



MINISTRY OF GENDER EQUALITY, POVERTY ERADICATION AND SOCIAL WELFARE

2022/2023

ANNUAL REPORT

TABLE OF CONTENTS

1. PART ONE: GENERAL INFORMATION	3
1.1 Contact Information	3
1.2 Abbreviations	4
1.3 Senior Management	6
1.4 Minister's statement	7
1.5 Foreword by The Executive Director	8
1.6 Executive Summary	10
1.7 Main Achievements	13
1.8 High Level Statements	17
2. PART TWO: HIGHLIGHT OF THE YEAR 2022/23	3
2.1 INTRODUCTION	3
3. PART THREE: PERFORMANCE INFORMATION	19
3.1 DIRECTORATE OF SOCIAL PROTECTION AND SERVICES	19
3.1.2.1 Social Assistance grants	19
3.1.2.2 Integrated Management System	20
3.1.2.3 Reconciliation of Fund Accounts	20
3.1.3 Directorate Challenges	21
3.2 DIRECTORATE OF COMMUNITY DEVELOPMENT AND POVERTY ERADICATION	22
3.2.2.1 Special Programmes	22
3.2.2.2 Community Empowerment Programmes	24
3.2.2.3 Stakeholder engagement	27
3.2.2.4 Capacity building plan	28
3.2.2.6 Early Childhood Development Program	30
3.2.3 Directorate Challenges	33
3.3 DIRECTORATE OF CHILD CARE AND PROTECTION	34
3.3.2.5 Provision of Alternative Child Care programs	37
3.3.2.6 Provision of Psycho-social Support	39
3.3.2.7 Subsidies for Residential Child Care Facilities (RCCFs)	42
3.3.2.8 International and National Days on Children	43
3.3.2.8 Permanent Task Force on Children	43
3.3.2.9 Electronic Case Management (DHIS2) for Child Protection Programs	44
3.3.2.10 Capacity building for staff members and stakeholders	45
3.3.2.11 The National Plan of Action on Violence Against Children	45
3.3.3 Directorate Challenges	46

3.4	DIRECTORATE OF DISABILITY AFFAIRS AND MARGINALISED COMMUNITIES	47
3.4.2.1	Disability Affairs	47
3.4.2.2	Marginalized Communities	48
3.5	DIRECTORATE: GENDER EQUALITY AND WOMEN EMPOWERMENT	55
3.5.2.1	National Gender Policy	55
3.5.5.2	National Coordination Mechanism	55
3.5.2.3	Gender Based Violence Campaigns	55
3.5.2.4	Gender Responsive Budgeting	57
3.5.2.5	International Commitments	57
3.5.2.6	Trafficking in Persons	58
3.5.2.7	Women in Politics	58
3.5. 3	Directorate Challenges	59
3.6	DIRECTORATE OF POLICY, PLANNING AND RESEARCH	60
3.6.2.1	Integrated Beneficiaries Register	60
3.6.2.2	Performance Management System Training	61
3.6.2.3	Social Protection Policy (SPP) Implementation	62
3.6.2.4	Conditional Basic Income Grant Programme Document	62
3.6.2.4	Capital Projects	63
3.6.3	Directorate Challenges	64
3.7	DIRECTORATE OF ADMINISTRATION AND GENERAL SERVICES	65
4.	PART FOUR: CONCLUSION	66

1. PART ONE: GENERAL INFORMATION

1.1 Contact Information

MINISTRY OF GENDER EQUALITY, POVERTY ERADICATION AND SOCIAL WELFARE

2111 Juvenis Building, Independence Avenue

P/Bag 13359 Windhoek, Namibia

Tel: +264 61 283 3111

E-mail: genderequality@mgepesw.gov.na

Website: www.mgepesw.gov.na

Facebook: @MGEPESWNAMIBIA - X: @MGEPESW_Namibia

Find us on YouTube

1.2 ABBREVIATIONS

AWOME	Acceleration of Women-Owned Micro-Enterprises
ACRWC	African Charter on the Rights and Welfare of the Child
ASC	After-School Centre
CCPA	Child Care and Protection Act
CSW	Commission on the Status of Women
CCPD	Child Care and Protection Directorate
COSDEC	Centre for Skills Development
CMO	Chief Medical Officers
CEC	Community Empowerment Centres
CSO	Civil Society Organisations
CSC	Customer Service Charter
CBIG	Conditional Basic Income Grant
ECD	Early Childhood Development
FBO	Faith Based Organisation
GAC	Gender Advisory Committee
GIPF	Government Institute of Pension Fund
GYB	Generate Your Business
GBV	Gender Based Violence
GIZ	German Agency for International Cooperation
ISAS	Integrated Social Assistance System
IBR	Integrated Beneficiary Register
IGA	Income Generating Activities
MHAISS	Ministry of Home Affairs, Immigration, Safety and Security
MGEPEWSW	Ministry of Gender Equality, Poverty Eradication and Social Welfare
MoFPE	Ministry of Finance and Public Enterprises
MoDVA	Ministry of Defence and Veteran Affairs

MP	Members of Parliament
NAC	National Agenda for Children
NCH	Namibia Children Home
NIECD	National Integrated Early Childhood Development
NNAD	Namibia National Association of the Deaf
NSFAF	Namibia Student Financial Assistance Fund
NIPAM	Namibia Institute of Public Administration and Management
NGPTF	National Gender Permanent Task Force
OVC	Orphans and Vulnerable Children
OMA	Offices, Ministries and Agencies
OPD	Organizations of Persons with Disabilities
PTF	Permanent Task Force
PSS	Psychosocial Support
PMS	Performance Management System
RCCF	Residential Child Care Facilities
SOPS	Standard Operating Procedures
SAS	Social Assistance System
SSC	Social Security Commission
SIBY	Start and Improve Your Business
TIP	Trafficking In Persons
ToE	Training of Entrepreneurs
ToT	Trainers of Trainees
UNCRC	United National Convention on the Rights of the Child
VAC	Violence against Children
VTC	Vocational Training Centres
WBA	Women in Business Associations
WFD	World Federation for the Deaf



Hon. Doreen Sioka
Minister



Hon. Bernadette Jagger
Deputy Minister



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



Hon. Alexia Manombe- Ncube
Deputy Minister
Disability Affairs

1.4 MINISTER'S STATEMENT

I am privileged to present this Annual Implementation report, which encapsulates our unwavering commitment to fostering positive change in our society. The financial year 2022/2023 was yet another transformative year for the Ministry. It was a year in which we strengthened our efforts as a merged institution, and carried out critical projects and programmes that will assist to realise our vision. The Ministry has achieved a total cumulative score of 76% on its Key Performance Indicators performance for the year.



Our accomplishments in expanding social assistance grants, advancing community development and poverty eradication programs, promoting gender equality and women's empowerment, improving child care protection services, and addressing disability and marginalized community's challenges, demonstrate our unwavering dedication to making a difference.

The achievements captured in this report are a testament to the hard work and dedication of our committed staff, the support of our valued partners, and the trust and collaboration of our stakeholders.

As we move forward, we are committed to building on these achievements and overcoming the challenges that lie ahead. The lessons learned from the past year will guide our efforts, and we look forward to another year of meaningful progress and positive change in the lives of the people we serve.

The determination and innovation displayed by our Ministry gives me unwavering confidence that we can achieve even greater successes in the coming year and we can create a more equitable and inclusive society, where gender equality, poverty eradication, and social welfare are not just an aspiration, but a lived reality.

I extend my heartfelt appreciation to all the stakeholders who have contributed to our mission. I am confident that our collective dedication will continue to bring about positive change in the lives of the people we serve.


Hon. Doreen Sioka
Minister



1.5 FOREWORD BY THE EXECUTIVE DIRECTOR

It is with great pleasure and a profound sense of commitment that I introduce the 2022/23 Annual Implementation Report for the Ministry of Gender Equality, Poverty Eradication, and Social Welfare. The report presents the activities carried out and key achievements for the year.

Over the past year, The Ministry's team has demonstrated a tireless dedication to the Ministry's mandate, making a meaningful impact in the lives of those we serve, despite the multifaceted challenges that affect the most vulnerable and marginalized communities. With a shared vision of enhancing social justice, gender equality, and poverty eradication, The Ministry had embarked on numerous initiatives and activities that have left an indelible mark on the lives of many. Amongst the key achievements and activities is the attainment of 97% coverage of Old Age grant, 74% coverage of Disability Grant, and 73% coverage of Orphans and Vulnerable Children Grants.



The Ministry has also successfully introduced the Conditional Basic Income Grant (CBIG) as per HPPII directive, by transforming the Food Bank programme into a monthly Cash Based Transfer, as a first step toward phasing in a Conditional Basic Income Grant.

A total of 57 Income Generating Activities supported with materials and equipment with efforts of mobilising communities towards socio-economic development. Additionally, over 566, including IGAs beneficiaries and potential women micro entrepreneurs were capacitated with technical and non-technical production skills and were offered training on how to start or improve their businesses.

In terms of Early Child Development (ECD), about 40 ECD Educators in Otjozondjupa and Kunene region were trained on ECD Curriculum, while 1307 ECDs educators from all 14 regions were provided with monthly allowance. The National ECD Survey and ECD assessment was conducted. The preliminary revealed that 13% of children were enrolled in the ECD centres representing children under the age of 4 years. Thrive by 5 Parenting App was launched in Namibia, which gives a collection of activities that parents and caregivers can use to interact with children in a deliberate manner, to enhance the children's cognitive, social, and emotional development.

The Ministry continued to provide Child Care and Protection Services to children in need, by providing Psycho-social support services, accommodation, education support and other services. A total of 3348 children across the country were provided with Psycho-social support services, while 89 children were accommodated at the Namibia Children's Home and provided education and other services, 327 victims of violence placed into shelters and 497 children were supported at the After-School Centre.

The Electronic Case Management (DHIS2) was also build, to manage and store information related to childcare protection cases.

Numerous gender equality and women empowerment initiatives have been implemented for the year, which included sensitisation workshop for women in politics and decision-making positions, awareness raising campaigns on Gender Based Violence (GBV), Violence Against Children (VAC) and Trafficking in Persons (TIP) reached over 8500 people, trained 268 traditional and religious leaders on GBV prevention and responses and trained 30 representatives from different OMAs on Gender Responsive Planning and Budgeting (GRPB) Curriculum, among other initiatives.

The Ministry has further contributed to food security for the marginalised communities by feeding 29 004 households and supported 2835 learners from the marginalised communities with transported. Supported 295 students from the marginalised communities with tuition, accommodation and monthly allowance, and provided 815 scholarships to students from the marginalised communities through the Palms for Life.

The Ministry has worked diligently to address the needs of persons with disabilities which included the support of 148 students with tuition and other related university fees, supported 295 persons with disabilities with individual support item, held 189 awareness platforms and sessions on the rights of Persons with Disabilities, and sensitized 15 stakeholders on the disability Mainstreaming Plan.

Amongst the key documents and reports produced are; National Gender Policy for 2010 – 2020 was reviewed, the National Gender Policy for 2021-2031 was developed, The National Integrated Early Childhood Development Policy was finalised and the ECD Basic Curriculum Course Training Manual was revised. The Ministry also developed the Social Worker's guidelines for Child Justice and Drafted the national plan of Action on Violence Against Children for 2021-2025. The Gender Responsive Planning and Budgeting Curriculum was developed as well as the 2021/22 Social Protection Policy Implementation Report.

The Ministry has also constructed constructing the Keetmanshoop Community Empowerment Centre and the Mburu-uru Ministerial Office, and launched the Customer Service Charter.

While our achievements are worth celebrating, we also acknowledge the challenges that persist. Resource limitations, limited human resources capacity, fleet, lengthy procurement processes, increased GBV incidences, are amongst the ever-evolving challenges that the Ministry is confronted with, in executing the planned activities.

We acknowledge that there is still work to be done, and we remain steadfast in our commitment to addressing these obstacles. Challenges such as resource constraints and the needs of our society require our continued dedication and innovation.

Lastly, I extend my appreciation to our dedicated staff, our steadfast partners, and our collaborative stakeholders, who are eager for greater successes and surmounting the challenges that lie ahead for the benefit of our society.


Martha Mbombo
Executive Director



1.6 EXECUTIVE SUMMARY

The Annual Implementation Report for the Ministry of Gender Equality, Poverty Eradication, and Social Welfare 2022/2023 financial year, stands as a testament to our unwavering commitment to fostering positive change in the lives of the most vulnerable and marginalized communities. Over the past year, the Ministry have undertaken numerous initiatives and activities aimed at advancing social justice, gender equality, and poverty eradication. This year's report reflects a diligent and concerted effort by the Ministry to address the multifaceted challenges that affect our society.

In the pursuit of the Ministry's mission, significant strides have been made in several key areas:

1. **Social Assistance Grants Coverage:** The Ministry have attained a coverage of 97%, 74%, 73% and 85% for the Old Age grant, Disability Grant, Orphans and Vulnerable Children Grant and Conditional Basic Income Grant respectively. Additionally, 96% was attained towards the disbursement of Funeral benefits. This accomplishment is a testament to our dedication to reducing poverty and alleviating its impact.
2. **Community Development and Poverty Eradication Programs:** The commitment to community development and poverty eradication programs included support rendered to 57 Income Generating Activities (IGAs) supported with materials and equipment, drilling of 2 solar boreholes in Oshikoto and Kunene regions and rehabilitation of the Otjituo Poultry Project in Otjozondjupa region.

Additionally, community trainings as well technical and non-technical production skills initiatives were carried out, with over 266 IGAs beneficiaries trained on Improve your Business (IYB) manuals and equipped with technical and non-technical production skills at the Ministry's Community Empowerment Centres. Over 300 potential women micro entrepreneurs were trained on Generate and Start Your Business (GYB) manuals. Communal farmers in different communities of Oshikoto region were also trained on horticulture.

Additionally, over 1387 community members were reached through mobilization meetings on ECDs and community empowerment programmes.

In terms of Early Childhood Development (ECD), about 40 ECD Educators in Otjozondjupa and Kunene regions were trained on ECD Curriculum, while 1307 ECDs educators from all 14 regions were provided with monthly allowance. The National Integrated Early Childhood Development Policy was finalised and the ECD Basic Curriculum Course Training Manual was revised. `

A total of 132 Ministry staff members were trained in the assessment and registration of ECD Centres, and they successfully conducted the National ECD Survey and ECD assessment. The assessment and registration modules were also added onto the ECD MIS database and the Thrive by 5 Parenting App was launched in Namibia.

3. Gender Equality and Women Empowerment: The Ministry has promoted gender-sensitive policies and initiatives, fostering an environment where women and men can thrive and contribute to society without constraints.

The Ministry had successfully reviewed the National Gender Policy 2010-2020, developed the National Gender Equality and Equity Policy (2023-2030), and the Gender Responsive Planning and Budgeting Curriculum. A total of 268 traditional and religious leaders were trained on the National GBV Training manual, 3 Institutions of Higher Learning were sensitized on GBV, and 30 representatives from different OMAs inducted on the GRPB Curriculum. A sensitisation workshop for women in politics and decision-making positions was conducted.

Namibia also participated in the 67th session of the Commission on the Status of Women (CSW) that was held in New York from the 07-17 March 2023.

Moreover, over 8594 people were reached through awareness-raising campaigns on GBV, VAC and TIP, the national and international days i.e. 16 Days of Activism against Gender Based Violence, International Women's Day, World Day Against Trafficking in Persons, International Human Rights Day/ Namibia Women's Day were commemorated as GBV campaign initiatives. All national, regional and constituency coordination mechanisms have convened their yearly meetings.

4. Child Care and Protection Services: The Ministry continued to ensure that children are safe and are provided with relevant services that they required. A total of 3348 children across the country were provided with Psycho-social support services, while 89 children were accommodated at the Namibia Children's Home and provide education and other services, 327 victims of violence placed into shelters and 497 children supported at the After-School Centre. The Ministry has further subsidized 18 RCCFs, to an amount of N\$ 3 161 248. The Electronic Case Management (DHIS2) was also built, to manage and store information related to childcare protection cases and bring together a shared vision of technology and integrated case management.

The Ministry further developed the Social Worker's guidelines for Child Justice and Drafted the national plan of Action on Violence Against Children for 2021-2025. The Days of the African Child Day, Namibian Child and Safer Internet Day were commemorated to celebrate and raise awareness of the rights and responsibilities of the Children.

5. Disability Affairs – The Ministry has worked diligently to address the unique needs of individuals with disabilities which included the support of 148 students with disabilities with tuition and other related university fees, identified and referred 1833 persons with disabilities to various services and supported 295 persons with disabilities with individual support items. The Ministry has also held 189 awareness platforms and sessions on the rights of Persons with Disabilities, and sensitized 15 stakeholders on the disability Mainstreaming Plan.
6. Marginalized Communities Interventions: The Ministry has implemented programs and services aimed at providing the marginalized communities with equal opportunities and support. Amongst the key programs and services is; supported 2 835 learners and 295 students from the marginalised communities with transport and tuition, accommodation and monthly allowance, Provided 815 scholarships to students from the marginalised communities through the Palms for Life Fund, provided Special Feeding Programme to 29 004 households, supported 369 people from marginalised communities with burial services, Installed water infrastructure to 8 marginalised communities and Procured fencing material and equipment for 4 community projects of the marginalised communities. The International Day of the World Indigenous Peoples as well as the Dr Libertine Amadhila Soccer Tournament was also commemorated as a way

Through the Palms for Life Fund, 4 ECDs were constructed in identified marginalised communities of Otjozondjupa and Omusati regions.

7. Policies and Planning Interventions: The development and implementation of robust policies have been a cornerstone of the Ministry's success. These policies guide actions and ensure that the Ministry's strategies are well-informed and forward-thinking. For the year, the Social Protection Policy Implementation Report 21/22 was developed, and the Conditional Basic Income Grant project document was drafted.

The Ministry also coordinated the development of the Integrated Beneficiary Registry (IBR) and signed data sharing Memorandum of Understandings (MOUs) with the Ministry of Finance (MoF), the Government Institute of Pension Fund (GIPF), Social Security Commission (SSC) and the Ministry of Defence and Veteran Affairs (MoDVA), to authorise the integration of ISAS and (IBR), with their respective information systems.

The Ministry have made essential investments in infrastructure, by constructing the Keetmanshoop Community Empowerment Centre and the Mburu-uru Ministerial Office.

Lastly, the Customer Service Charter was launched.

1.7 MAIN ACHIEVEMENTS

Table 1 below summarises the key achievements attained in the 2022/23 financial year

Table 1: Key Achievements

Social Assistance	<ul style="list-style-type: none"> • Attained 97% of the Old Age grant coverage (199947 beneficiaries) • Attained 74% of the Disability Grant coverage (50 288 beneficiaries) • Attained 73% of the Orphans and Vulnerable children grant coverage (357036 beneficiaries) • Attained 96% disbursement of Funeral benefits (8107 claims processed) • Attained 85% disbursement of CBIG grant (8060 beneficiaries) • Rehabilitated the Otjituo Poultry Project in Otjozondjupa region • Drilled 2 solar boreholes in Oshikoto and Kunene regions • Supported 57 beneficiaries (34 females and 23 males) IGAs with materials and equipment • Supported 148 with disabilities students with tuition, and relates fees • Identifies and referred 1833 persons with disabilities to various services • Supported 295 persons with disabilities with individual support items • Provided transport to 2 835 learners from the marginalised communities • Supported 295 students from the marginalised communities with tuition, accommodation and monthly allowance • Provided 815 scholarships to students from the marginalised communities through the Palms for Life Fund • Facilitated issuance of National documents to 99 persons from the marginalised communities • Provided Special Feeding Programme to 29 004 households from the Marginalised Communities • Supported 369 people from marginalised communities with burial services • Installed water infrastructure to 8 communities of the marginalised communities • Procured fencing material and equipment for 4 community projects of the marginalised communities.
--------------------------	--

Child Care Services	<ul style="list-style-type: none"> • Provided Psycho-social support services to 3348 children across the country. • Accommodated 89 children at the Namibia Children's Home and provide education and other services • Subsidized 18 RCCFs, paid amount N\$ 3 161 248. • Placed 327 victims of violence into shelters • Supported 497 children at the Afterschool centre (ASC)
System developments	<ul style="list-style-type: none"> • Fully developed the Integrated Social Assistance System • Launched Thrive by 5 Parenting App • Fully developed the IBR • Added assessment and registration modules in the Early Childhood Development MIS database • Built the Electronic Case Management (DHIS2) for Child Protection Programs
Capacity building	<ul style="list-style-type: none"> • Trained communal farmers in Oshongwe, Oshipala, Omitumbirua, Erindirozombaka, Omatale and Pandelia on horticulture. • Trained 78 IGAs beneficiaries on Improve your Business (IYB) manuals. • Trained Women in Business Associations (WBA) committee members in Hardap Region • Trained 136 potential women micro entrepreneurs on Generate Your Business (GYB) manual in in Khomas and Erongo regions • Trained 164 potential women micro entrepreneurs on Start Your Business (SYB) in Khomas and Erongo regions. • Trained 132 staff members in the assessment and registration of ECD. • Equipped 188 IGA beneficiaries with technical and non-technical production skills initiatives. • Trained 40 ECD Educators in Otjozondjupa and Kunene region • Provided monthly allowance to 1307 ECDs educators from all 14 regions

Awareness Raising	<ul style="list-style-type: none"> • Reached 8594 people through awareness-raising campaigns on GBV, VAC and TIP • Reached 1387 community members through mobilization meetings on ECDs and community empowerment programmes • Held 189 awareness platforms and sessions on the rights of Persons with Disabilities • Hosted the Dr Libertine Amadhila Soccer Tournament • Hosted the National Men's Conference on Positive Masculinity • Trained 30 Institutions on the use of the national GBV training Manual and National Male Engagement Manual. • Trained 79 Traditional Leaders on the National GBV Training Manual • Trained 189 Religious leaders on the National GBV Training Toolkit • Sensitized 15 stakeholders on the disability Mainstreaming Plan • Sensitized 3 Institutions of Higher Learning were sensitized on GBV • 30 representatives from different OMAs were inducted on the GRPB Curriculum • Conducted sensitisation workshop for women in politics and decision-making positions • Trained Regional Officials on PMS in all 14 regions
Policy/Regulations & Reports	<ul style="list-style-type: none"> • Finalised the National Integrated Early Childhood Development Policy • Revised ECD Basic Curriculum Course Training Manual • Finalised the ECD Training Manual and trained National Trainers • Developed the Social Worker's guidelines for Child Justice • Drafted the national plan of Action on Violence Against Children for 2021-2025 • Reviewed National Gender Policy 2010-2020 • Developed the National Gender Equality and Equity Policy (2023-2030) • developed the Gender Responsive Planning and Budgeting Curriculum • Developed the Social Protection Policy Implementation Report 21/22 • Drafted the Conditional Basic Income Grant project document • Launched the Customer Service Charter

Infrastructure development	<ul style="list-style-type: none"> • Constructed 4 ECDs through the Palms for Life Fund • Constructed the Keetmanshoop Community Empowerment Centre • Constructed Mburu-uru Office
Days commemorations	<ul style="list-style-type: none"> • Commemoration of the Day of the African Child • Day of the Namibian Child • Safer Internet Day • International Day of the World Indigenous Peoples • 16 Days of Activism against Gender Based Violence • International Women's Day • World Day Against Trafficking in Persons • International Human Rights Day/ Namibia Women's Day
Stakeholder engagements	<ul style="list-style-type: none"> • Signed MoUs with MoFPE, GIPF, SSC, MoDVA for systems data sharing • Held the 2nd AWOME stakeholder conference • Conducted National ECD Survey and ECD assessment • Held 4 Permanent Task Force meetings • Held 5 Regional Disability forums quarterly meetings • Convened meetings for the Gender Coordination mechanisms
Reconciliation and budget execution	<ul style="list-style-type: none"> • Attained 99% budget execution on the grant allocation • 83% progress made with the reconciliation of all fund accounts. • Collected N\$ 189 985.00 from the CECs • The Ministerial budget execution rate was 99%.

MANDATE

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

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.

OBJECTIVES

SO1. Ensure gender equality, equity and the empowerment of women, girls, boys marginalized communities and people with disabilities

SO2. Advocate and promote the related human rights for women, girls, boys, marginalized communities, and people with disabilities

SO3. Strengthen and Expand Social Protection

SO4. Mobilise communities towards socio-economic empowerment

SO5. Improve care and Protection for Children's well being

SO6. Ensure Stakeholder Communication and Coordination

SO7. Develop Integrated Management Information Systems

SO8. Enhance the enabling environment for high performance culture and service delivery

SO9. Ensure effective Policy and Legislative frameworks

2.1 INTRODUCTION

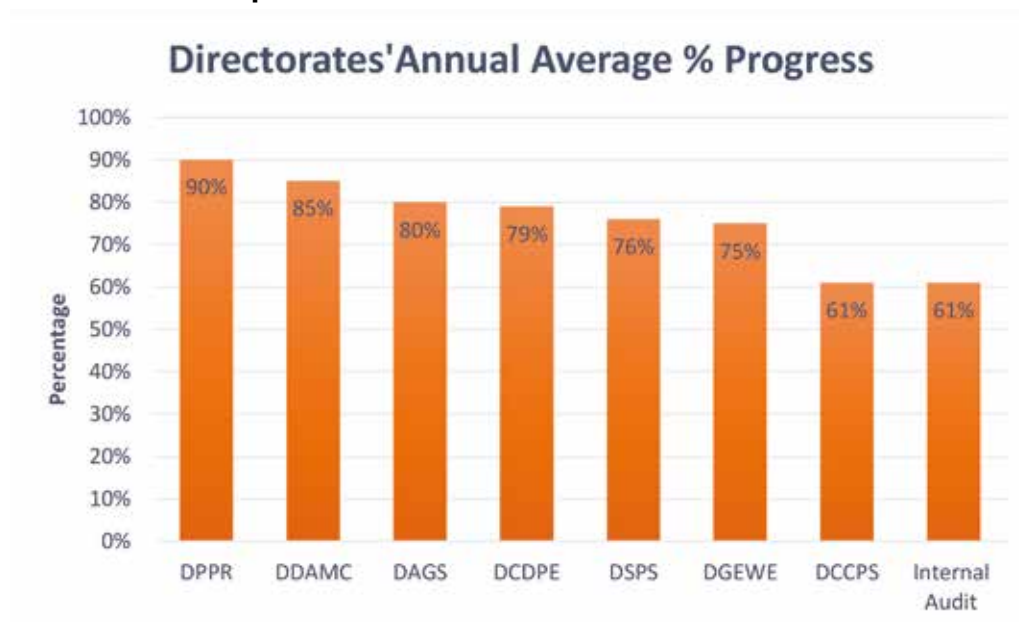
The Ministry of Gender Equality, Poverty Eradication, and Social Welfare's Annual report for the fiscal year 2022–2023 describes the extent to which the ministry performed in carrying out its annual plan.

This section outlines the Ministry's performance per Directorate, which highlights its commitment towards the fulfilment of its strategic decree. As stated in the executive summary above, the Ministry's cumulative annual performance stood at 76% which, when disaggregated per directorate's average annual performance, the Directorate of Policy, Planning and Research performed the best with a score of 90% followed by the directorate Disability Affairs and Marginalised Community with average annual score of 85%.

The Directorates of Administration and General Services, Community Development and Poverty Eradication, Social Protection Services and Gender Equality and Women Empowerment scored 80%, 79%, 76% and 75% respectively. The remaining directorates of Child Care Protection Services and Internal Audit both scored 61%.

The graph 1 below illustrates average annual performance of the directorates in the ministry.

Graph 1: Directorates' Annual Performance



Therefore, compared to 2021/22 FY, the Ministry's annual performance has slightly decreased which is attributed to, inter alia, structural changes that the ministry underwent. Finally, the report acknowledges the obstacles that prevented the intended actions from being completed in their entirety.

3.1 DIRECTORATE OF SOCIAL PROTECTION AND SERVICES

3.1.1 INTRODUCTION

The Directorate is mandated to administer the payments of Old Age, Disability grants and Child Welfare Grants, in line with the National Pensions Act (Act 10 of 1992), and Child Care and Protection Act (Act 3 of 2015). In addition, the Directorate administers the Conditional Basic Income Grant distribution to identified beneficiaries as the first phase in the quest to curb urban hunger and poverty to former Food Bank beneficiaries. The following section summarises the Directorate achievements for the 2022/23 financial year.

3.1.2 MAIN ACTIVITIES UNDERTAKEN AND KEY ACHIEVEMENTS.

3.1.2.1 Social Assistance grants

Table 1: Social Assistance yearly coverage

Grant Name	# of Beneficiarie	% Coverage
Old Age Grant	199 946	97%
Disability Grant	50 288	74%
OVC Grants	357,036	73%
Funeral Benefit	8 107	96%
Conditional Basic Income Grant (CBIG)	8 060	85%

Table 1 above depicts the Social Assistance coverage for the year. A 97% coverage of the Old Age Grant was achieved, representing 199, 947 positively verified Old Age Grant beneficiaries. This is an increase from 192,866 of the previous year, while the Disability Grant achieved a 74% coverage, representing 50 288 (45 960 Permanent Disability Grant and 4 328 Temporary Disability Grant) beneficiaries.

The Orphans and Vulnerable Children (OVC) Grants attained 73% coverage, with 357,036 children positively verified on the Social Assistance System (SAS) to be receiving different types of children grants.

The Directorate attained 96% disbursement of Funeral Benefits. A total of 9,420 files of deceased beneficiaries were deleted, and 8,107 claims of Funeral Benefit were processed.

The Conditional Basic Income Grant (CBIG) attained 85% disbursement of grants to the beneficiaries, totalling 8,060 beneficiaries for the year.

3.1.2.2 Integrated Management System

The Integrated Management Information System, which is being referred to as Integrated Social Assistance System (ISAS) was 100% developed. Data from the old Social Assistance System (SAS) was migrated to ISAS and functional errors were tested.

The ISAS was rolled out to all 14 regions and trainings were held with all system administrators and end users. The system is now functional across the country and the payment runs for Old Age Grant and Disability Grant were fully generated on ISAS.

Furthermore, the Ministry successfully signed Memorandum of Understandings (MOUs) with the Ministry of Finance (MoF), the Government Institute of Pension Fund (GIPF), Social Security Commission (SSC) and the Ministry of Defence and Veteran Affairs (MoDVA). The aim is to authorise the integration of ISAS and Integrated Beneficiary Registry (IBR), with their respective information systems, for data sharing purposes.



Image 1: Directorate of Social Protection Services Staff Members Training on ISAS, Windhoek

3.1.2.3 Reconciliation of Fund Accounts

The following are key achievements with regards to the reconciliation of fund accounts.

- 83% progress made with the reconciliation of all fund accounts.
- 98% of reconciliation reports completed.
- 99% budget execution on the grant allocation
- 6 Reconciliation reports completed.
- Summary reports produced for Epupa, SSC, Nampost Cash and Savings Accounts, Old Age homes, Private Bank Accounts and CBIG.
- Strengthened working relations with service providers by holding working sessions aimed at improved co-ordination and reporting.

3.1.3 DIRECTORATE CHALLENGES

The following were key challenges that hindered the full attainment of yearly targets:

- Cooperation agreements for linking systems of different OMAs with ISAS not receiving due approval.
- Delays at the offices of the Chief Medical Officers (CMO) with certification of degree of disability as well as reviews for Temporary Disability Grants.
- Lack of funds - hamper setting up of already identified offices in regions, amalgamation of functions, shortage of administrative equipment, courier services, training to execute the mandate etc.
- Moratorium on vacancies and filling thereof as well as delays in processing of transfers by Human Resources.
- Technical setbacks as OPM controls Database and network
- ISAS account mode implementation and data comparability.
- Manual and human errors hampered the reconciliation processes.

3.2 DIRECTORATE OF COMMUNITY DEVELOPMENT AND POVERTY ERADICATION

3.2.1 INTRODUCTION

The Directorate Community Development and Poverty Eradication is entrusted with a broader mandate to improve the livelihoods of communities and to lay the foundation for Early Childhood Development (ECD). To attain these, the Directorate implemented key programmes and projects in line with relevant policies and guidelines designed to support beneficiaries with materials and equipment for income generating activities, impart business skills and support communities with implements for special projects. In addition, the Directorate implemented the National Integrated Early Childhood Development (NIECD) Framework to improve children's access to ECD services and programmes. Other projects and activities executed during the period of reporting includes stakeholder engagement, database management and staff capacity building as outlined in the section below.

3.2.2 MAIN ACTIVITIES UNDERTAKEN AND KEY ACHIEVEMENTS

3.2.2.1 Special Programmes

The Ministry was directed by Cabinet to rehabilitate a Poultry Project in Otjituo, Otjozondjupa region. As a result, the Ministry rehabilitated and fenced the Otjituo project, and further supported the project with a chicken house, 96 cage of layers and 50 chicks. About 44 Otjituo community members were identified and trained on poultry.



Image 2: Otjituo Poultry project

In addition, the Ministry has drilled 2 solar boreholes in Oshikoto and Kunene region, and assisted 6 community projects with the irrigation system and 6 water tanks.



Image 3: Picture: Borehole drilled at Omitumbirua and Pandelia Community project.

In October 2022, the Ministry with the assistance from the German Agency for International Cooperation (GIZ) offered agricultural training to local farmers of Oshongwe, Oshipala, Omitumbirua, Erindirozombaka, Omatale and Pandelia community gardens. The training was on horticulture, preparation of compost, rectification of planting, assortment of quality seeds and re-production of grass seeds. The community members were trained on how to select their quality seeds and store them to yield better harvesting. Training on rectification of trees was also offered.



Image 4: Community members training on seeds and rectification of trees

Other Community members were also trained on soil fertility testing and how to make compost for their gardens or fields.



Image 5: Community members training on soil fertility

3.2.2.2 Community Empowerment Programmes

- Income Generating Activities (IGAs) supported with materials, equipment and capacitated

Consistent with the strategic objective to mobilise communities towards socio-economic development, the Ministry implemented the Income Generating Activities Support Programme in line with the Operating Guidelines. The annual IGAs application process was earmarked for execution in all 14 regions and 50 potential IGAs beneficiaries were targeted for support. The process was successfully implemented in 9 regions and 57 beneficiaries (34 females and 23 males) were supported with IGAs materials and equipment to establish or expand micro enterprises. The official handing over of materials and equipment took place in the respective regions. Table 2 below illustrates the number of IGAs supported per region.

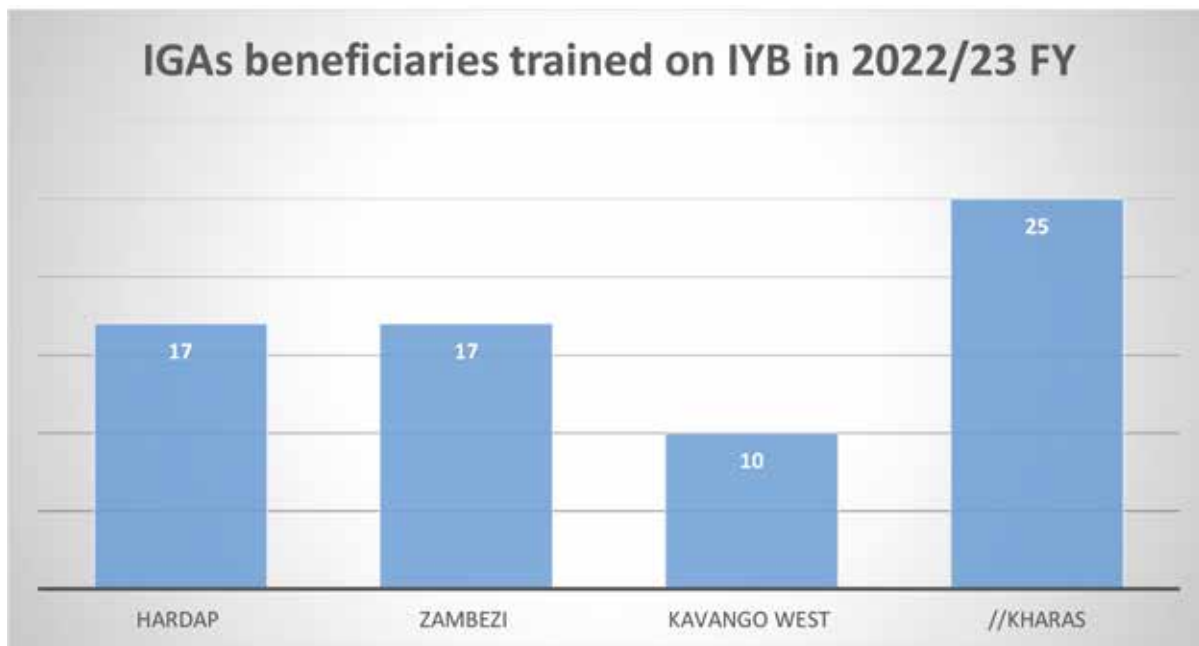
Table 2: IGAs Supported with materials and equipment

#	Region	# of IGAs Supported	Total #of IGA beneficiaries	
			Female	Male
1	Erongo	0	0	0
2	Hardap	5	3	2
3	//Kharas	11	6	5
4	Kavango East	3	1	2
5	Kavango West	5	4	1
6	Khomas	8	6	2
7	Kunene	1	0	1
8	Ohangwena	10	5	5
9	Omaheke	0	0	0
10	Omusati	0	0	0
11	Oshana	4	3	1
12	Oshikoto	0	0	0
13	Otjozondjupa	0	0	0
14	Zambezi	10	6	4
Total		57	34	23

- IGA beneficiaries capacitated on Improve Your Business manuals

Furthermore, the Ministry facilitated the training of 78 supported IGAs beneficiaries on Improve your Business (IYB) manuals. Beneficiaries were equipped with business knowledge and practical skills required to establish sound business systems such as record keeping systems. The IYB training for IGA beneficiaries took place in these regions: Hardap 17, Zambezi 17, Kavango West 10 and //Kharas 25. Graph 1 below shows the IGAs beneficiaries trained on Improve Your Business manuals in different regions.

Graph 2: No. of IGAs trained on IYB Manuals



- Monitoring and assessment of supported IGAs

The routine monitoring and periodic assessment of funded IGAs are key activities of the IGAs Support Programme aimed at providing mentoring to IGA beneficiaries and assessing the outcomes of the programme. In total, 427 supported were monitored in all the 14 Regions. While the assessment of supported IGA beneficiaries (scope 2016/17 to 2020/2021 FY) was conducted in all 14 regions to determine the economic status of the beneficiaries based on the poverty profile.

- Women in Business Associations

The Ministry has established Women in Business Associations (WBA) at constituency and regional level. The WBA serves as a platform that assists women entrepreneurs to mobilise resources, access to finance and support them to effectively market their products and services through market linkages and value addition. For the year, Hardap Region held a 2 days Regional WBA seminar in November 2022.

The aim of the seminar was to train the regional WBA committee members on their roles and responsibilities and to officially elect the Regional WBA committee. Hon. Bernadette Jagger, the Deputy Minister officiated the seminar and encouraged the newly elected Hardap Regional WBA committee to work together and seize market opportunities in the region and beyond. The Regional committee members were duly elected during the seminar.

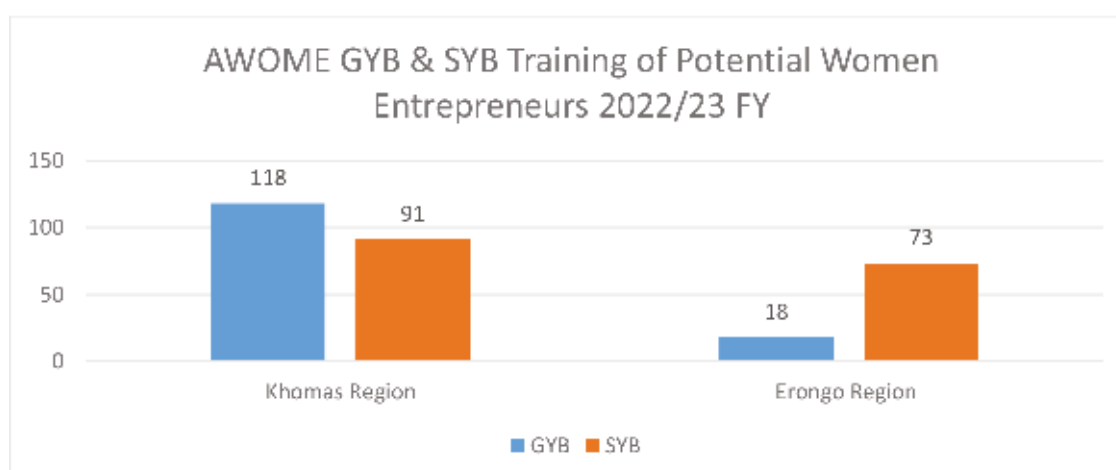


Image 6, WBA seminar conducted on the 16 -17 November 2022 in Mariental, Hardap Region.

- Women micro-entrepreneurs capacitated on Start and Improve Your Business (SIYB) manuals.

The Ministry continues to implement the Acceleration of Women-Owned Micro-Enterprises (AWOME) Programme, that aims to build the capacity of women micro-entrepreneurs using the Start and Improve Your Business (SIYB) manuals. For the year, the Ministry trained 136 and 164 potential women micro entrepreneurs on 2 of the 3 AWOME SIYB training manuals; Generate Your Business (GYB) and Start Your Business (SYB) in Khomas and Erongo regions, respectively. Graph 2 below gives a break down on the number of women trained in the 2 respective regions.

Graph 3: AWOME GYB & SYB Training



3.2.2.3 Stakeholder engagement

- AWOME Steering Committee Meeting

The AWOME Steering Committee meeting took place on the 09 June 2022. The meeting aimed to update the AWOME Steering Committee Members on the status of the AWOME Programme and for members to share information relevant to entrepreneurship development. The Ministry updated the members on the midterm achievements of the AWOME Programme. Moreover, members were updated on the key activities to be implemented by November 2022 which includes, the Training of Master Trainers and the training of the second cohort of SIYB trainers.

- AWOME Stakeholder Conference

The Ministry, in collaboration with the UN Women and De Beers Group, held the 2nd AWOME stakeholders conference on the 11th of November 2022, in Windhoek. The Conference was held under the theme “***Women entrepreneurship development is a cornerstone for an inclusive sustainable development***”.

The objectives of the stakeholders’ conference were to:

- Provide the updates of the programme to the key stakeholders;
- Use the platform to show case the achievements by the women entrepreneurs;
- Engage the stakeholders through roundtable dialogue to have a buy in as well as raise; and resources for phase three of the AWOME programme.

The conference was attended by 120 delegates from different Offices, Ministries and Agencies (OMAs) including Associations, Development Partners, and Banking Sector who contributes to enterprise development.

The First Lady of the Republic of Namibia, Madame Monica Geingos, delivered the keynote address as the guest of honour. In her address, she called upon stakeholders to identify the most feasible strategies for maximizing investments in women’s economic empowerment and facilitate their local and continental trading. While the Minister of Gender Equality, Poverty Eradication and Social Welfare (MGEPESW), Hon. Doreen Sioka delivered remarks at the conference and reaffirmed the Ministry’s commitment to push forward the agenda to promote and support women’s economic empowerment through various interventions. In the same vein, the Deputy Representative, UN Women-South Africa Multi Country Office. Dr Hazel Gooding shared the same sentiments and reiterated UN Women’s commitment to solicit funds for the continuation of the AWOME Programme.



Image 7: Hon. Minister and First Lady delivering their speech at the AWOME stakeholder meeting

The key recommendations from the AWOME Stakeholder conference are as follow:

- It was recommended that a revolving credit fund should be established to provide and increase women's access to finance;
- It was agreed that the AWOME programme should form partnership with the relevant stakeholders to train women micro entrepreneurs on value addition;
- Create market opportunities for women micro entrepreneurs through the growth at home strategy;
- Development policy briefs to influence policy formulation and repeal existing policies that are not supporting SME development; and
- Integrate awareness on gender bases violence into the AWOME programme.

3.2.2.4 Capacity building plan

In line with the Directorate capacity building plan, the Master Trainer candidates were required to conduct the Training of Trainers on SIYB. The ToT was held in Walvis Bay from the 28 November 2022 to the 09 December 2022. The objectives of the TOT workshop were two-fold, covering both the Master Trainers Candidate and the SIYB Trainer Candidates:

For the Master Trainers:

- To demonstrate the competencies required for assessment toward Master Trainer's certification.

For the SIYB Trainer Candidates:

- To practice effective facilitation skills and training methodologies used during the Training of Entrepreneurs (ToE).
- To effectively demonstrate the implementation of a full ToE cycle; and
- To develop action plans for the rolling out of training activities after the TOT.

The trainers comprised of candidates from various stakeholders who support entrepreneurs. The training covered 3 SIYB packages spread over 2 weeks. Week 1 trained on GYB and SYB and was attended by 32 trainers with 4 master trainers. Week 2 was focusing on IYB and was only for trainers who successfully completed GYB and SYB training and there were 22 and 3 master trainers as facilitators. Graph 3 below illustrates the SIYB TOT figures.

Graph 4: SIYB ToT Statistics



For the Community Liaison Officer trained in ECD:

- A total of 132 staff members were trained in the assessment and registration of ECD centres. The training was extended at the Enumerators and Quality Assures for 2022 National ECD Survey.
- A total of 56 Community Liaison Officers were trained on ECD Science pedagogy & key principles constitute quality ECD services.
- A total of 28 National Trainers were trained on reviewed ECD Basic Curriculum Training Manual.

3.2.2.5 Technical and Production Skills Programme

The aim of this programme is to build capacity of IGA beneficiaries to improve the quality of products they produce or services they render. A total of 188 beneficiaries were equipped with technical and non-technical / production skills initiatives at 5 CECs, as per the CEC Operating Guidelines that stipulates a 70% and 30% men on aggregate. Table 3 below provides a break town on the number of participants trained per gender.

Table 3: Technical / Production Skills Participants for 2022/2023

Place	No of Participants	Gender		TOTAL
		Male	Female	
Oshikoto/ Tsintsabis CEC	9	8	1	Beads / Ornament weaving
Kavango/ Matubo Ribebe	23	5	18	Poultry
Hardap/ Kalkrand	16	2	14	Needle work
Omusati/ Outapi	8	3	5	Agribusiness/ Nursery
Oshana/ Dr. Liberthine Amadhila	132	27	105	Poultry and horticulture
TOTAL	188	45	143	188

- Revenue Collection

The Ministry collected an amount of N\$ 189 985.00 in revenue through the Community Empowerment Centres as tabulated below:

Table 4: Revenue Collected at different CECs countrywid

Monthly Revenue Collection from Community Empowerment Centres 2022/23															
No	Region	CEC	22 April	22 May	22 Jun	22 Jul	22 Aug	22 Sep	22 Oct	22 Nov	22 Dec	22 Jan	22 Feb	22 Mar	Total Amount
1	Hardap	Kalkrand	2357	1100	1426	7000	4100	5900	4200	7302	2800	0	0	2500	38685
2	Kunene	Opuwo	2500	1000	1500	1850	1000	0	0	0	0	0	0	0	7850
3	Kavango	Matubo Ribebe	900	1400	300	1400	3600	0	0	0	4100	3800	2100	0	17200
4	Oshikoto	Tsintsabis	1800	2600	0	1800	0	0	0	0	0	0	0	0	6200
5	Otjozondjupa	Tsumkwe	1200	1650	2600	150	300	1300	1050	0	0	0	0	0	8250
6	Oshana	Dr. Libertine Amathila	11100	0	1600	3200	0	0	0	0	0	0	0	0	1500
7	Omusati	Outapi	5650	4350	7600	15300	12100		14150	0	8800	0	8950	17500	94400
8	Omaheke	Epako Women Centre		0	0	0	0	0	0	0	0	0	0	0	0
9		Kamabanderu Kauta	0	0	0	0	0	0	0	0	0	0	0	0	0
10	Zambezi	Katima Mulilo	0	1000	0	3150	0	1750	800	0	0	0	0	2250	8950
11	Ohangwena	Okongo	1300	800	0	0	600	450	2750	1050	0	0	0	0	6950
Total			26807	13900	15026	33850	21700	9400	22 950	8352	15700	3800	11050	22250	189 985

3.2.2.6 Early Childhood Development Program

- Early Childhood Development (ECD) Basic Training Course

A total of 40 ECD Educators in Kunene and Otjozondjupa regions, (20 educators per region) were trained on ECD Basic Training Course. A 12 weeks courses focused on theory or basic content of early childhood development as well as practicals at the ECD centres.



Image 8: ECD Educators trained in Kunene and Otjozondjupa Regions, the day of inauguration.

- Early Childhood Development Monthly Allowance

The Ministry has provided the monthly allowance to 1307 ECD educators from all 14 regions. Furthermore, 892 educators that receiving monthly allowance were assessed on performance in the learning environment. Table 4 below illustrates the number of Educators that received monthly allowance in all the regions.

Table 4: ECD Educators receiving monthly allowance for 2022/2023 Financial Year

No.	Region	Constituency	# of Centers	# of Children	Educators receiving Monthly Allowance
1	Erongo	7	233	7544	70
2	Hardap	8	80	2140	93
3	Karas	7	90	3087	80
4	Kavango East	6	189	5927	95
5	Kavango West	8	120	3240	78
6	Khomas	10	325	14185	66
7	Kunene	7	131	3456	79
8	Ohangwena	12	455	12450	125
9	Omaheke	7	85	2505	82
10	Omusati	12	516	12388	143
11	Oshana	11	330	8866	101
12	Oshikoto	11	400	9163	129
13	Otjozondjupa	7	229	6788	90
14	Zambezi	8	137	3938	76
15	Total	121	3320	95677	1307

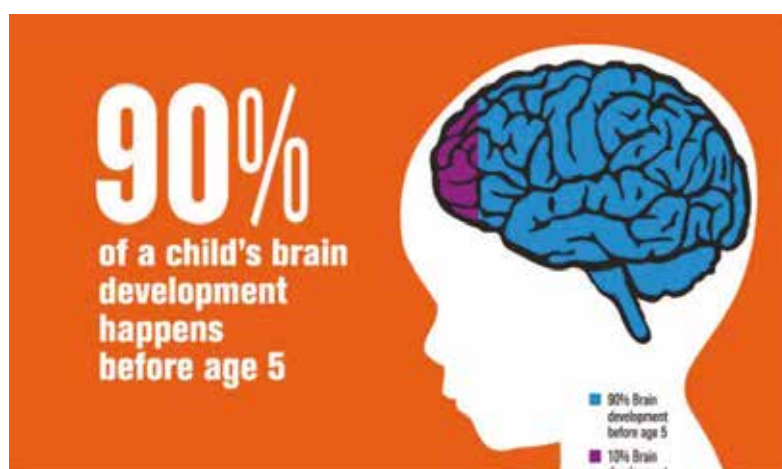
- Community Mobilization and Advocacy

Community mobilization meetings were conducted in all 14 regions. A total of 1387 community members have been reached during the mobilization meeting. Emissions on NBC TV and Radio as well as TV ONE and the other stations were used to reach the community members. Information pertaining to Community Empowerment Programmes and the importance of Early Childhood Development were shared during the community mobilization meetings.

The regional community mobilization meetings were also conducted by the Ministerial staff members, where different messages on the Ministerial services were delivered.

- Thrive by Five (Tb5) Parenting App

The Thrive by 5 Parenting App was launched. The Thrive by 5 App is designed to develop and disseminate content to parents. The content is a collection of activities that parents and caregivers can use to interact with their children in a deliberate manner, to enhance the children's cognitive, social, and emotional development. It is underpinned by neuroscientific and anthropological research to ensure Namibia's content is familiar and contextually relevant. This helps the parents and caregivers so that the child's brain develops as early before the age of 5. The app was launched in Namibia, in partnership with the Minderoo Foundation, an Australian organisation supported by the University of Sydney Brain and Mind Centre.



- ECD Information Sharing Sessions

A total of 590 educators were reached during the information sharing sessions on early learning education. Information sharing sessions facilitate financial literacy sessions and provide a refresher training on Lesson Plans for educators in all 121 constituencies in the country.

- ECD MIS Database

The assessment and registration modules were added in the Early Childhood Development Management Information System database. All regions have utilised the system to carry out ECD assessments. Over 3000 ECD centres were assessed for compliance to Namibian standards ECD centres.

The Directorate has also successfully conducted the 2022 National ECD Survey countrywide in parallel to ECD assessment. The 2022 ECD Survey preliminary report indicates that ,13% of children were enrolled in the ECD centres representing children under the age of 4 years.

- ECDs Policies and Guidelines.

In terms of ECDS' related Policies and Guidelines, the following were achieved:

- Finalised the National Integrated Early Childhood Development Policy
- Revised ECD Basic Curriculum Course Training Manual
- Finalised the Training Manual and trained National Trainers

3.2.3 DIRECTORATE CHALLENGES

Despite the achievement attained during the 2022/23 Financial Year, the Directorate experienced the following challenges:

- Lack of transport continues to affect fieldwork in the regions.
- Slow progress in filling vacant Directorate positions contributing to underperformance of some activities at the National and Regional level.
- Financial constraints to hire technical institutions to train regional staff members responsible for skills training initiatives hampers the deliverance of technical skills amongst vulnerable and unemployed communities.
- Although community projects are making progress towards the implementation of the gardens and most of them have produced fresh vegetables for their household consumption, there is a need for the market. The Ministry should provide access to the market by identifying or linking the projects to supply to School Feeding Programme, Hospitals and other GRN entities.

3.3 DIRECTORATE OF CHILD CARE AND PROTECTION

3.3.1 INTRODUCTION

The main objective of the Child Care and Protection Directorate is to ensure the care and protection of all children in Namibia through the formulation of legislation, policies, and guidelines on children, as well as the provision of response and coordination of services with other key stakeholders working with children issues., The Child Care and Protection Directorate implemented different activities as per the 2022/2023 Annual Work plan and are highlighted below.

3.1.2 MAIN ACTIVITIES UNDERTAKEN AND KEY ACHIEVEMENTS

3.3.2.1 Operationalisation of GBV, VAC and TIP Shelters

The 8 state-owned shelters, under the management of have been operating till the 30 November 2022. A total of 327 victims of violence against children (VAC), gender-based violence (GBV), and trafficking in persons (TIP) were placed in the shelter. Graph 3 below shows the victims placed in the shelters by region, from April 2022 to March 2023.

Graph 5: Number of GBV, VAC, and TIP Victims accommodated at the shelters



3.3.2.2 Register of people prohibited from working with children.

The Directorate held consultation meetings with key stakeholders towards the development of the database/register, to ensure that the envisaged database will align with current databases that collect similar information from other line ministries. The register will capture people prohibited from working with children. The purpose of the register is to document information of people convicted of specific offenses listed in the Child Care and Protection Act, 2015 (Act 3 of 2015) section 238 (8) who are prohibited to work with children. The register will assist in vetting or screening potential employees, eliminating perpetrators who prey on children.

3.3.2.3 Awareness Raising Campaigns on GBV, VAC and TIP conducted.

Awareness-raising campaigns on GBV, VAC and TIP were conducted in all regions. A total of 8594 people including adults and children were reached during this reporting period. This early intervention strategy contributes to preventing GBV, VAC and TIP. However, it is also the strategy to sensitize the public on how and where they can detect and reports those type of cases that could be spotted in their communities. Table 5 below shows the number of violence against children cases reported to the regional Social Workers, by region from April 2022-March 2023.

Table 5: Number of Violence against Children reported.

Region	No. of children physically abused			No. of children sexually abused			No. of children neglected			No. of children abandoned			No. of children receiving psycho-social support at GBVPU			No. of children placed in a place of safety or shelter by GBVPU		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
Erongo	0	2	2	0	1	1	2	3	5	0	0	0	0	0	0	0	0	0
Hardap	3	3	6	2	6	8	15	29	44	0	0	0	0	0	0	2	4	6
Karas	6	3	9	0	3	3	0	3	3	0	0	0	0	0	0	0	0	0
Kavango East	0	1	1	0	9	9	4	0	4	0	0	0	17	29	46	3	0	3
Kavango West	1	2	3	0	3	3	4	12	16	0	0	0	0	0	0	0	0	0
Khomas	14	19	33	22	61	83	7	10	17	3	3	6	77	113	190	2	3	5
Kunene	4	3	7	2	6	8	9	3	12	0	0	0	3	6	9	0	0	0
Ohangwena	5	7	12	4	10	14	4	5	9	0	0	0	2	5	7	0	1	1
Omaheke	3	3	3	0	12	12	10	11	21	0	0	0	0	0	0	0	0	0
Omusati	6	6	12	2	9	9	4	2	6	2	1	3	0	0	0	0	0	0
Oshana	0	2	2	0	2	2	0	1	1	0	0	0	0	0	0	0	0	0
Oshikoto	0	6	6	0	4	4	24	22	46	0	1	1	0	0	0	0	0	0
Otjozon-djupa	1	4	5	0	8	8	13	33	46	0	1	1	0	0	0	0	1	1
Zambezi	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	43	58	101	30	134	164	96	134	230	5	6	11	99	153	252	7	9	16

3.3.2.4 Child Justice Guideline for Social Workers

The Directorate developed the Social Worker's guidelines for Child Justice, that aims to guide stakeholders on the process and responsibilities of a child who is conflicted with the law.

The Guidelines will serve as a tool to ensure that systems are in place to deal with children in conflict with the law and ensure the wellbeing of these children as required by the United National Convention on the Rights of the Child (UNCRC) and the African Charter on the Rights and Welfare of the Child (ACRWC).

It also provides information to Social Workers on how to handle matters relating to children in conflict with the law.

The guideline entails screening, assessment, diversion options, and general information on how to deal with children in conflict with the law.

In summary, the application of this guideline applies to a child in the Namibian context, irrespective of nationality, country of origin, or immigration status, who:

The Table 6 below shows the number of Children who were screened, diverted, sentenced and repeat offenders for the year.

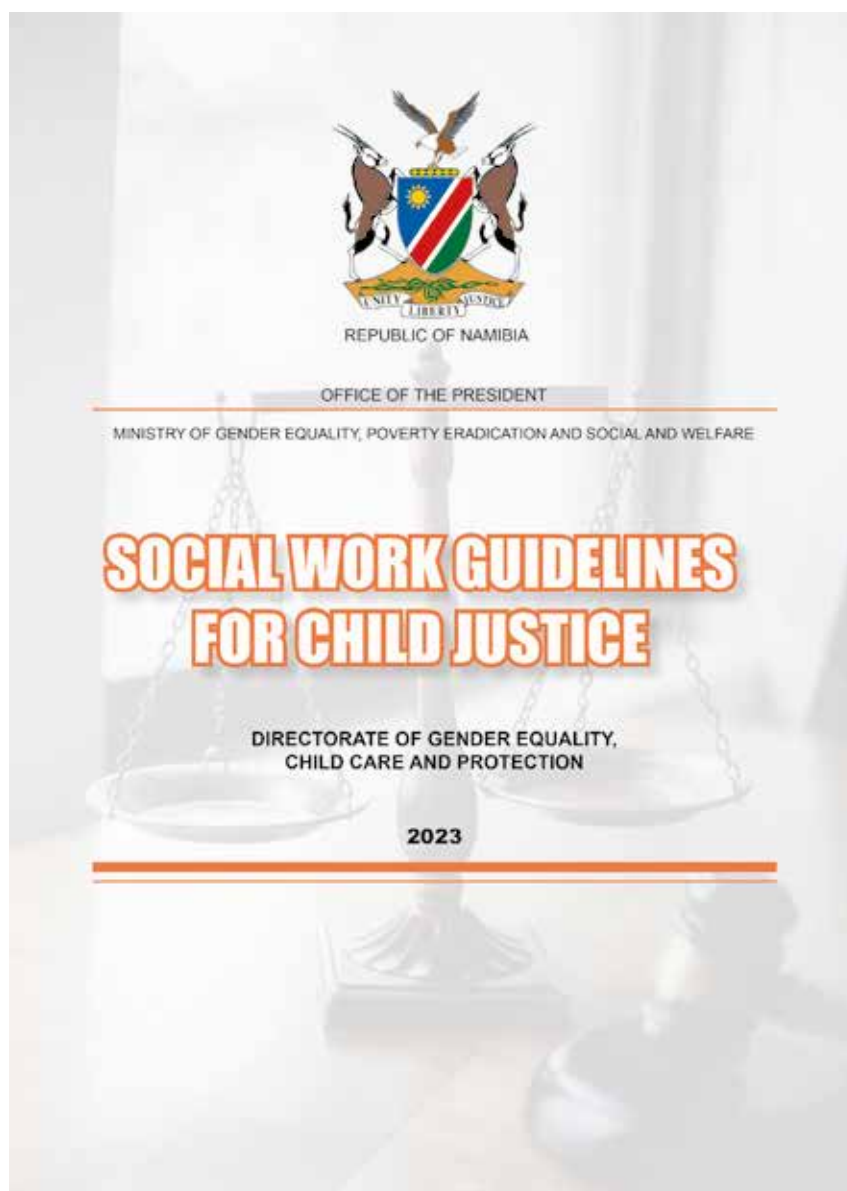


Table 6: Number of Children Screened, Diverted, Sentenced and Repeat offenders from April 2022 to March 2023

Region	No. of juveniles screened/assessed			No. of juvenile diverted			No. of juvenile in pre-sentence reports			No. of juvenile who are repeat offenders		
	M	F	T	M	F	T	M	F	T	M	F	T
Erongo	47	6	53	31	6	37	27	0	27	12	0	12
Hardap	76	7	85	51	3	53	11	1	1	12	0	12
Karas	71	5	76	47	3	50	14	2	2	18	0	18
Kavango East	43	0	43	25	0	25	0	0	0	3	0	3
Kavango West	19	0	19	5	0	5	0	0	0	0	0	0
Khomas	112	14	126	30	1	31	3	2	2	14	2	16
Kunene	48	5	53	20	1	21	12	0	0	10	0	10
Ohangwena	64	2	66	27	4	31	8	0	0	2	0	2
Omaheke	61	4	65	54	3	57	7	0	0	3	0	3
Omusati	41	1	42	22	0	22	3	0	0	3	0	3
Oshana	19	0	19	8	0	8	1	0	0	4	0	4
Oshikoto	28	3	31	6	1	7	6	0	0	13	1	14
Otjozondjupa	81	1	82	37	1	38	3	0	0	10	0	10
Zambezi	6	2	8	3	0	3	0	0	0	0	0	0
Total	718	50	768	365	23	388	28	5	32	104	3	107

3.3.2.5 Provision of Alternative Child Care programs

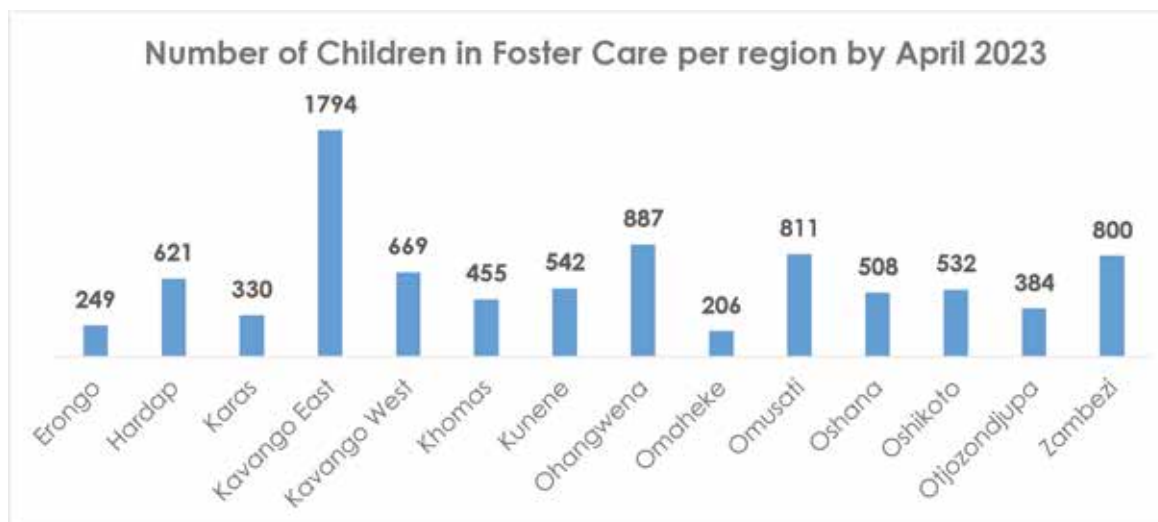
Alternative care programs for children refer to various interventions and services designed to provide care and support for children who cannot live with their biological parents or immediate family. These programs aim to ensure children's well-being, safety, and development by offering alternative living arrangements in various settings.

Alternative care programs implemented through the Child Care and Protection Directorate include:

- **Foster Care:** Children are placed in the care of trained and licensed foster families who provide a nurturing and stable environment. Foster care can be temporary or long-term, depending on the child's specific circumstances.
- **Kinship Care:** Children are placed in the care of extended family members, such as grandparents, aunts, or uncles when they cannot live with their parents. Kinship care aims to maintain the child's connection to their family and cultural heritage.
- **Residential Care:** Also known as group homes, residential care involves placing children in a communal living environment under the supervision of trained staff. This option is typically used for children who require more intensive support due to behavioural, emotional, or medical needs.

- **Adoption:** When children cannot return to their biological families, adoption provides a permanent legal arrangement where they become part of a new family. Adoptive families are thoroughly assessed and approved to ensure the child's well-being and safety. The below Graph illustrates the number of children in Foster Care by March 2023 that are on the grants system.

Graph 6: Number of children in foster care by March 2023



The Graph 5 below shows the number of children adopted locally or internationally.

Graph 7: Number of children adopted by March 2023

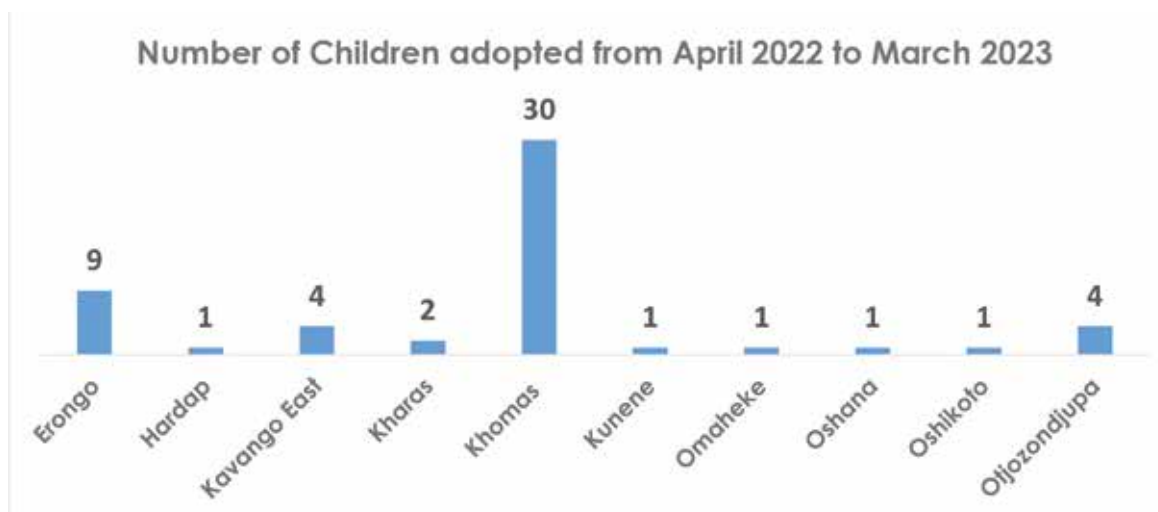


Table 6 below presents the number of cases on custody, access, maintenance, and guardianship reported to the Social Workers at the regional offices across the country from April 2022 to March 2023.

Table 6: Children Status cases done by regional Social Workers

Region	No. of children recommended for custody and control of either parties			No. of children in custody/access disputes			No. of children in maintenance disputes			No. of children recommended for in guardianship/ custody according to CSA		
	M	F	T	M	F	T	M	F	T	M	F	T
Erongo	3	4	7	120	125	245	40	33	73	16	21	37
Hardap	31	32	63	109	131	240	72	62	134	12	18	30
Karas	5	12	17	57	49	106	61	67	128	9	6	15
Kavango East	12	3	15	45	20	65	35	19	54	13	25	38
Kavango West	0	0	0	4	1	5	21	37	58	0	0	0
Khomas	15	36	51	157	170	327	87	90	177	20	32	52
Kunene	3	1	4	8	21	29	30	41	71	8	9	17
Ohangwena	3	1	4	1	9	10	7	10	17	5	13	18
Omaheke	0	2	2	15	29	44	28	31	59	6	6	12
Omusati	0	4	4	7	9	16	0	0	0	40	17	57
Oshana	2	2	4	4	0	4	2	3	5	0	0	0
Oshikoto	0	3	3	13	8	21	30	43	73	10	18	28
Otjozondjupa	15	15	20	63	49	112	61	65	126	19	13	32
Zambezi	17	19	36	34	30	64	120	118	238	37	44	81
Total	106	124	230	637	651	1288	594	619	1213	195	222	417

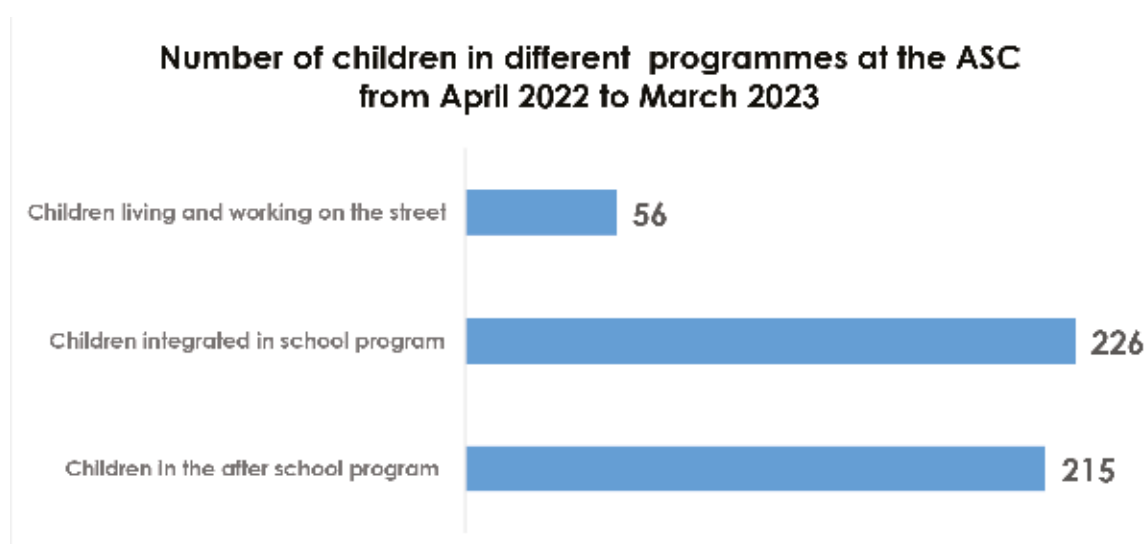
3.3.2.6 Provision of Psycho-social Support

The Directorate has provided psycho-social support for vulnerable children in various platforms. i.e., children at the After School Centre accommodated at the Namibia Children's Home and other children provided with PSS services by regional Social Workers.

- Psycho-social support services to children at the After-School Centre (ASC)

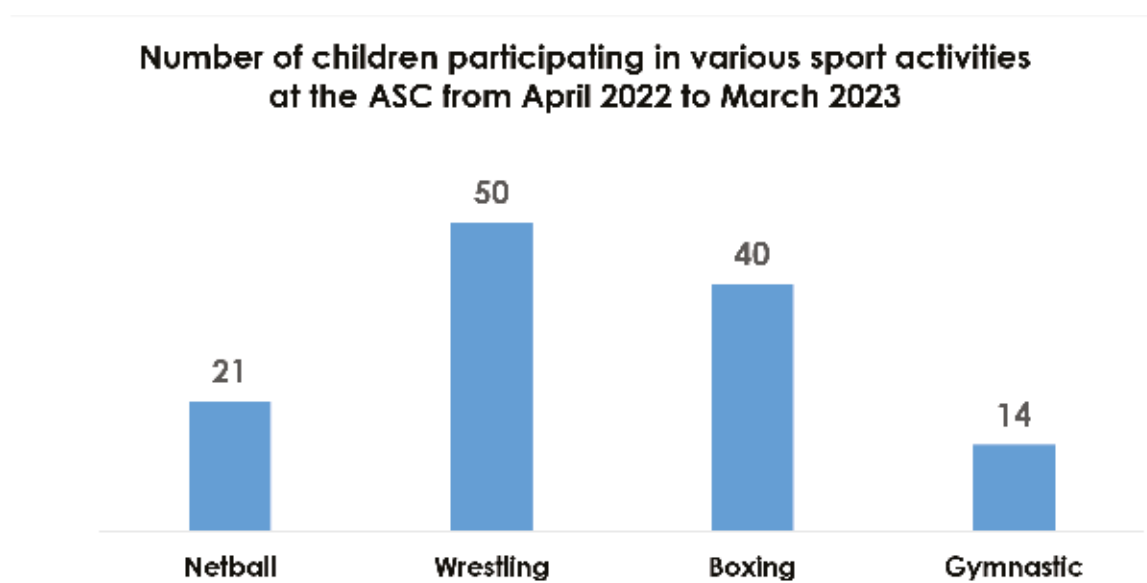
The After-School Centre has a range of programs that are being implemented including activities of children afterschool, integration of children in school, sport activities, and children working and living on the street programs. Graph 6 below shows the number of children that form part of different programmes being offered at the After School Centre from April 2022 to March 2023.

Graph 8: Number of Children being supported at ASC



While Graph 9 below shows the number of children participating in various sport activities at the After School Centre.

Graph 9: Number of children participating in various sport activities at the ASC from April 2022 to March 2023



- **Namibia Children's Home**

The Namibia Children's Home is a residential childcare facility under auspice of the Ministry, which accommodates children who were found to be in need of protective services as per the Child Care and Protection Act, 2015 (Act, no. 3 of 2015). Children accommodated at the Namibia Children's Home are provided with the basics needs including food, clothes, education and health services. By the end of March 2023, there were 89 children accommodated at the facilities. The following Table 7 presents educational and other support services provided to children at the Namibia Children's Home:

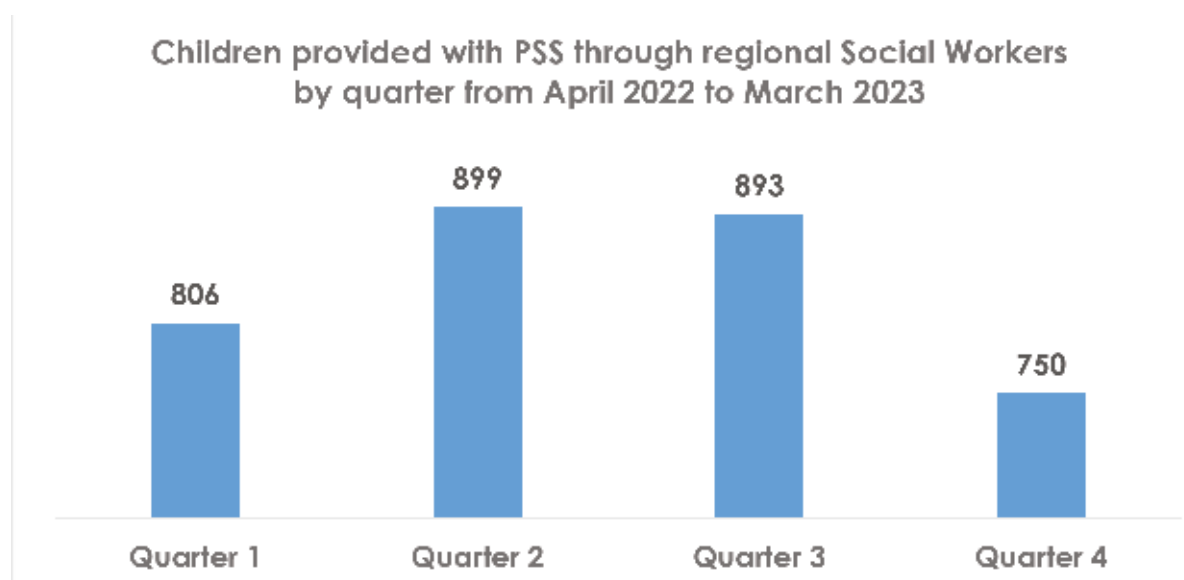
Table 7: Children provided with education and other services offered at the Namibia Children's Home.

Support/services	Number of children		Total
	M	F	
Babies/Toddlers	8	3	11
Children in special school	1	1	2
Children in pre-primary school	3	2	5
Children in primary school	18	19	37
Children in secondary school	5	4	9
Children in vocational training	2	1	3
NAMCOL	0	1	3
Children in tertiary	1	1	2
Children who are non-school-going	7	5	12
Children who are school age going who are not attending school	3	2	5
Total	48	39	89

- Provision of Psychosocial Support (PSS) by Social Workers at regional level

A total of 3348 children were provided Psycho-social Support by regional Social Workers. The children provided PSS included those with behavioural problems, children with alcohol and drug abuse, children in conflict with the law and children in dire need of basic necessities. Graph 10 presents the number of children provided with PSS at regional level by quarter

Graph 10: Number of children provided with PSS



3.3.2.7 Subsidies for Residential Child Care Facilities (RCCFs)

The Ministry provides subsidies to the Residential Child Care Facilities privately owned at the community level. A total of 18 RCCFs with 563 children were provided with subsidies for the year. Subsidies paid to RCCFs amounted to N\$ 3 161 248. Table 7 below illustrates the names, and number of children accommodated in these RCCFs.

Table 7: Names RCCFs and Number of Children Received Subsidies from April 2022 to March 2023

Name of facility	Region	Number of Children in RCCFs		Total
		Female	Male	
1.Children of Zion	Katima Mulilo-Zambezi	21	19	40
2.Jonah Home	Walvis Bay-Erongo	3	2	5
3.Omaruru Children's Haven	Omaruru-Erongo	5	5	10
4.Walvis Bay Kids Haven	Walvis Bay-Erongo	5	7	12
5.Hompa Shiyambi Children's Home	Diona -Kavango West	25	15	40
6.Hope Village	Windhoek -Khommas	26	19	45
7.ERPOW	Windhoek-Khommas	3	2	5
8.Huis Maerua	Windhoek -Khommas	4	10	14
9.Casa Angelo	Mangetii Dine-Otjozondjupa	0	8	8
10.Ngavevatutere Children's Home	Kalkfeld-Otjozondjupa	8	8	16
11.Die Lebenschule	Rehoboth-Hardap	17	11	28
12.Cheshire Home	Katima Mulilo-Zambezi	14	16	30
13.Mainstream Foundation	Katima Mulilo-Zambezi	15	10	25
14.Walvis Bay Child and Family Centre (Sunrise)	Walvis Bay-Zambezi	28	43	71
15.Neveah Children's Haven	Rehoboth-Hardap	15	13	28
16.Dolam Children's Home	Windhoek-Khommas	9	4	13
17.Orlindi Place of Safety	Windhoek-Khommas	6	12	18
18.SOS Children's Villages	Tsumeb, ondangwa and Windhoek -Oshikoto, Oshana and Khomas	85	70	155
Total		289	274	563

3.3.2.8 International and National Days on Children

The Ministry commemorated National and International Days of Children. The following Table 8 below illustrates the Days and commemoration dates and themes.

Table 8: Children Commemoration days and themes

Days	Themes	Days of celebration	No. of Participants
Commemoration of the Day of the African Child	Eliminating harmful practices affecting children: Progress on policy and practice since 2013.	16 June 2022, Rundu, Kavango East	600
Day of the Namibian Child	'Eliminating Harmful Practices Affecting Children: Progress on Policy and Practice since 2013'	28 September 2022, Opuwo, Kunene region	1500
Safer Internet Day	"together for a better internet	14 February 2023, Windhoek, Khomas Region	

The day of African Child was commemorated to celebrates the Africa children and calls for weighty introspection and commitment toward addressing the numerous challenges facing children across the continent. The day of the Namibian Child aimed at raising awareness of the rights and responsibilities of the Namibian Child, while the Safer Internet Day campaign aimed to reach out to children and young people, parents and cares, teachers, educators and social workers as well as industry, decision makers and politicians to encourage everyone to play their part in creating a better internet.

3.3.2.8 Permanent Task Force on Children

Each year, the Permanent Task Force (PTF) meets quarterly and is coordinated and chaired by the Ministry. The PTF is tasked with overseeing the implementation of the National Agenda for children 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).

During this reporting year, 4 meetings took place. The Main topics covered in the meetings are related to:

- The preparation and engagements of the international and national days on children.
- Family strengthening programs initiative.
- Working with adolescence girls and boys
- The role of Children's Parliament in conceptualizing challenges affecting children.
- Social contacting policy.
- Results of the assessment of child protection system strengthening in Namibia.
- Reports from different organizations on the implementation of the National Agenda for Children.

3.3.2.9 Electronic Case Management (DHIS2) for Child Protection Programs

To access the system, see the link below

<http://18.156.94.98:8080/>



This comprehensive web-based database is a solution designed to manage and store information related to childcare protection cases and aims to bring together a shared vision of technology and integrated case management. It is a tool for Social Workers to monitor, track, and have a comprehensive picture of each Child's situation, detect patterns, and record interventions more effectively.

The database was built based on different child protection programs implemented in the Ministry. These include Violence against Children and Gender Based Violence; Adoption; Child Justice; Children's Status; Therapeutic services; Children living and working on the street; Alternative care including foster care, kinship care and Residential Child Care Facilities.

The database will generate disaggregated data that holds potential for research, and which inform and guide interventions, measure progress and advocate for the rights and wellbeing of children. By harnessing the power of data, child protection programs can strive towards a safer and more nurturing environment for all children in Namibia.

3.3.2.10 Capacity building for staff members and stakeholder

A number of in-service training workshops took place. The training targeted the staff members of the Directorate. Below is the table of training that took place, target group and number of people trained:

Table 9: Number of Staff members and Key Stakeholder

Name of training	Target group	# of people trained
1. Training on how to deal with children living with disabilities	Social Workers and Volunteers attached at the GBV, VAC and TIP 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 interpretation of the Child Care and Protection Act, 2015	Social Workers	35
7. Training on the DHIS2 Database	Social Workers & IT	130
8. Training on the Namibia Children's Home Operation Manual	Care Officers	12

3.3.2.11 The National Plan of Action on Violence Against Children

This national plan of Action on Violence Against Children for 2021-2025 was drafted, representing a select group of strategies based on the best available evidence to help prevent violence against children in Namibia.

These strategies include strengthening the policy and legislative environment, changing social norms to support parents and teachers and promote positive parenting; enhancing parenting skills to promote healthy child development; income and economic supports to families, response services to lessen harms and prevent future risk and providing life skills and education early in life among others.

This range of strategies are needed to better address the interplay between individual-family behaviour and broader neighbourhood, community, and cultural contexts.

3.3.3 DIRECTORATE CHALLENGES

- Inadequate and skewed structure for Social Workers
- High turnover of Social Workers because of burnout
- Servicing of I.T. equipment and internet connection at the regional level remains a challenge (It is not clear who is responsible either H.O. or R.C.)
- Procurement processes stabling blocks at the National and regional level
- Lack of transport and airtime to reach and contact clients hampers effective service delivery, especially at the regional level.
- Lack of security services at the established shelters
- Lengthy processes of the renovation and upgrade of GBV, VAC, and TIP shelters

3.4 DIRECTORATE OF DISABILITY AFFAIRS AND MARGINALISED COMMUNITIES

3.4.1 INTRODUCTION

The Directorate of Disability Affairs and Marginalized Communities is tasked with the mandate of strengthening and coordinating the implementation of National and International legal framework on disability as well as to raise awareness and initiate Programmes that enable Persons with Disabilities to have access to education, employment, health, and other services. The Directorate is further mandated to improve the living conditions of the Marginalized Communities (San, Ovaherero and Ovambo) in Namibia through a focused and dedicated socio-economic programme. In fulfilling its mandate, the Directorate implemented the following key programs during the 2022/2023 financial year.

3.4.2 ACTIVITIES UNDERTAKEN AND KEY ACHIEVEMENTS

3.4.2.1 Disability Affair

- Awareness on the rights of Persons with Disabilities enhanced

The directorate conducted 189 awareness sessions with various stakeholders in all regions on the Rights of Persons with disabilities.

- Access to tertiary institutions for students with Disabilities

During the reporting financial year, the directorate facilitated the approval of students' applications for funding and forwarded to NSFAF for issuance of award letters and contract signing respectively which included 148 Applications, 3 Internship, 24 approved Attendance Registers for Sign Language Interpreters (SLI). Moreover, an amount N\$3,900,000.00 was transferred to NSFAF towards students' tuition fees, accommodation, assistive devices, transport and Sign Language Interpreters. The spending thereof was as follow; N\$2,289,195.70 was paid on Tuition Fees, N\$2,401,835.00 spent on Accommodation fees, on Assistive Devices worth N\$117,603.24, Transport valued at N\$936,000.00, and N\$203,350.00 on Sign Language Interpreters which all translated into a total Expenditure of N\$6,487,983.94.

Additionally, 142 of 188 Students were verified in all regions. All 20 projected Students finished their courses and are expected to graduate during April and June 2023

- Access to services for Persons with Disabilities

About 1833 Persons with Disability were identified, assessed, and referred to various services while 73 recommendation letters were issued in terms of Housing, Employment, Resettlement, Wheelchairs, Education, and other Services. Furthermore, 700 Individual Persons with severe Disabilities assessment forms were approved to benefit from support items, and 295 received items namely, Nappies, Diapers, Formula Milk, Portable Toilets, Portable Nappies, Bibs, Sanitary Pads and Linen Savers.

- Organization of Persons with Disabilities (OPD) supported

The directorate rendered technical skills to 14 various OPDs including but not limited to transport, financial, and in terms of Office spaces. The Division supported the Namibia National Association of the Deaf (NNAD) to successful host World Federation for the Deaf (WFD) Board Meetings, Employers and Service Providers Breakfast meeting and Launch for the International Day of the Deaf with financial support from UNICEF, plus commemoration of International Day of Persons with Disabilities attended by over 200 members and children with Disabilities in Windhoek.

- Disability Mainstreaming Plan awareness created

The directorate conducted a sensitisation session to 15 Stakeholders on the Disability Mainstreaming Plan including //Kharas Regional Council, NIPAM, Staff Members of Cornelius Goreseb High School in Khorixas Constituency, Community Based Rehabilitation (CBR) volunteers during the refresher training in Refresher Training for Volunteers in Aranos, Stampriet, Gibeon, Gochas, Rehoboth Urban, Ñwanyi NBC. Omaheke RC and Kalkrand.

Moreover, the directorate held visual meeting on Mainstreaming Gender, Youth and Person with Disabilities with the South African Government.

- National and regional networking forums

During the reporting period, the directorate facilitated about three quarterly networking forums in Kavango East, Kavango West and Karas regions as they held their quarterly meetings while Ohangwena Region revived its Disability forum.

3.4.2.2 Marginalized Communities

3.1.1.1.1 Advocacy and Awareness

Advocacy and Awareness interventions are aimed to inform the Marginalized Communities about their human rights as well as other programmes of the Directorate that relates to them. As part of advocacy, 2 main events were hosted i.e., International Day of the World's Indigenous Peoples Day and Dr. Libertine Amathila Sports Tournament (DR. LAST).

- International Day of the World's Indigenous Peoples Day



Image 9: International Day of the World Indigenous Peoples

The International Day of the World Indigenous Peoples was observed on the 9th of August 2022, in Gobabis, Omaheke Region and it was attended by 165 participants from 10 regions.

The primary objective of commemorating the International Day of the World's Indigenous Peoples is to promote and protect the Human Rights of the Indigenous People (Indigenous Minorities/Marginalized Communities); and to create awareness and advocacy on safeguarding the indigenous cultures, languages, and knowledge and serves as a cultural exchange occasion for these communities to showcase their cultural products/practices/dances and participate in the cultural performance competitions.

- **Dr. Libertine Amadhila Sports Tournament**

The Dr Libertine Amadhila Soccer Tournament the tournament was hosted on the 10th - 18th December 2022, at Mpungu village, Mpungu Constituency in Kavango West region and it was attended by approximately 500 people. The tournament aimed to permit and allow young and talented people from the Marginalized Communities to showcase their diversity, skills, and talent through sports with a prospect to be integrated into national soccer teams through the Namibia Football Association and Namibia Sports Commission.

3.1.1.1.2 Education Support Programme

Education Support Program is a crucial strategic pillar aimed at ensuring that children from the Marginalised Communities receive proper education across various levels from Early Childhood Development through to Tertiary level.

- Learners in primary and secondary education

A total of 2,835 learners hailing from the Kavango East, Kunene, Ohangwena, Omusati, Oshikoto, Otjozondjupa, and Zambezi Regions were enrolled and provided with transportation assistance to and from schools, while learners in Kavango West Region and Tsumkwe Constituency of Otjozondjupa Region transportation is facilitated exclusively by the Ministry of Education, Arts, and Culture.

- Students in Tertiary Institutions

A total of 295 students registered at the following institutions were assisted with tuition and accommodation fees and monthly stipends as per Tables 11- 13.

Table 11: Number of students registered at various Institutions of Higher Learning

#	INSTITUTION OF HIGHER LEARNING	NUMBER OF STUDENTS
1	University of Namibia (UNAM)	126
2	Namibia University of Science and Technology (NUST)	39
3	International University of Management (IUM)	72
4	Triumphant College	4
5	Vocational Training Centres (Zambezi, Rundu, Okakarara, Nakayale and Windhoek)	39
6	Namibian Institution of Mining and Technology (NIMT)	5
7	Rietfontein National Youth Service Centre	2
8	Namibian College of Open Learning	8
TOTAL		295

Table 12: Tuition fees paid to different institutions of higher learning

#	INSTITUTION OF HIGHER LEARNING	AMOUNT (N\$)
1.	University of Namibia (UNAM)	3,281,642.68
2.	University of Science & Technology (NUST)	16,045.00
3.	International University of Management (IUM)	15,760.00
4.	Triumphant College	100,900.00
5.	ALL Government Vocational Training Centres (VTC's)	42,120.00
6.	Namibian Institution of Mining and Technology	283,577.94
7.	Namibian College of Open Learning (NAMCOL)	75,223.00
8.	Namibia Institute of Mining and Technology (NIMT)	183,000.00
TOTAL		3,998,268.62

Table 13: Student Accommodation Facilities and funds spent

NR#	ACCOMMODATION FACILITIES	AMOUNT (N\$)
1.	Hanganeni Emona Investment (Pty) Ltd	1,783,500.00
2.	Allan Matengu	193,600.00
3.	Routes Investment CC	28,000.00
4.	Freyer's Rest CC	125,000.00
5.	Salome Tuahuku	11,900.00
6.	Mweendeleli Eliputse	33,000.00
7.	Hilya Ndjalo	145,600.00
8.	Vicky Ashipala	37,400.00
9.	Dutte N Shinyemba	80,600.00
10.	Johannes Ngololo	13,600.00
TOTAL		2,452,200

- Graduates and Employment

During the period under review, the Ministry provided monthly allowances to 295 students, and a total of 33 graduates were recorded under the Education Support Programme. Amongst these graduates, two individuals are employed as Development Planners within the Ministry of Gender Equality, Poverty Eradication and Social Welfare, Division Marginalized Communities in Omaheke Region, and Education Support Program at Head Office.

3.1.1.1.3 Palms for Life Fund Namibia

With the support of the Palms for Life Fund Namibia, a Development Partner with roots from the United States of America, a total 815 students from Marginalized Communities received scholarships to pursue studies at the Centre for Skills Development (COSDEC), starting with a Bridging Programme in English, Mathematics and Accounting. These students are registered at six COSDEC Centres i.e. Gobabis, Swakopmund, Tutureni/Rundu, Tsumeb, Otjiwarongo and Ondangwa.

Further, Palms for Life Fund constructed and completed 4 Early Childhood Centres in Tsumkwe and Farm Uitkoms (Otjozondjupa), litapa and Amarika (Omusati Region) which were inaugurated and handed over to the communities.

3.1.1.1.4 Livelihood Support Programme

- Access to National Documents and Social Safety Nets for Marginalized Communities Facilitated.

A total number of 4,096 persons from the Marginalized Communities have been identified and recorded for issuance of National documents, while a total of 99 persons were issued with National Documents. Table 14 is a breakdown of the figures per region

Table 14: Number of Marginalised Community members identified and recorded for ID

Region	No of people
Otjozondjupa	1252
Oshikoto	827
Kavango West	962
Omusati	439
Ohangwena	373
Kunene	80
Oshana	136

Furthermore, thirteen (13) children in Ohangwena Region were registered for Orphans and Vulnerable Children Grants.

- Special Feeding programme

A total of 29,004 households benefited from the Special Feeding Programme. A total amount of N\$57,059,176.15 was spent on the Special Feeding Programme, benefiting the above indicated number of households. In addition, an amount of N\$1,409,772.60 was committed for rental of warehouses to store food items, in the regions of Kavango East, Kunene, Ohangwena, Omaheke, Omusati, and Otjozondjupa respectively.

- Burial Services

A total of 369 burial services requests were approved, of which about 158 were children younger than 5 years old, representing 43% of deaths recorded. The 369 burial services support offered to the Marginalized Communities cost over N\$1,685,035.03 with Omaheke Region recorded high deaths of 137, followed by Otjozondjupa Region with 74 deaths. Table 15 states the number of burials recorded per Quarter during the Financial Year under review.

Table 15: Shows the number of burials per quarter and the corresponding expenditure

No.	Quarter	Number of Burials	Amount (N\$)
1	1 st Quarter	86	400,325.30
2	2 nd Quarter	89	424,220.00
3	3 rd Quarter	90	406,782.23
4	4 th Quarter	104	453,707.50
TOTAL		369	1,685,035.03

3.1.1.1.5 Income Generating Activities

Fencing material and equipment were procured to support the following community projects

- Kapereki San Community Project, Kavango West Region
- Olukula 1, Ohangwena Region
- Olukula 2, Ohangwena Region and
- Ohaijuua, Kunene Region

3.1.1.1.6 Land Re-Distribution

The Ministry carried out water infrastructure installations at Otjiuamapeta in Omaheke, Otjisepa and Okangejama in Otjozondjupa, Ohaijuua and Otjikojo in Kunene, Oondunda and Omalambo in Ohangwena, Farm Khausones in Oshikoto and Omega 3 in Zambezi Region at a total cost of N\$3,349,478.27.

Furthermore, Nam Geo – Drilling and Explorations was contracted for Drilling of boreholes at Farm Uitkoms in Otjozondjupa Region, and Otjiuamapeta and Omurambaua mbujombapa in Omaheke Region.

3.1.3 DIRECTORATE CHALLENGES

- Budgetary Constraints to meet the needs of Persons with disability specially to cater individual support.
- Minimum capacity on Coping mechanism of Individual or Personal Assistants who deal with Person with Severe Disabilities.
- Limited capacity of Organizations of Persons with Disabilities (OPDs) and Individual Person with Disabilities who run Livelihood Programme/Projects.
- Existence of Stigmatization of Persons with Disabilities.
- Unwillingness from Offices/Ministries/Agencies to implement their roles as per the National Disability Policy and other legal international instruments that pertains to disability.
- Attitudinal and physical barriers
- Limited budgetary allocations especially for land allocation and Special Feeding Programme, resulted in Marginalized Communities still living in the corridors
- No guiding policy/documents for most of the activities.
- Inadequate staff at National and Regional level to run programs.
- Limited fleet within the Ministry and Government Garages to attend to the needs of Marginalized Communities e.g., outreach programmes, food distribution, and transportation of learners.

3.5 DIRECTORATE: GENDER EQUALITY AND WOMEN EMPOWERMENT

3.5.1. INTRODUCTION

The Directorate Gender Equality and Women Empowerment ensures gender equality, equity, and empowerment of women, men, girls, and boys, through the dissemination of information, coordination and networking with stakeholders, mainstreaming of gender at all levels, and advocating for gender responsive policies and laws. The Directorate also conducts awareness campaigns against Gender-Based Violence (GBV) including Trafficking In Persons (TIP). During the 2022/23 FY, the following activities and achievements were realised.

3.5.2. MAIN ACTIVITIES UNDERTAKEN AND KEY ACHIEVEMENTS

3.5.2.1 National Gender Policy

The final review of the National Gender Policy 2010-2020 and the final revised National Gender Equality and Equity Policy (2023-2030) were validated on 06-08 February 2023. These documents were also presented at the National Gender Permanent Task Force as well as the High-Level Gender Advisory committee meetings for endorsement.

3.5.5.2 National Coordination Mechanism

Major components in the coordination mechanism for the effective implementation of the National Gender Policy convened their meetings these includes: The High-Level Gender Advisory Committee (GAC); National Gender Permanent Task Force (NGPTF); National Implementation clusters; and Regional Gender Permanent Task Force Clusters.

3.5.2.3 Gender Based Violence Campaigns

The campaign on Gender Based Violence (GBV) was intensified to ensure implementation of the recommendations from the 2nd National GBV Conference and the prioritised National Plan of Action on GBV 2019-2023.

On the margins of the 16 Days of Activism against Gender Based Violence, the Ministry, with key stakeholders hosted the National Men's Conference on Positive Masculinity under the theme ***“Galvanizing Positive Masculinity to end the scourge of violence in Namibia”***. The conference took place from the 22nd – 24th of November 2022, in Ongwediva, Oshana Region. The conference brought together more than 250 men from Oshana, Omusati and Ohangwena regions. These included men from Civil Society Organisations, Faith Based Organisations, men with disabilities, men in uniform, men from marginalised communities, traditional leaders, the youth, men from Non-Governmental Organisations.

Furthermore, Male engagement community awareness on GBV prevention and response conducted in all 14 regions.



Image 9: National Men's Conference 22-24 November 2022, Ongwediva, Oshana Region

Community members (youth, adults, women, men, boys, girls, traditional leaders, Gender Focal Persons, and church leaders) were also sensitized on basic legal literacy, gender issues, GBV prevention & response. The GBV materials were disseminated through Radios and other platforms. The Commemoration of International and National Days such as International Women's Day (8 March); 16 Days of Activism against GBV; World Day Against Trafficking in Persons, International Human Rights Day/ Namibia Women's Day were commemorated in all 14 regions reaching over 10,235 community members.



Image 10: Commemoration of International Women's Day, 8 March: Swakopmund, Erongo

Furthermore, 30 Institutions responsible for the prevention of GBV were trained on the use of the national GBV training Manual and National Male Engagement Manual. These institutions include Government institution, Women/men networks, GBV community networks, GBV volunteers, Community Health extension officers, and Lifeline, Women Action for Development, Tertiary Institutions, and Churches. More so, 79 Traditional Leaders countrywide has been trained using the National GBV Training Manual, while 189 Religious leaders have been trained using the National GBV Training Toolkit countrywide in collaboration with Council of Churches.

Furthermore, 3 Institutions of Higher Learning were sensitized on GBV among the youth. These institutions are NUST, IUM, and Lingua College.

3.5.2.4 Gender Responsive Budgeting

The Directorate with the support from UNDP developed the Gender Responsive Planning and Budgeting Curriculum for civil servants and an abridged version for Members of Parliament (MPs). This course is intended to provide Civil Servants and Members of Parliament with the requisite knowledge and practical skills for implementing Cabinet Decision No. 2nd/11.03.14/007, where all government Offices, Ministries and Agencies (O/M/As) ought to comply with Gender Responsive Budgeting (GRB) guidelines. The curriculum was approved by the Namibian Institute of Public Administration and Management (NIPAM) Training and Development Board.

In addition, 30 representatives from various Offices, Ministries and Agencies (O/M/As) and 20 Members of Parliament (MPs) were inducted on the Gender Responsive Planning and Budgeting Curriculum for Civil Servants and the abridged version for Members of Parliament.

Moreover, Gender Responsive analysis was conducted for the Ministry of Works and Transport; Ministry of Industrialisation, Trade and SME; Ministry of Health and Social Services; Ministry of Higher Education, Training and Innovation; Ministry of Education, Arts and Culture; Ministry of Mines and Energy.

The Ministry of Gender Equality, Poverty Eradication and Social Welfare under the leadership of the Minister, Hon. Doreen Sioka, together with key partners such as the National Planning Commission (NPC) and the Namibia Institute of Public Management (NIPAM) conducted a 3 days benchmarking visit to Rwanda from the 24th-26th of October 2022 on Gender Responsive Planning and Budgeting and Gender Based Violence. The main purpose of the Benchmarking Visit was to learn from Rwanda because Rwanda has known to be one of the best on Policies and practices on Gender Responsive Planning and Budgeting and Gender Based Violence in African and International.

3.5.2.5 International Commitments

- Submission of the Solemn Declaration on Gender Equality in Africa (SDGEA) Country report

The report of the Republic of Namibia on the implementation of the Solemn Declaration on Gender Equality in Africa (SDGEA) was finalised and submitted in May 2022.

- 67th Session of the Commission on the Status of Women (CSW)

The Namibian delegation led by the Hon. Minister, Hon. Doreen Sioka, participated in the 67th Session of the Commission on the Status of Women (CSW) at the United Nations Headquarters, in New York from the 07-17 March 2023 and as such took part in the negotiations that arrived at the agreed conclusions for the Commission. Namibia became a permanent member of the Commission in 2007 to date.



Image 10: Namibia delegation at the 67 session of the commission on the status of women

The event brought together high-level leaders from Governments, civil society organizations, youth, and UN agencies to reaffirm advancing gender equality in technology, and demonstrating how technology and innovation can provide transformative solutions to achieve gender equality and the empowerment of all women and girls. The 67th session was centered on the following themes:

Priority theme: “Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls”

Review theme: “Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls”.

3.5.2.6 Trafficking in Perso

The Ministry conducted a training of key service providers such as Social Workers and Community Liaison Officers on Basic TIP concepts, National Referral Mechanism and its Standard Operating Procedures and the Combating of Trafficking in Persons Act, 2018 (Act No.1 of 2018). The Ministry also finalised the national Trafficking in Persons Plan of Action 2023 – 2028.

3.5.2.7 Women in Politics

The Ministry conducted sensitisation workshop for women in politics and decision-making positions on the democratic processes including law making processes, gender related issues, GRB and GBV.

3.5. 3 DIRECTORATE CHALLENGES

- Increased GBV incidences
- Limited - availability of sex-disaggregated data
- Gender Equality still regarded as an add-on job by various sectors.
- Insufficient capacity on Gender Responsive Budgeting and gender mainstreaming among stakeholders
- ICT can perpetuate GBV and gender stereotype.
- The non-legislated quota of the 50% target risks regression after elections as political parties are not obliged by the National Electoral Act to field equal numbers of men and women as candidates.

3.6 DIRECTORATE OF POLICY, PLANNING AND RESEARCH

3.6.1 INTRODUCTION

The Directorate coordinates the planning and implementation of the Ministerial strategic planning, policy development and capital projects. Furthermore, the Directorate is responsible for conducting socio-economic research, review, monitoring & evaluation of ministerial programmes and projects. The following section present the key activities and achievements for the year.

3.6.2 MAIN ACTIVITIES UNDERTAKEN AND KEY ACHIEVEMENTS.

3.6.2.1 Integrated Beneficiaries Register

The Directorate coordinated the development and finalization of the Integrated Beneficiary Registry (IBR). The IBR aims to consolidate data across the social protection sector, by bringing together information on applicants and recipients of all social protection schemes. The IBR will be used to monitor the overall social protection system and it will also act as a data warehouse. The reasons for the development of the IBR is for the Ministry to be able to eliminate current challenges being experienced with validation of child grants, pension grants, and disability benefits data, and other social assistance programmes. These challenges occur because the legacy system does not have the ability to timelessly verify the eligibility and accuracy of individual's personal information.

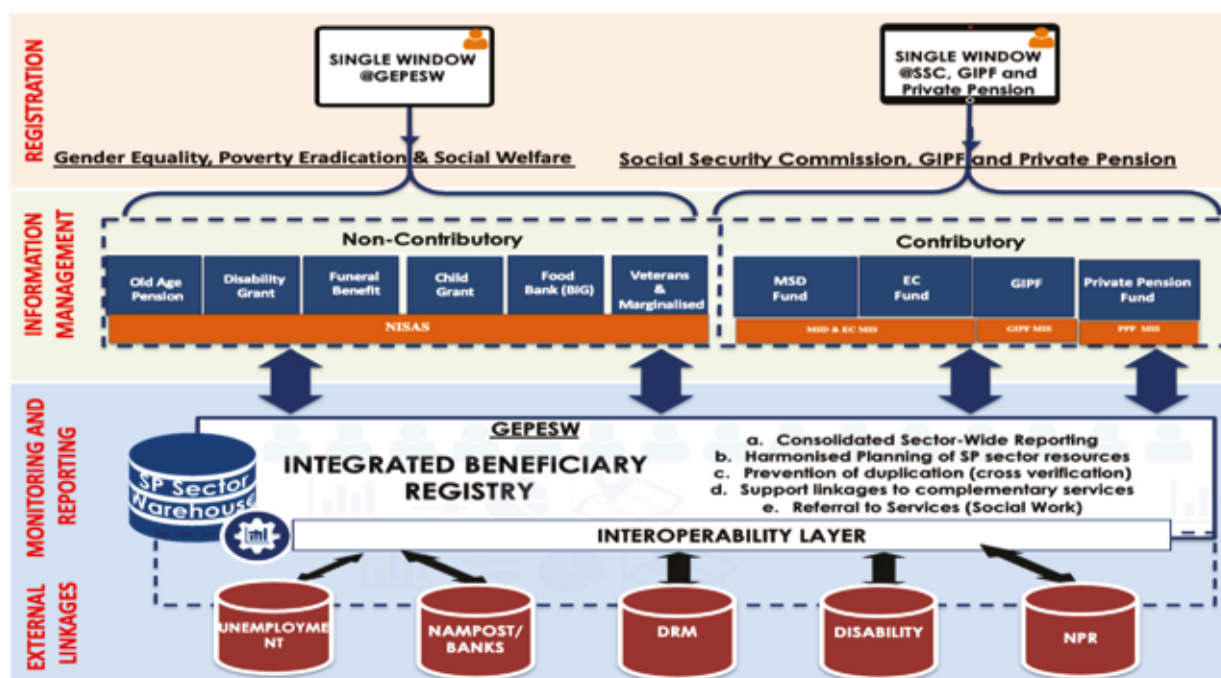


Image 11: IBR Context View

Furthermore, Quality Assurance as well as Operational and Technical Trainings were held with technical officials from key Ministries and reports were produced. The User Manuals for both private and public portals as well as data sharing protocols were developed.

3.6.2.2 Performance Management System Training

The directorate held regional trainings on Performance Management System (PMS) in all 14 regions. The training aimed to capacitate the regional staff members on PMS, as well as support the regional planning process and ensure the finalization of the Regional Annual Work Plan 2022/2023 fy and Individual Performance Agreements (PAs). the need for the training came after it was observed that regional offices' Annual plans had inconsistencies and errors and they were not standardized.

The trainings were attended by all regional and constituency staff across the 14 regions. The graph 9 below illustrates the total number of staff in the regions, and the total individual staff PAs submitted by regions.

Graph 9: Regional PAs developed

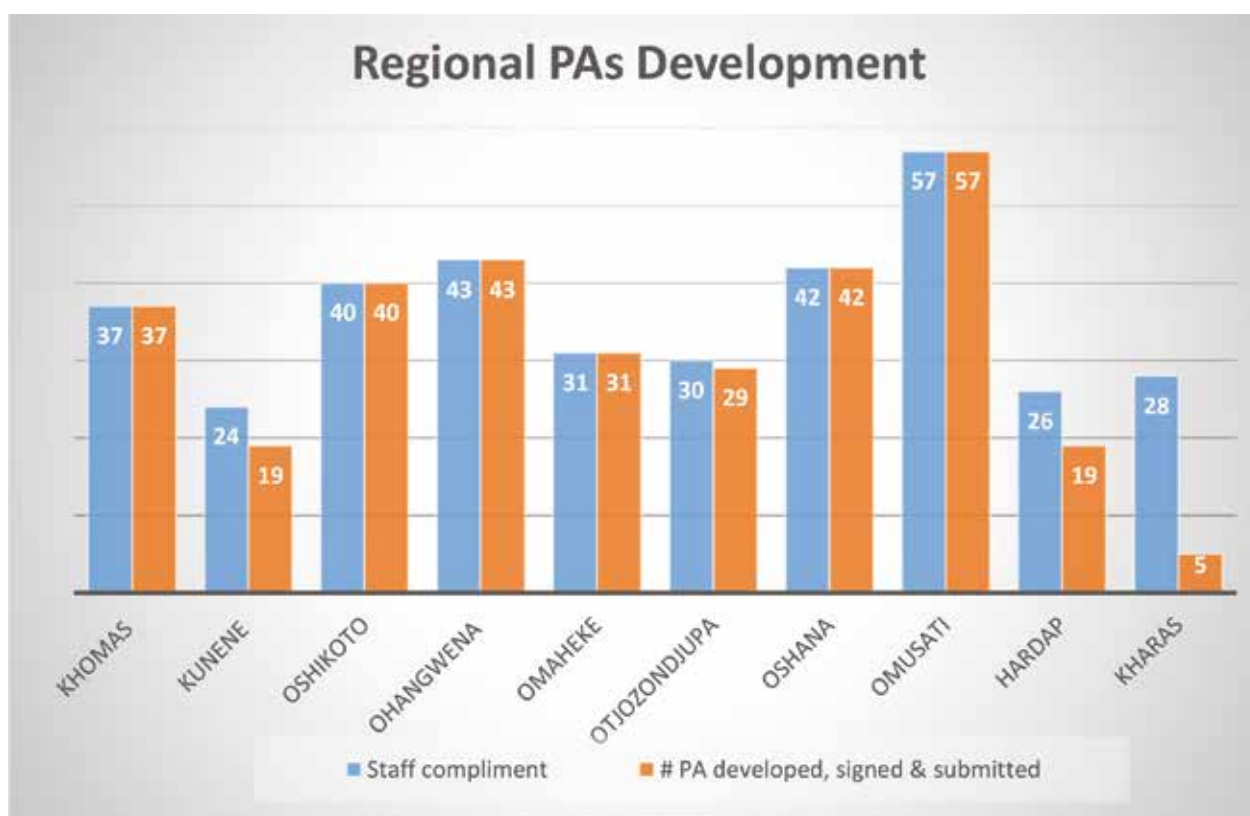




Image 12: PMS Session in Khomas Region

3.6.2.3 Social Protection Policy (SPP) Implementation

The Directorate developed the 1st SPP implementation report ever since its launch. The report covers the performance indicators implemented in the 2021/22 Financial Year (FY), and it also highlights challenges encountered in the execution of the targets by various O/M/As. Prior to the Report development, a validation workshop was held with the Implementation Plan Team and the National Core Team on Social Protection in November 2022 in Otjiwarongo.

3.6.2.4 Conditional Basic Income Grant Programme Document

The Directorate hosted a consultative workshop in July 2022, in Swakopmund, in efforts to develop a Programme document for the Conditional Basic Income Grant. As a result, the draft CBIG Project Document was developed with an associated work plan.

The CBIG Programme document programme document is an operational guideline developed to provide historical background, context and rationale for transitioning the Food Bank and Marginalised Special Feeding Programmes from in-kind programmes into a monthly cash transfer.

Lastly, it mainly sets out operational guidelines for implementing and operationalising the BIG. This document outlines a comprehensive plan for the Conditional Basic Income Grant Programme in Namibia, covering various critical aspects of the program's design, implementation, and management to address poverty and income inequality effectively.

The workshop was attendant by the CBIG Technical Working Group from the Ministry.

3.6.2.4 Capital Projects

- Community empowerment construction and renovation

The Directorate facilitated and completed the Construction Keetmanshoop Community Empowerment Centre phase 2. Construction includes; administration block, ablution facilities, guard house, parking, water connection, sewer, electrical services and internet services installation.

The project was executed at a tune of N\$8.4 million. The center will provide the community of Keetmanshoop and the surrounding areas with the necessary skills development training to enable them to participate in the country's socioeconomic development.



Image 13: Keetmanshoop CEC.

- Offices construction and renovation

During the reporting period, the Directorate facilitated the construction of Mburu-uru Office. The office aimed at bring about improve access to services delivery and strengthen social protection delivery in the region. The construction includes; new office block, guard house, boundary fence and elevated water tank as well as the provision electrical, Septic tanks and internet services. The project was constructed at a total of N\$ 5.9 million.



Image 14: Mbururu Office

3.6.3 DIRECTORATE CHALLENGES

- Low staff complement
- Insufficient budget
- Delays in getting inputs and feedback from the stakeholders both internal and external
- Lack of technical skills to monitor implementation of projects

3.7 DIRECTORATE OF ADMINISTRATION AND GENERAL SERVICES

3.7.1 INTRODUCTION

The Directorate of Administration and General Service (DAGS) is responsible for enhancing and enabling environment for a high-performance culture through effective Human Resources Management and Development, Financial Management, Information Technology, Procurement Management, Fleet Management and other Auxiliary and Advisory Services.

3.7.2 MAIN ACTIVITIES UNDERTAKEN AND KEY ACHIEVEMENTS

The Directorate carried out several outputs over the reviewed period. However, some outputs are worth accentuating in the strategic sphere. As pointed out hereunder.

3.7.2.1 Customer Service Charter

The Directorate facilitated the launching and institutionalization of the Customer Service Charter (CSC). The CSC sets the service standards and outlines the service promises towards service excellence.

3.7.2.2 Decentralised Functions

The Directorate facilitated the identification of functions of Disability Affairs and Marginalized Communities for decentralization. The recognized Trade Union (NAPWU) is a partner in the decentralization drive.

3.7.2.3 Budget Execution

The Directorate monitored and controlled the budget execution for the Ministry. The Ministerial budget execution rate was 99%.

4. PART FOUR: CONCLUSION

In the past year, the Ministry of Gender Equality, Poverty Eradication, and Social Welfare has made remarkable strides in the pursuit of the mission to create and promote an enabling environment and equal opportunities for sustainable socio-economic development for the well-being of our society's most vulnerable members.

The Ministry's efforts have yielded tangible results, with expanded social assistance grants coverage, improved community development and poverty eradication initiatives, and significant advancements in gender equality & women's empowerment interventions, child care protection services, disability affairs, and marginalized communities interventions.

These achievements are underpinned by the development and implementation of effective policies and frameworks, that are guiding our actions and ensuring that our strategies remain responsive to evolving needs. The accomplishments are a testament to the dedication of the Ministry's staff, the support of partners, and the collaboration of stakeholders

The collective effort has brought the Ministry thus far as the Ministry strives to create a society where gender equality, poverty eradication, and social welfare are not aspirations but lived realities.

The Ministry also acknowledges the persistent challenges it faces, such as resource constraints and evolving societal needs that demands ongoing dedication and innovation. However, the Ministry remains resolute in the commitment of addressing these challenges and building upon successes.

MINISTRY OF GENDER EQUALITY, POVERTY ERADICATION AND SOCIAL WELFARE

2111 Juvenis Building, Independence Avenue - P/Bag 13359 Windhoek, Namibia

Tel: +264 61 283 3111

E-mail: genderequality@mgepesw.gov.na - Website: www.mgepesw.gov.na

Facebook: [@MGEPESWNAMIBIA](https://www.facebook.com/MGEPESWNAMIBIA) - X: [@MGEPESW_Namibia](https://twitter.com/MGEPESW_Namibia)

Find us on YouTube