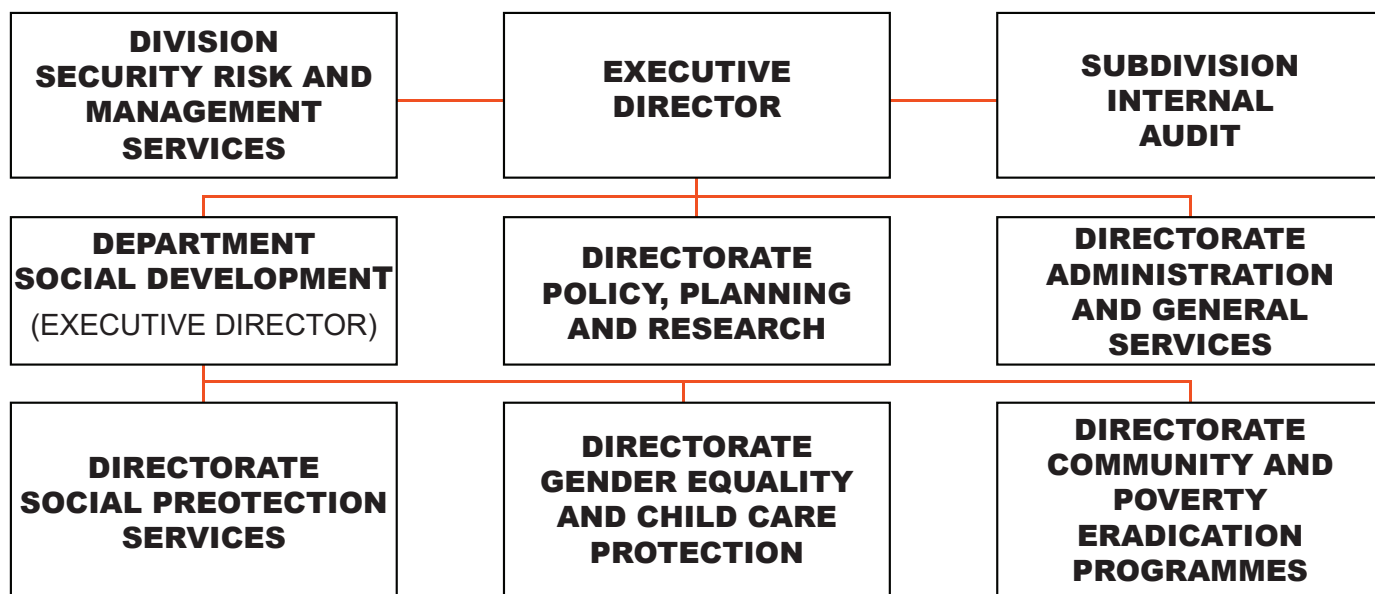
Hon. Royal /Ui/o/oo
Deputy Minister
Marginalized Communities



Ms. Martha Mbombo
Executive Director

MINISTERIAL ORGANOGRAM

AMENDED ORGANISATION AND ESTABLISHMENT STRUCTURE OF THE MINISTRY
OF GENDER EQUALITY, POVERTY ERADICATION AND SOCIAL WELFARE





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FOREWORD

Greetings, readers!

I am excited to present the latest news from the Ministry of Gender Equality, Poverty Eradication, and Social Welfare (MGEPEWSW) for the first quarter of 2023. As we delve into the remarkable highlights from recent developments, I hope you will join me in celebrating the Ministry's commitment to building a more inclusive and equitable society.

On June 16, the Ministry commemorated the Day of the African Child, shedding light on the crucial need to protect children's rights in the digital age. The event emphasized the promotion of digital literacy and ensuring the safety of children online—a vital step in their well-being.

In a significant stride towards enhancing child protection efforts, the Ministry launched an innovative web-based Child Care and Protection Database. This groundbreaking solution aims to revolutionize monitoring and intervention systems, ultimately providing more effective support to vulnerable children.

Additionally, the Ministry has made notable progress in promoting gender equality and women's empowerment. The High-Level Gender Advisory Committee engaged in fruitful discussions on the National Gender Policy and endorsed the revised National Gender Equality and Equity Policy.

These policies place a strong emphasis on safeguarding women's rights and creating an enabling environment for their empowerment.



Furthermore, Namibia remains steadfast in fulfilling its commitments under the SADC Protocol on Gender and Development. The country has diligently reviewed its progress and reaffirmed its dedication to gender equality, women's empowerment, and increasing women's participation in decision-making processes.

Namibia's dedication to advancing gender equality transcends national boundaries. The country has submitted a comprehensive report to the African Union, demonstrating its unwavering commitment to fulfilling gender equality commitments at both the national and continental levels.

Namibia continues to forge ahead, making significant strides towards building an inclusive society that upholds the rights and well-being of every individual. We wholeheartedly applaud their unwavering dedication and eagerly anticipate witnessing their continued progress. Thank you for joining us on this exciting journey of empowerment and progress.

Mbombo
Ms. Martha Mbombo
Executive Director

DISABILITY FRIENDLY TERMINOLOGY

While people's preferences for disability terminology vary, there are some terms that should never be used because they are derogatory. The list below is not exhaustive, but it is intended to provide some practical guidance, as well as the recommended alternative. As a general rule, do not mention a disability or condition unless it is essential to your subject and pertains to your listener's or reader's full understanding.

Term no longer in use	Why	Recommended alternative term
The disabled, handicapped, invalid, Cripple, lame	This is a stigmatising term. Do not reflect the individuality, equality or dignity of people with disabilities	Person with disability
Blind	People frequently use the word blind to add negative punch to their speech to refer to being unaware or ignorant	Visually impaired
Deaf	Hearing impaired are proud of their identity as a cultural and linguistic group and do not see it as a inability	Hearing impaired
Dumb, mute	It implies that the lack of ability to speak comes from a lack of intelligence or development	Person with a speech impairment
Handicap parking, Disability parking	The parking makes it easier to access services. Negative language reinforces harmful negative stereotypes	Accessible parking, parking for persons with disabilities
Wheelchair-bound, confined or restricted to a wheelchair	Wheelchairs offer mobility, freedom and independence. Negative language reinforces harmful negative stereotypes	Wheelchair user / person who uses a wheelchair
Autism Spectrum Disorder	Autism Spectrum Disorder is offensive to many in the autism community as it implies there is something wrong with autistic people	Autism
Schizo; mad, crazy, insane, nuts, deranged, psycho, demented People with emotional disorders, mental	These are stigmatising terms	Mental illness
Epileptic	These are stigmatising terms	Person with epilepsy
Fit	The word 'fit', implies a convulsive seizure but not all seizures will be convulsive	Seizure, epileptic episode or event
Retard, mentally defective, moron, idiot, slow, imbecile, feeble-minded, Down's person, mongoloid	These are stigmatising terms	Person with a developmental disability, person with a developmental delay, person with Down syndrome
Slow learner, retarded	These are stigmatising terms	Person who has a learning disability



Children celebrating the Day of the African Child

Speaking on the Day of the African Child (DAC), Hon. Doreen Sioka, addressed the significance of safeguarding children's rights in the digital era, and stressed the need for joint efforts to tackle the challenges faced by children across the continent.

"Instituted in memory of the 1976 student uprising in Soweto, the DAC commemorates the brave actions of these children defending their rights. Today, we celebrate Africa's children and commit to addressing their challenges," she emphasized.

Under this year's theme, *"The Rights of the Child in the digital environment,"* Namibia reflects global trends with an increasing number of internet users. As of 2021, Namibia had 1,347,418 million internet users, highlighting the need for vigilance.

"While the internet offers incredible opportunities, it exposes children to risks like cyberbullying, grooming, and inappropriate content. It is our duty to protect them," she remarked, stressing the importance of promoting digital literacy and education for children, parents, and educators.

“While the internet offers incredible opportunities, it exposes children to risks like cyberbullying, grooming, and inappropriate content. It is our duty to protect them.”

Schools must integrate digital literacy into their curriculum, teaching online safety, privacy, and critical thinking. Minister Sioka called for collaboration among stakeholders to safeguard children's digital rights. "We need

age-appropriate platforms and tools prioritized by ICT companies and institutions," she stated.

Highlighting Government efforts, Minister Sioka mentioned the collaboration with UNICEF on the "Disrupting of Harm" study.

The study examines crimes against children online in Namibia, providing insights for improvement. Continuous awareness-raising activities by the Government, NGOs, and industry players complement these initiatives.

Minister Sioka underscored the transformative power of digital technologies, enabling children to exercise their rights.

"Children have the right to access information and participate in the digital world," she asserted. Bridging the digital divide is crucial to ensure equal access for all children, regardless of barriers.

To support these endeavours, she called for a legal framework to regulate online activities.

"We urge the passing of the Cybercrime Bill, protecting children from exploitation," she urged. However, she emphasized that protecting children's rights is a collective responsibility involving parents, educators, civil society organizations, and the wider community.

As we commemorate the Day of the African Child, Minister Sioka's words serve as a reminder of the urgent need to create a safe digital space for children.

Let us unite in our commitment to safeguarding and empowering our children as they navigate the digital world, shaping a brighter future together.

PROMOTING HEALTH, WARMING HEARTS



**Hon. Alexia Manombe-Ncube, welcoming
the Chinese delegation**



**Doctors from Zhejiang Provincial Hospital of Chinese
Medicine and the Children's Hospital of Zhejiang
University School of Medicine**

The opening ceremony of the Free Medical Check for Namibian Children was themed "Warm Children's Hearts," a China-Africa joint action". Co-hosted by the Chinese Embassy and the First Lady's Office of the Republic of Namibia, this event is part of the "For the Health of Orphans in Africa" programme.

The Chinese Embassies and the First Lady's Offices in over 50 African countries will jointly host free medical checks and gift presentations for children in local charity institutions on the

International Children's Day, so as to bring warmth and love to the children and contribute to their health and happiness. The Chinese Embassy invited a team of medical practitioners from Zhejiang Provincial Hospital of Chinese Medicine and the Children's Hospital of Zhejiang University School of Medicine to perform medical checks for over 100 children at the Namibia Children's Home. The medical experts are experienced in cardiology, paediatrics, stomatology, ophthalmology, and dermatology.

HIGH-LEVEL GENDER ADVISORY COMMITTEE



Hon. Doreen Sioka, Rt. Hon. Dr. Saara Kuugongelwa-Amadhila and Hon. Laura McLeod-Katjirua at the High-Level Gender Advisory Committee

The 2023/24 Financial Year High-Level Gender Advisory Committee (GAC) convened on 09 June 2023, at NIPAM. The meeting brought together esteemed delegates including Hon. Ministers, Deputy Ministers, Hon. Governors, Hon. Chairpersons of the Regional Councils, Chief Regional Officers, Executive Directors, and Deputy Executive Directors.

The primary focus of the GAC meeting was to discuss the outcomes of the review of the National Gender Policy 2010-2020 and the revised National Gender Equality and Equity Policy (2023-2030). Valuable inputs provided by the GAC members are being incorporated into the revised Gender Policy.

Several notable outcomes emerged from the meeting. The GAC reiterated its unwavering commitment to gender equality and the empowerment of women and girls. It acknowledged the progress achieved and challenges encountered in implementing the Coordination Mechanism for the National Gender Policy. The GAC also recognized the advancements made towards finalizing the National Gender Equality and Equity Policy (2023-2030).

In line with their dedication to these goals, the GAC pledged to diligently execute the revised National Gender Equality and Equity Policy (2023-2030).

Considering the discussions, the GAC presented recommendations for consideration. Firstly, it proposed that the Cabinet approve the revised National Gender Equality and Equity Policy (2023-2030). Additionally, the

GAC urged the Cabinet to direct the Ministry of Gender Equality, Poverty Eradication, and Social Welfare to review and strengthen the existing Coordination Mechanism to align it with the revised National Gender Equality and Equity Policy (2023-2030).

Furthermore, the GAC suggested that the Cabinet considers granting women their full basic wage during maternity leave, emphasizing the importance of this support.

Lastly, the GAC called upon the Ministry of Finance to explore the implementation of a Zero-Tax Policy on Sanitary Pads, recognizing the significance of affordable and accessible menstrual hygiene products for women.

The GAC meeting marked a significant milestone in advancing gender equality and empowerment in our nation. The recommendations put forth by the GAC reflect a collective effort to enhance policies, coordination mechanisms, and support systems that benefit women and girls.

As the revised National Gender Equality and Equity Policy (2023-2030) awaits Cabinet approval, the GAC's commitment and determination remain steadfast. These progressive steps serve as a testament to our nation's dedication to promoting gender equality, ensuring inclusivity, and fostering an environment that empowers all members of society.

SADC PROTOCOL ON GENDER AND DEVELOPMENT



Hon. Bernadette Maria Jagger led the Namibian delegation at the SADC Committee of Ministers Responsible for Gender and Women's Affairs

Hon. Bernadette Maria Jagger led the Namibian delegation to the Southern African Development Community (SADC) Committee of Ministers Responsible for Gender and Women's Affairs convened on the 2 June 2023, Kinshasa, Democratic Republic of Congo (DRC) to review progress on the implementation of the SADC Protocol on Gender and Development and relevant sectoral programmes, projects and strategies aligned to the Regional Indicative Strategic Development Plan (RISDP) (2020-2030).

The meeting was chaired by Honourable Mireille Masangu Bibi Muloko, Minister for Gender, Family and Children Affairs of the Democratic Republic of Congo and was attended physically by representatives from ten (10) Member States, namely Angola, Botswana, Democratic Republic of Congo, Malawi, Mauritius, Namibia, South Africa, United Republic of Tanzania, Zambia and Zimbabwe.

The following are some of the key outcomes of the Meeting:

- a) The SADC Gender-Based Violence (GBV) Scorecard was approved to facilitate tracking and monitoring the implementation of the SADC Regional Strategy and Framework of Action for Addressing GBV.
- b) Ministers noted progress on implementation of the following SADC Gender Programmes:
 - i. The SADC Industrialisation and Women's Economic Empowerment Project (IWEE Project), with the support of the German Government, and urged Member States to support the funded projects initiatives that aim to build capacity of women entrepreneurs.

ii. The United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace, and Security, where only six (6) Member States; Angola, Democratic Republic of Congo, Malawi, Mozambique, Namibia and South Africa have developed national action plans on Women, Peace and Security. The Meeting encouraged outstanding Member States to develop the national action plans to promote women's participation in peace processes.

iii. The performance on women's participation in parliament and cabinet and noted that Namibia and South Africa were the only Member States that reached parity in Cabinet in 2022, while some Member States showed constant positive

trends, and others were losing their gains in facilitating gender parity in politics and decision-making positions.

The SADC Regional Strategy and Framework of Action for Addressing Gender-Based Violence (2018-2030) with emphasis on strengthening effective GBV prevention and mitigation programmes.

The status of GBV through reported GBV cases was also noted that GBV continues to affect more females than males, with right Member States registering that between 67% to 97% of the reported cases affect women and girls. Violence against women and girls remains common in the Region.



Hon. Bernadette Maria Jagger paying a courtesy call at Amitofo Care Center

On May 23, Hon. Bernadette Maria Jagger paid a visit to the Amitofo Care Center located outside of Okahandja. As a relief and public benevolent institution, the center holds a steadfast commitment to offering quality education and comprehensive living care to vulnerable children, impoverished youth, and those at risk of homelessness throughout Africa.



Hon. Alexia Manombe-Ncube, Deputy Minister of Disability Affairs, on her visit to New York for the 16th Session of the Conference on State Parties (COSP16) to the United Nations Convention on the Rights of Persons with Disabilities, paying a courtesy call at the Permanent Mission of the Republic of Namibia to the United Nations (UN) Center.

The Permanent Mission of the Republic of Namibia to the United Nations (UN) is the diplomatic representation of Namibia at the UN headquarters in New York City. It serves as Namibia's official channel of communication with the UN and represents the country's interests, perspectives, and policies in various UN forums. The mission also contributes to global discussions and decision-making processes and works towards the realization of Namibia's foreign policy objectives within the framework of the United Nations.



Hon. Alexia Manombe-Ncube led the Namibian delegation at the 16th Session of the Conference on State Parties to the United Nations Convention on the Rights of Persons with Disabilities

Deputy Minister of Disability Affairs, Alexia Manombe-Ncube addressed the 16th Session of the Conference on State Parties (COSP16), to the United Nations Convention on the Rights of Persons with Disabilities in New York on 13 June 2023.

She highlighted Namibia's commitment to promoting and protecting the rights of persons with disabilities and provided updates on the country's progress in implementing the UN Convention on the Rights of Persons with Disabilities.

Hon. Manombe-Ncube highlighted Namibia's ratification of the convention 16 years ago as a demonstration of their dedication to ensuring the enjoyment of human rights for all individuals with disabilities. She also mentioned the establishment of the National Disability Council of Namibia, which monitors the implementation of the National Disability Policy.

Namibia has fulfilled its obligations under the convention by submitting its State Report in 2022, along with a Shadow Report from the Organizations of Persons with Disabilities.

Currently, the country is reviewing the National Disability Council Act and the National Policy on Disability to align them with regional and international standards, aiming to eliminate barriers that hinder the participation of persons with disabilities in society.

The revised legislation and policy will provide equal opportunities and rights for persons with disabilities, promoting social inclusion and reducing stigmatization. She emphasized that these frameworks align with the international shift towards a human rights, social, and developmental model of disability, moving away from the medical model.

However, Namibia still faces challenges in implementing disability programs, particularly in rural areas where individuals with disabilities are at risk of being marginalized. She acknowledged the importance of addressing these gaps in implementation.

She also highlighted the constitutional right of Namibian citizens to fair and reasonable access to public health facilities. The Ministry of Health and Social Services provides life skills-based health education and a range of health services, including family planning and sexual and reproductive health services.

The Government is also working on promoting inclusive education and providing outreach services on sexual reproductive health in schools. In conclusion, she expressed gratitude for the opportunity to reflect on Namibia's progress and to learn from innovative approaches employed by other delegates. The efforts made aim to promote inclusion and expand opportunities for individuals living with disabilities in Namibia.

NATIONAL DISABILITY DAY



Hon. Alexia Manombe-Ncube

Hon. Alexia Manombe-Ncube, Deputy Minister for Disability Affairs, delivered a keynote address at the National Disability Day Commemoration held at the USAB Community Hall in Karibib on 09 June 2023. The event was jointly organized by the Karibib Town Council and the Ministry of Health and Social Services, Usakos District.

The Deputy Minister expressed her delight at witnessing the commemoration under the theme "Harmonizing national legislative frameworks with UNCRPD for the creation of an inclusive society for all." She reiterated the Government's dedication to building an inclusive society and supporting disabled individuals to fulfill their potential.

Highlighting the importance of inclusivity, the Deputy Minister stressed the need to listen to persons with disabilities and learn from their experiences and solutions. She emphasized that an inclusive society must be based on respect for all human rights and freedoms, social justice, and the needs of vulnerable and disadvantaged groups.

While acknowledging the progress made in recent decades, she also acknowledged the existing discrimination faced by Namibians with disabilities.

She highlighted the significance of the International Convention on the Rights of People with Disabilities, which sets out fundamental rights and freedoms for people with disabilities worldwide.

Addressing the challenges faced by persons with disabilities in employment, Hon Manombe-Ncube shared Article 27 of the Convention, which deals with work and employment rights. Although the Government and corporate initiatives are working towards promoting employment opportunities, she acknowledged that more needs to be done, considering the significant disparity in the employment ratio between persons with disabilities and the general community.

Hon. Manombe-Ncube further highlighted challenges such as denial of decision-making rights, inaccessible health facilities, non-accessible buses, and lack of web/internet accessibility for persons with disabilities.

She emphasized that achieving an inclusive community is a collective responsibility. She called on everyone to play a part in the inclusion process, including people with disabilities in various aspects of the community life, working with disability advocacy organizations, and supporting governmental and private initiatives to facilitate change.

In her closing remarks, Hon. Manombe-Ncube emphasized that persons with disabilities are not heroes or victims but agents of their own destiny, seeking equal participation in society.

BUILDING BRIDGES OF EMPATHY

The Ministry of Home Affairs, Immigration, Safety and Security (MHAISS) has generously donated clothes and shoes, valued at N\$148,257.14, to the Ministry of Gender Equality, Poverty Eradication and Social Welfare. Mr Mphee Ithikwa, speaking on behalf of MHAISS, expressed their commitment to providing comfort and renewed possibilities to marginalized communities.

Hon. Royal /Ui/o/oo praised the noble gesture, emphasizing the need for a multi-sectoral approach and commending the donation as a step in the right direction. The collaboration signifies progress towards inclusivity and transformative outcomes, while the donation symbolizes unity, empathy, and shared responsibility.



Hon. /Ui/o/oo received the good will gesture

It is hoped that the contribution will empower marginalized communities and serve as a beacon of hope for collective solidarity.

CHILD CARE AND PROTECTION DATABASE



On the occasion of the Day of the African Child 16 June, Hon. Doreen Sioka, Minister of Gender Equality, Poverty Eradication and social Welfare, launched the ground-breaking initiative, the Child Care and Protection Database.

This web-based solution, also known as the District Health Information System Database, revolutionizes child protection efforts in Namibia by effectively managing and storing information related to child protection cases.

The database enables social workers to monitor, track, and understand each child's situation, leading to more effective interventions. It covers various child protection programs, generating aggregated data that informs research, interventions, progress measurement, and advocacy for children's rights.

Hon. Sioka, emphasized the importance of data in evidence-based decision-making, monitoring, policy development, and prevention of child protection issues. The database prioritizes privacy and data security, ensuring authorized access for social workers to promote seamless collaboration and efficient case management.

The Ministry encourages stakeholders to embrace the Child Care and Protection Database and considers adopting the same system, fostering a unified approach to generating efficient and effective child protection data.

NATIONAL SYMBOLS CAMPAIGN



Hon. Peya Mushelenga, Minister of Information and Communication Technology (MICT), and Dr. Audrin Mathe, Executive Director of the MICT, launching the National Symbols Campaign, Swakopmund.

The Ministry of Information and Communication Technology (MICT), responsible for managing and disseminating information, recently organized a comprehensive review workshop for the Government Communication Strategy, 18 to 24 June, Swakopmund.

The workshop successfully brought together Communication Officers from OMAs, Regional Councils and Local Authorities, with the primary objective of enhancing their communication practices.

Additionally, recognizing the significance of effective social media engagement, the Ministry (MICT), has developed a well-crafted Social Media User Guide to facilitate effective navigation of various social media platforms.

Simultaneously, during this period, Hon. Peya Mushelenga, Minister of Information and Communication Technology, officially launched

the National Symbols Campaign. The campaign's main objective is to strengthen national identity, patriotism and pride among the citizens.

Hon. Mushelenga emphasized the crucial role of national symbols in preserving heritage and fostering unity within the nation.

He further explained that national pride stems from the positive sentiment individuals have toward their country, rooted in their national identity, which drives their determination to protect and uphold the accomplishments of their nation.

To ensure broad participation and comprehension, the initiative incorporates educational materials and outreach activities.

BRANDING

Letterheads are a crucial component of brand identity. A letterhead gives all correspondence a unified, professional appearance. When an organization has a letterhead that is distinctive to it, it is simple to identify it since everyone who receives a letter or notice from the organization can quickly recognize it.

Considering the importance of uniformity, Ms. Martha Mbombo, Executive Director, urges staff members to maintain a set standard and establish a recognizable brand by adhering to a formatted standard, that is:

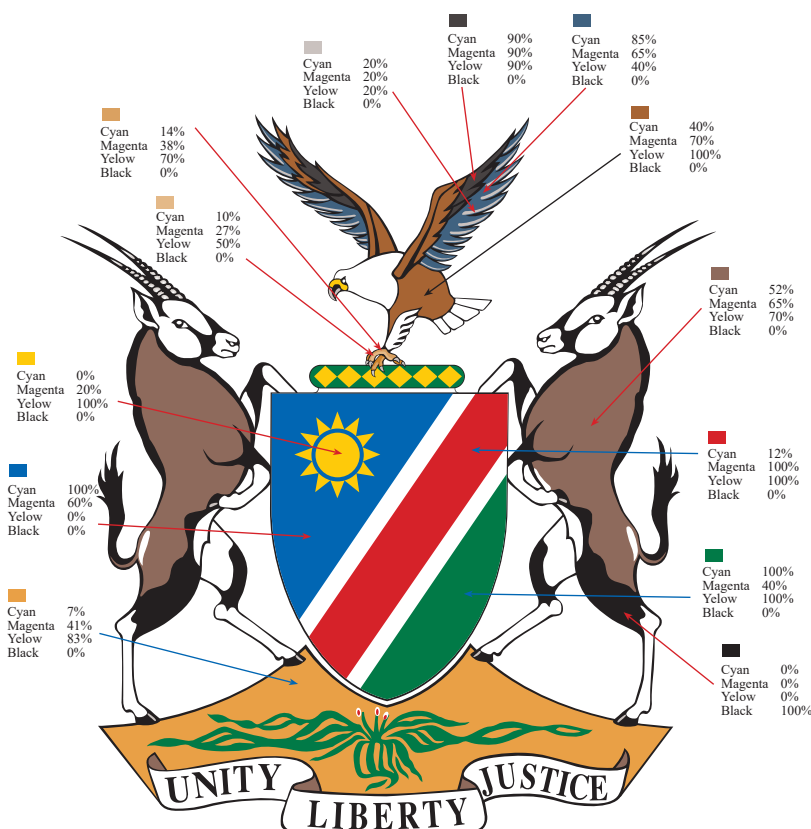
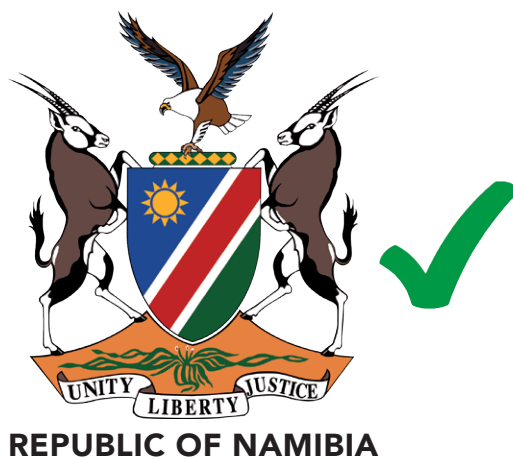
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Text Alignment: Justified, where possible

Furthermore, there is also a plea to maintain using the correct coat of arms to ensure that it is correctly placed, proportionally consistent to prevent distortion or misrepresentation.



WOMEN MICRO-ENTREPRENEURS

In a momentous ceremony held in Swakopmund, trained women micro-entrepreneurs received certificates of achievement. This marked the third official certification of women micro-entrepreneurs under the Acceleration of Women-Owned Micro-Enterprises (AWOME) Programme's Phase 2. The Ministry, in partnership with UN Women and the De Beers Group of Companies, has actively empowered women through business and life skills training.

In her speech read by Ms. Annastacia Shiviya, Deputy Director, Community Empowerment Programmes, Ms. Martha Mbombo, Executive Director, emphasized the Ministry's steadfast commitment to gender equality, poverty eradication, and socio-economic development.

The AWOME Programme, initiated in 2018, has made significant progress in the Khomas and Erongo regions, providing comprehensive support to women micro-entrepreneurs. They receive training on the Start and Improve Your Business (SIYB) manuals and coaching sessions to enhance their business acumen.

The entrepreneurs honored had undergone extensive training on all six Improve Your Business (IYB) manuals developed by the ILO. They also received periodic coaching to ensure their holistic development.

To date, 666 women entrepreneurs have been trained on IYB, with 408 from the Khomas Region and 258 from the Erongo Region. This training equips them with the necessary skills to thrive in their respective industries.

Ms. Mbombo announced the expansion of the AWOME Namibia Programme, enabling SIYB Trainers to deliver training in other packages such as Generate Your Business Idea (GYB) and Start Your Business (SYB).

This broader scope provides targeted support to women entrepreneurs at various stages of their business cycle. Recognizing the importance of formalizing women-owned businesses, Ms. Mbombo emphasized the Ministry's role in facilitating the participation of women and



Official certification of women micro-entrepreneurs

youth in the African Continental Free Trade Area (AfCFTA). This trade agreement presents opportunities for women to expand beyond national borders.

She stressed the need for additional resources to be allocated to technical and production skills training, enhancing women entrepreneurs' ability to add value to their products and services.

The AWOME SIYB training goes beyond initial intervention, encompassing follow-ups, coaching, and referrals to key stakeholders such as BIPA, SSC, NAMRA, commercial banks, and local authorities. This comprehensive approach ensures ongoing support to address women entrepreneurs' business needs.

Ms. Mbombo expressed gratitude to the Ministry's stakeholders, recognizing their pivotal role in the program's success. She commended the Directorate of Community Development and Poverty Eradication for spearheading the AWOME Programme and thanked UN Women and the De Beers Group of Companies for their unwavering support.

The ceremony concluded with the presentation of certificates to the trained women micro-entrepreneurs, symbolizing their well-deserved achievements. Ms. Mbombo expressed confidence in their ability to thrive in the national and continental markets, highlighting the Ministry's dedication to empowering women entrepreneurs and fostering socio-economic development in Namibia.

FOSTERING GENDER EQUALITY

The National Implementation Clusters, including those focused on gender, poverty, rural and economic development, as well as gender, education and the girl and boy child, along with gender, health, reproductive health, HIV & AIDS, recently convened in Windhoek for an information sharing session on 13 to 14 June 2023.

The primary objectives of the session were to enhance comprehension of gender concepts and the principles of gender mainstreaming, reinforce understanding of the roles undertaken

by the implementation clusters, exchange insights on the strategies to be implemented based on the revised National Gender Equality and Equity Policy, and share information regarding the updated NGEPP Plan of Action.

As a result, action plans were developed to guide the efforts of each cluster going forward, contributing to the overall advancement of gender equality and equity in the nation.

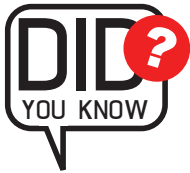


Director Nicholas Mbingeneeko accepts a certificate of attendance at the Integrity Workshop under the theme "*Evolving integrity committees*" organized by the Office of the Prime Minister. The workshop is aimed at promoting ethical and good governance in the public sector.



Mr. Nicholas Mbingeneeko, Director of Administration & General Services, and Mr. Sacky Sheehama, Deputy Director of HR Management, were warmly welcomed by Ms. Beverly Mukulu, the Acting Deputy Director in the Omusati Region, during their courtesy visit to the Outapi Regional Office.

The Policy, Planning and Research Directorate recently held a working session to develop a booklet on Social Protection programmes. The booklet will document existing social protection safety nets across sectors to enhance access to information and facilitate referrals to appropriate programmes. In addition, the booklet will serve as a one-stop shop for SP program information, which will improve and simplify access to SP programs and strengthen case management.



In a bid to improve the well-being of its citizens, the Government has allocated funds in the budget statement for the financial year 2023/24 to increase the monthly Old-Age Grant, Disability Grant, and Vulnerable Children's Grant. The revised budget has made significant changes to the social grants, reflecting the Government's commitment to uplifting the lives of those in need. The following adjustments have been made to the existing grant amounts:

1. **Old Age Grant and Disability Grant**
 - Previous Amount: \$1300
 - Revised Amount: \$1400
2. **Disability Grant for Children**
 - Previous Amount: \$250
 - Revised Amount: \$1400
3. **Children's Grant**
 - Previous Amount: \$250
 - Revised Amount: \$350

ADVANCING GENDER EQUALITY IN AFRICA

On 29 May 2023, the country report assessing the progress made in implementing the Solemn Declaration on Gender Equality in Africa (SDGEA) was submitted to the African Union (AU) via diplomatic channels.

Essential contributions to the report were provided by key Ministries, who shared their valuable information with the Ministry of Gender Equality, Poverty Eradication and Social Welfare.

This collaborative effort ensured a comprehensive overview of the country's advancements in fulfilling the commitments outlined in the SDGEA.

EMPOWERING SOCIAL WORKERS



Social Workers training on the Child Care and Protection DHIS2 database.

The Directorate of Gender Equality, Child Care, and Protection organized a four-day training session on the Child Care and Protection DHIS2 database.

The training aimed to equip Social Workers from eight regions, namely //Kharas, Hardap, Khomas, Omaheke, Oshikoto, Oshana, and Zambezi, with the necessary knowledge and skills to effectively utilize the database.

The objectives of the training were:

- Familiarize participants with the fundamental terminologies used in DHIS.
- Provide hands-on experience in accessing and entering data into DHIS2.
- Enable participants to comprehend data entry for both tracker and aggregate instances.
- Explore various data analysis functionalities available in DHIS2.
- Train participants on compiling quarterly reports using DHIS2 and Performance Management System (PMS) reporting formats.

The workshop, took place in Otjiwarongo, 20 to 24 June and was attended by 35 participants.

LEAVING NO ONE BEHIND



The National Conference for Youth from the Marginalized Communities and Indigenous Minorities in Namibia, including the San, Ovaherero, and Ovambo, was a ground-breaking event that took place from 22 to 25 May 2023, in the scenic coastal town of Swakopmund. Under the theme "*Bringing on board youth from Marginalized Communities in order to leave no one behind*," the conference witnessed a significant milestone as delegates dedicated their efforts of forming the Indigenous Minorities Youth Organisation of Namibia (IMYON).

This historic event aimed to mobilize and empower youth from marginalized communities, the San, Ovaherero, and Ovambo, and coordinate their aspirations and challenges within the broader youth development agenda. After vigorous discussions, amendments, and inputs from all participants, the conference enthusiastically established IMYON and endorsed its constitution.

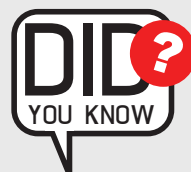
This milestone solidifies the organization's purpose as a representative body advocating for and championing the rights of indigenous minorities in Namibia. With the endorsement of the Constitution, the IMYON becomes a unified platform for marginalized youth to amplify their voices and work towards a more inclusive society.

Furthermore, conference delegates elected an Interim National Committee of IMYON. The Committee will assume a crucial role in guiding the organization during its initial stages and ensuring a smooth and effective transition towards achieving its objectives.

The establishment of the Indigenous Minorities Youth Organisation reflects Namibia's commitment to inclusivity and creating opportunities for all its citizens. By empowering marginalized youth and providing them with a platform to address their unique challenges, the IMYON aims to foster social cohesion, bridge gaps, and promote equal rights for all indigenous minority communities.

The National Conference for Youth from Marginalized Communities and Indigenous Minorities marks a significant step forward in addressing the needs and aspirations of marginalized youth in Namibia.

Through the formation of the IMYON, these dynamic young individuals now have a unified voice, enabling them to actively participate in decision-making processes and shape their own future. As the organization takes flight, it is poised to advocate for the rights and well-being of indigenous minorities, promoting a more inclusive and prosperous nation for all.



The Ministry recently merged some of its Divisions/Directorates in a strategic move to increase efficiency and productivity.

This merger will enable cross-functional collaboration and resource sharing, which will lead to quicker task completion, improved outcomes, and streamlined operations.

CLASS OF 2023



Ready for new heights: Ms. Alisa Kanutus, Ms Paula Kashihakumwa, Ms Anna Kiinge and Mr. Johannes Embula

Eight staff members from the Directorate of Administration and General Services have graduated with Postgraduate Diploma in Procurement Management, bringing new skills and expertise to the procurement function.

These highly skilled graduates have gained expertise in various disciplines crucial to operational success, including strategic sourcing, cost reduction, and risk management.

Equipped with cutting-edge knowledge and tools, they are well-prepared to excel in their roles and meet the ever-evolving challenges of the industry.

With the newfound expertise of these graduates, the Ministry's leadership is confident that the procurement function will experience improved performance, streamlined operations, enhanced efficiency, and unparalleled customer satisfaction.



Ms. Vinia Mwatotele



Ms. Dennesa Kezumo



Ms. Koren Adams



Ms. Emilie Shafondjodi



Mr. Samwele Samwele, Control Administrative Officer, Division Disability Affairs attending the Empowering Persons with Disabilities Training in Singapore, 3 to 7 July. Established in 1992, the Singapore Cooperation Programme (SCP) has facilitated training for over 150,000 officials

from 180 countries, territories, and intergovernmental organizations. The SCP aims to build an inclusive and caring society, models Singapore's Whole-of-Government approach, empower persons with disabilities and special needs to realize their full potential to valuably contribute to society.

AFRICAN CHAMPIONSHIP

The After School Centre was bursting with pride as seven of its wrestlers represented the national wrestling team at the African Championship held in Hammamet, Tunisia. The team's outstanding performance was rewarded with a remarkable haul of nine medals, including one gold, two silvers, and six bronze. The wrestlers' success showcased their dedication and skill, bringing honour to both the After School Centre and Namibia as a whole.





MINISTRY OF GENDER EQUALITY, POVERTY ERADICATION AND SOCIAL WELFARE

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