



A CALL TO ACTION!

**A Prioritised National Plan of Action on
Gender Based Violence
2019-2023
with
Monitoring and Evaluation Plan**

**Ministry of Gender Equality and Child Welfare
Republic of Namibia**



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Young women are survivors of intimate partner violence



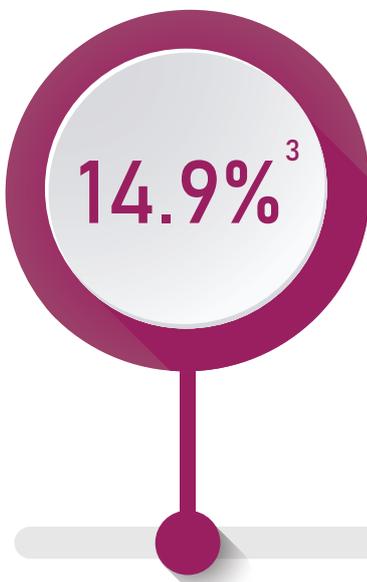
Of sexual and domestic violence survivors are women



Of perpetrators are men



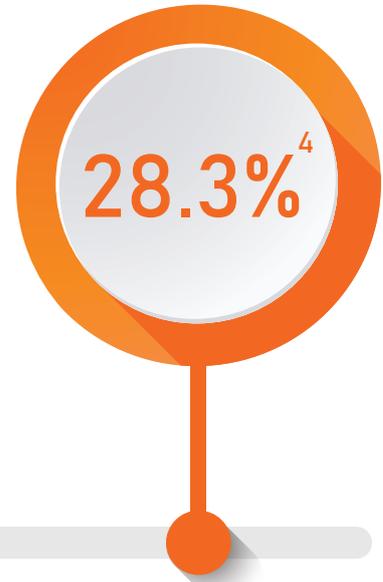
GBV at a Glance



Of survivors sought help from the police, 15% sought no help at all



Of young men agree that a husband is justified in beating his wife



Of young women agree that a husband is justified in beating his wife

¹ Namibia Demographic and Health Survey 2013, Windhoek: Ministry of Health and Social Services and ICF International, 2014.

Young women aged 20 -24 who have experienced physical or sexual violence in past 12 months from their husband or partner

² Seeking Safety: Domestic Violence in Namibia and the Combating of Domestic Violence Act 4 of 2003, Legal Assistance Centre, 2012

³ NDHS, 2013. All women aged 15 – 49 who reported having ever experienced any form of physical or sexual violence

⁴ NDHS, 2013. Men and women aged 15 -19

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The Ministry of Gender Equality and Child Welfare would like to thank the members of the GBV and Human Rights Cluster as well as the specially-convened Technical Committee for their guidance during the development of this Plan. In particular, the Ministry would like to thank the more than 250 stakeholders, service providers, community members, young men and women who have given their input during ‘expert’ interviews, key informant interviews and community consultations carried out in 5 regions.

Consultations were facilitated, and the Plan drafted by a team of Namibian consultants:
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Foreword

Gender Based Violence is a global phenomenon affecting most countries and Namibia is not an exception. However, Namibia as a democratic country, is built on the pillars of justice, rule of law and demonstrated its commitment to human rights and gender equity; as enshrined in our Constitution's Article 8(1) which states that "The dignity of all persons shall be inviolable," and Article 10 stipulates that "All persons shall be equal before the law," and that "No persons may be discriminated against on the grounds of sex, race, colour, ethnic origin, religion, creed or social or economic status".

Therefore, Gender Based Violence (GBV) is undesirable in our society as it regresses economic milestones achieved so far and it should be given priority attention by all stakeholders. Gender Based Violence is directed mostly towards women because of unequal power relations in most societies, and to some extent towards men. Women who are exposed to GBV spend hours seeking for either medical services or hiding from their assailants and not attending to their professions or household economy. Children are traumatised and do not perform well in school due to experiencing gender based violence in homes. GBV is robbing us of quality time at work and at homes and destabilises societies.

Gender Based Violence undermines women's health, dignity, security and their safety, and it must not remain shrouded in a culture of silence. Victims of violence can suffer sexual and reproductive health consequences, including forced and unwanted pregnancies, unsafe abortions, trauma, and sexually transmitted infections including HIV, physical injuries, and death. But all these can be avoided if we all act early enough.

The Government of the Republic of Namibia has taken steps to address Gender Based Violence which started with putting in place a legal framework to address GBV namely; the Constitution of the Republic of Namibia, Combating of Rape Act [No.8 of 2000], Domestic Violence Act [No. 4 of 2003], Married Persons Equality Act [No.1 of 1996], Labour Act (No 11 of 2007); Prevention of Organised Crime Act (No 29 of 2004); Child Care and Protection Act (No.3 of 2015), Combating of Trafficking in Persons No. 1 of 2018 and the National Gender Policy (2010-2020).

In addition; the Government ratified international, regional and sub-regional conventions and protocols; such as the United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW); Convention on the Rights of the Child (CRC), SADC Protocol on Gender and Development, 2030 Agenda for Sustainable Development, and this plan is aligned to the Southern African Development Community (SADC) Strategy in addressing GBV. The government has also established Gender Based Violence Protection Units and shelters as part of its services to the victims and survivors of gender based violence.

This Prioritised National Plan of Action on Gender Based Violence (2019-2023), accompanied by its robust monitoring and evaluation (M&E) framework, is focusing on addressing the complex nature of GBV by all stakeholders. Therefore, the Government of the Republic of Namibia is calling upon all stakeholders in Namibia to maximize synergies in order to stamp out GBV in our society by implementing this Prioritised National Plan of Action on Gender Based Violence (2019-2023).



Hon. Doreen Sioka
Minister of Gender Equality and Child Welfare

About this Plan

This five-year Plan calls all Namibians to renewed action in a multi-sectoral, prioritised, national effort against gender based violence (GBV). Drawing from lessons learned, best practice and the input of more than 250 people in 5 regions, this Plan focuses on actions which have emerged as the most urgent, the most achievable, as well as the most likely to have the greatest impact with limited resources. Wherever possible actions are aligned with existing stakeholder plans, commitments and funding, ensuring their do-ability. However, where such commitments and funding do not yet exist, advocacy and mobilisation actions are included as part of this Plan.

The Plan is based on a socio-ecological model and is designed to provide a ‘home’ for coordinated national action. The 4 Action Areas support either a long-term movement that targets root causes or short-term goals that will improve response systems and community safety in general to ensure that survivors and victims no longer feel unsafe or untrusting of protection structures.

This Plan seeks to put survivors first by making sure that the services they receive are empathetic and correct. The Plan also stimulates a culture of care and GBV-watch amongst families, communities and institutions and promotes early help-seeking to prevent or limit harm. It also seeks to take the long view on changing social norms by focusing on providing young people with the tools for developing healthy relationships and harnessing their energy to change the discourse amongst their peers. Finally, the Plan looks to address gaps in the law and in understanding of GBV and to ensure that sufficient resources are available to implement the Plan.

The accompanying monitoring and evaluation (M&E) framework outlines the overall contributions the Plan expects to make in reducing incidence and tolerance of GBV and improving help-seeking behaviour for victims and those at risk of GBV, as measured through the periodic Namibia Demographic and Health Survey (NDHS). The Framework further specifies what each actor is accountable for and indicators are simple and practical.

The Plan supports the Southern African Development Community (SADC) Strategy to address GBV, the 2030 Agenda for Sustainable Development, the UN Convention on the Elimination of Discrimination Against Women (CEDAW), the Convention on the Rights of the Child (CRC, 1990), the Protocol to the African Charter on Human and People’s Rights on the Rights of Women in Africa as well as the SADC Protocol on Gender and Development. The Plan aligns with Namibia’s National Development Plan (NDP) 5, the National Gender Policy and complements the National Agenda for Children. With trafficking in persons (TIP) recognised as a form of gender based violence and an area of increasing concern in Namibia, the Plan includes strategies to address this. The Plan also espouses the spirit of the Harambee Prosperity Plan in seeking to leave no-one behind and by paying special attention to vulnerable groups, particularly people living with disabilities and young people.

The Plan is complemented by a Training and Resource Kit for Gender Based Violence, which provides information, tools and tips to enable stakeholders to play their part in the Plan in a consistent manner.

This prioritized, practical Plan is designed to show success with immediate priorities and significant progress with long term objectives within 5 years. This call to action asks all stakeholders to renew their commitment in order to achieve these outcomes by 2023.



Ms Wilhencia Uiras
Permanent Secretary, Ministry of Gender Equality and Child Welfare

Abbreviations

AGYW	Adolescent girls and young women
AVP	Alternatives to Violence Programme
CBO	Community based organisation
CCPA	Child Care and Protection Act
CDC	Centre for Disease Control and Prevention
CID	Criminal Investigation Division
CLO	Community Liaison Officer
DREAMS	Determined, resilient, empowered, AIDS-free, mentored, safe
EU	European Union
GBV	Gender based violence
GBVPU	Gender based violence protection unit
GRB	Gender-responsive budgeting
GRN	Government of the Republic of Namibia
IOM	International Organisation of Migration
IPPR	Institute for Public Policy and Research
LAC	Legal Assistance Centre
LLCL	LifeLine/ChildLine
M&E	Monitoring and evaluation
MGECW	Ministry of Gender Equality and Child Welfare
MoEAC	Ministry of Education, Arts and Culture
MoHSS	Ministry of Health and Social Services
MoJ	Ministry of Justice
MOLIREC	Ministry of Labour, Industrial Relations and Employment Creation
MoSS	Ministry of Safety and Security
MSYNS	Ministry of Sport, Youth and National Service
NAMPOL	Namibian Police
NAM-WAYS	Namibian Wellness Adolescent and Youth Survey
NDHS	Namibia Demographic and Health Survey
NDP	National Development Plan
NGO	Non-governmental organisation
NHIES	Namibia Household Income and Expenditure Survey
NPOA	National Plan of Action
NRM	National Referral Mechanism
NSA	Namibia Statistics Agency
NUST	Namibia University of Science and Technology
OFL	Office of the First Lady
PEPFAR	President's Emergency Plan for AIDS Relief
SADC	Southern African Development Community
SOP	Standard Operating Procedures
SRHR	Sexual and reproductive health and rights
TIP	Trafficking in persons
UNAM	University of Namibia
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNODC	United Nations Office on Drugs and Crime
USAID	United States Agency for International Development
VOT	Victims of trafficking
WAD	Women's Action for Development

Gender Based Violence Landscape

The data highlighted in *GBV at a Glance*, is just the tip of a substantial iceberg and while it is true that the vast majority of victims of domestic and sexual violence are women and girls (86%), it is important to recognize that violence is an issue that touches all Namibians. The widespread acceptance of corporal punishment and the high levels of men-on-men violence are also manifestations of a society where violence is seen as normal behaviour.

The reasons for Namibia's inordinately high levels of GBV are complex to understand and challenging to tackle, based as they are on a traumatic past, conflict between tradition and modernity and entrenched social and gender norms, often exacerbated by poverty-related stress, family breakdown and alcohol consumption. The high incidence of intimate partner violence in Namibia can be linked to the widely held attitudes that domestic violence is acceptable and that often perpetrators get away with their crimes. Data shows that reporting levels in Namibia are low, reflecting the belief that domestic violence is a private matter and the lack of trust that survivors have in the services available to them⁵.

The Government of the Republic of Namibia (GRN) has, since Independence in 1990, demonstrated a commitment to human rights and gender equity. The Constitution itself enshrines these principles in Article 8(1) which states that "The dignity of all persons shall be inviolable," and Article 10 stipulates that "All persons shall be equal before the law," and that "No persons may be discriminated against on the grounds of sex, race, colour, ethnic origin, religion, creed or social or economic status". Vision 2030 recognises gender equality as an important cornerstone in national efforts to achieve sustainable development, and one of the desired outcomes for the National Development Plan 5 is empowering women and freeing them from gender-based-violence.

The first National Gender Policy was formulated in 1997 which demonstrated an early commitment to eradicating gender inequality. This Ministry of Gender Equality and Child Welfare (MGECW) has since set the tone for an accelerated response to GBV by adopting a National Gender policy 2010 - 2020 and National Plan of Action on GBV 2012-2016. In order to tackle GBV, specifically, GRN has responded proactively and progressively by adopting international protocols⁶ and by prioritizing the passing of important laws that specify GBV as a crime (the Combating of Rape Act no. 8 of 2000 and the Combating of Domestic Violence Act No. 4 of 2003)⁷.

Review of the National Plan of Action 2012-2016 and the current gender and GBV landscape⁸ further reveals that concerted effort by the Ministry of Gender Equality and Child Welfare together with its stakeholders and development partners has begun to pay some dividends in terms of improvements in the national response. However, incidence of GBV is not reducing and tolerance of GBV is still unacceptably high, indicating that GBV remains a national emergency.

⁵ According to the 2013 Demographic Health Survey, the most common sources of help for physical or sexual violence are family members, neighbors and friends (61%), with only 15% reporting to the police and 7% seeking medical support. 15% had never told anyone about the violence.

⁶ UN Convention on the Elimination of Discrimination Against Women (CEDAW); 2030 Agenda for Sustainable Development (Sustainable Development Goals), UN Convention on the Rights of the Child, UN Convention on the Rights of Person with Disabilities; Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa ; African Charter on the Rights and Welfare of the Child; Protocol to the Convention Against Transnational Organised Crime to Prevent, Suppress and Punish Trafficking in Persons; SADC Protocol on Gender and Development

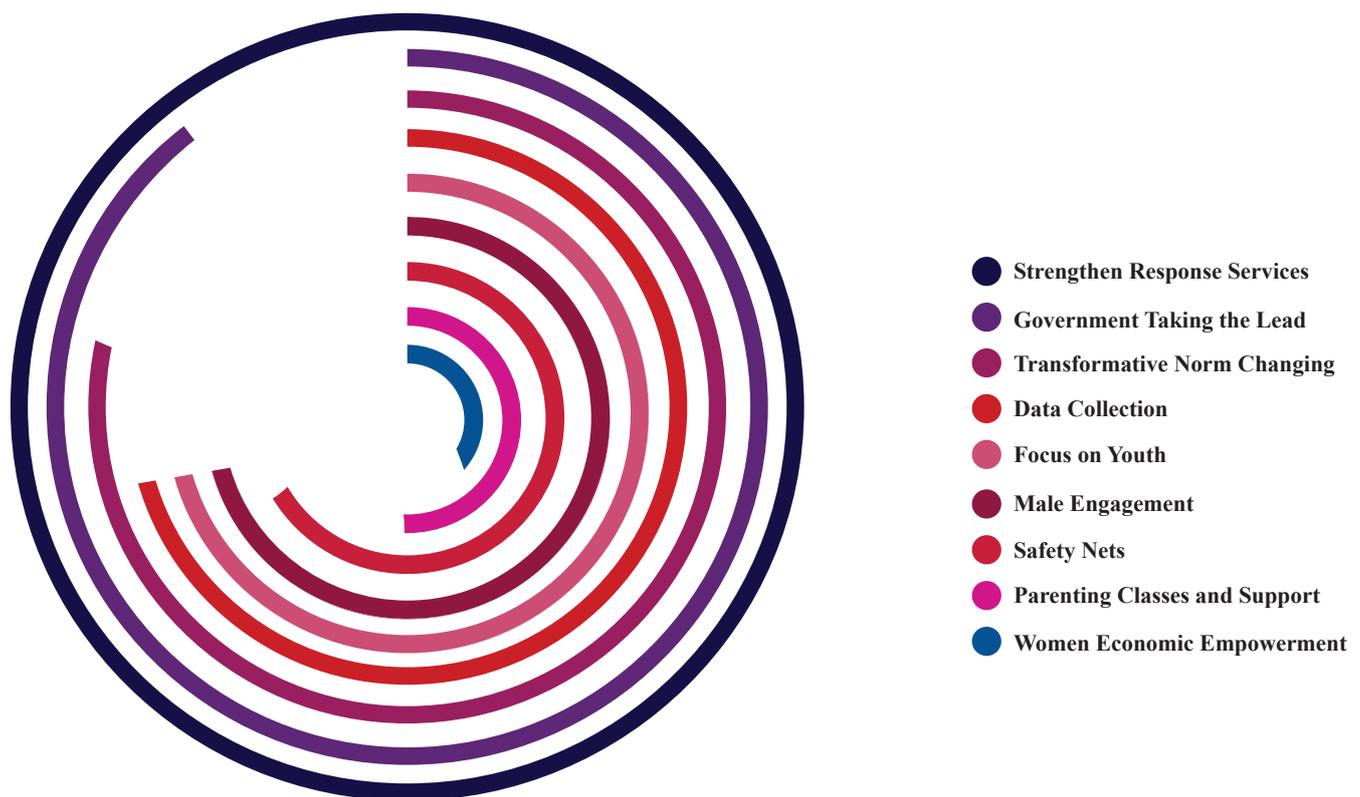
⁷ Other National Laws and Policies relevant to GBV: National Policy on Orphans and Vulnerable Children; Education Sector Policy for the Prevention and Management of Learner Pregnancy; Namibia's National Agenda for Children; Child Care and Protection Act 3 of 2015; Married Persons Equality Act 1 of 1996; Criminal Procedure Amendment Act 24 of 2003; Labour Act 11 of 2007

⁸ Report on the Review of the National Plan of Action on Gender Based Violence 2012-2016 & Recommendations for the National Plan of Action on Gender Based Violence 2019-2023, Ministry of Gender Equality and Child Welfare, July 2018

Development of the Plan

Lessons learned during the review of the National Plan of Action on GBV 2012-2016 revealed clear consensus amongst stakeholders on what they wanted from the new Plan. Primarily, stakeholders wanted to see a prioritised Plan, with concentration of efforts and scarce resources on the most critical areas and where impact is likely to be greatest. They also wanted to see a do-able Plan, which takes account of available resources and existing commitment. However, there was also a consensus that GBV is under-funded and respondents wanted space to advocate for resources to meet specific and urgent needs. Respondents further requested a robust monitoring framework and an accountable coordinating and reporting mechanism. Finally, stakeholders asked for a compelling and user-friendly Plan, where they can easily find their ‘home’.

Analysis of priorities mentioned by the more than 250 respondents during the review process guided the development of the Plan and resulted in the identification of 4 Action areas.



The Four Action Areas



These Action Areas have been designed to be mutually supportive, practically implementable and suited to available resources. They are strategic by design, as they focus on the areas that stakeholders and implementers have identified as priorities that can be realistically achieved and that will be the most impactful within the duration of the Plan.

While Namibia has a strong policy and legal framework for tackling GBV, some laws are outdated, and inconsistent implementation and enforcement of other laws and policies are failing those seeking recourse and safety. Therefore, within each Action Area, there are critical Legal Enabler items which focus on amendments and actions that are not only achievable within five years but will also make an important difference in realising overall goals. The leadership of Namibia's lawmakers will be instrumental in ensuring these improvements are achieved.

Within each Action Area there are also Communication Content suggestions for any stakeholder wanting to contribute to the communication goals of the National Plan. This element will ensure that all communication messages (e.g. campaigns and public dialogues) will share the same objectives, will reinforce each other and be more impactful.

Definition of Gender Based Violence

Drawing on the definition used in the National Gender Policy 2010-2020, Gender Based Violence is defined as a general term that captures all forms of violence perpetrated against an individual on the basis of their sex and is therefore understood to be violence caused by unequal power relations between men and women. GBV includes all acts which cause physical, sexual, psychological, emotional or economic harm, including the threat to take such acts.

For the purpose of the Plan, Action Area One (Survivors First) focuses on the most serious forms of gender-based violence and intimate partner violence, which include rape, attempted rape, physical domestic violence, sexual abuse, trafficking or the threat to perform any of these acts. Action Areas Two, Three and Four all assume the more general definition that includes all forms of violence.

People living with disabilities: a red thread

Despite scarcity of data, it is clear that people living with disabilities can be especially vulnerable to GBV and have specific needs in terms of prevention and response. Meeting these specific needs is the responsibility of all stakeholders and should be seen as a red thread throughout this Plan. Through the GBV and Human Rights Cluster the National Disability Council will act as technical advisor, watchdog and advocate to ensure that service providers are aware of and able to respond to the specific needs of people with disabilities. Wherever possible the National Disability Council will also take responsibility for ensuring that information and messages generated by stakeholders are distributed to their constituent organisations. While specialised versions, such as braille and sign language remain the gold standard, the Plan encourages stakeholders to utilize simple appropriate technology (e.g. voice notes for visually impaired, text messages for hearing impaired) where the gold standard is not available or affordable.

Action Area One

Survivors First: Getting the Response Basics Right

This action area prioritises care, protection and dignity for survivors. For the purposes of this action area the most serious forms of GBV and intimate partner violence are prioritised, which include rape, attempted rape, physical domestic violence, sexual abuse, trafficking or the threat to perform any of these acts.

First responders at essential service entry points (health facilities, police stations and GBV Protection units) will be equipped and enabled to provide services that are empathetic (non-judgmental, caring), correct (following agreed procedures) and inclusive (non-discriminatory, leaving no-one behind). First responders will also be given the opportunity to not only deepen their understanding of GBV but also to take care of their own wellbeing to enable empathetic service provision (which will mitigate secondary trauma incidences). Measures to be taken are designed to improve the congested response system that often sees survivors falling through the cracks or feeling unsafe. It will be important for implementers to ensure that the different standard operating procedures and referral mechanisms are complementary and provide seamless services to survivors and their families.

These priority action points put the safety and wellbeing of survivors first and, if implemented, survivors should feel that their dignity and rights have been protected and upheld. This strategic priority area will instill more public trust and confidence into the response system (legal, justice, social welfare and health).

Priority

One

First responders: providing empathetic, inclusive and correct care to GBV survivors and their families at first contact

Priority

Two

Sound structures: strengthening procedures and infrastructure for better service to survivors

Priority

Three

Trafficking in persons: amplifying recognition and response

Legal

Enablers

- Improve protection order system
- Regulations for Trafficking in Persons Act No.1 2018 finalised

Communication

Content

- What is GBV? Where do I go for which service?
- What are the warning signs for TIP? Where do I go for help?
- Understanding formal warnings and protection orders: How do I get one? How does it work?

Priority 1

First Responders: Providing Empathetic, Inclusive and Correct Care to Gbv Survivors and their Families at First Contact

Training for police, health care workers, social workers

- Train all police personnel working in Gender Based Violence Protection Units (GBVPU), Crime Investigation Division (CID), charge offices using the Ministry of Safety and Security (MoSS) Police Training Manuals (2017)
- Train clinical and administrative personnel in all health facilities using the Ministry of Health and Social Services (MoHSS) Clinical Handbook: Care for Survivors of Violence and Intimate Partner Violence (2017)
- Train all MGECW and MOHSS social workers on case management and integration of service provision using their Case Management Operations Manuals (MGECW, MoHSS 2017)

Recognition and care for first responders (debriefing, supervision)

- Train supervisors of first responders in supportive supervision using the Supportive Supervision Manual (MGECW 2017)
- Supervisors introduce individual supervision, team debriefing and peer-supervision sessions
- Teams institute simple low-cost, self-generated care and recognition strategies to support the mental and emotional resiliency of first responders. E.g. monthly recognition of excellent service, encouraging a culture of care

Priority 2

Sound Structures: Strengthening Procedures and Infrastructure for Better Service to Survivors

Correct filtering of cases, standard operating procedures (SOPs) for GBVPU, task-shifting for rape kit exams, victim-friendly court procedures, case management with case conferencing, operational shelters and community places of safety

- Namibian Police (NAMPOL) disseminates a directive identifying specific case categories which should be referred to the GBVPU
- MoSS finalises and stakeholders correctly implement National Guidelines on Integrated Services of GBV for GBVPU to improve integrated support to survivors of GBV
- MGECW finalises and stakeholders correctly implement Trafficking in Persons (TIP) Standard Operating Procedures and National Referral Mechanism (NRM) to improve support to victims of trafficking (VOT)
- MoHSS explores and pilots task-shifting of rape kit examinations to forensically trained nurses seconded to GBVPU
- Ministry of Justice (MOJ) structures correctly and consistently implement existing victim-friendly court procedures
- Through the Matrix, MGECW and MOHSS integrate social-worker support to GBVPU
- MGECW and MoHSS utilise their Case-management systems in GBV and TIP cases with a primary focus on integration of services through case-conferencing
- MGECW finalises SOPs for shelters
- MGECW establishes and implements mechanisms to subsidize and oversee community-based management of existing shelters as well as community-based places of safety, based on existing local best practice
- Wherever possible and applicable, increase staffing levels of service providers

Upgrading spaces to improve survivor and service provider wellbeing

- MoSS renovates and refurbishes GBVPU
- MGECW renovates and refurbishes shelters

Priority 3

Trafficking in Persons: Amplifying Recognition and Response

- Training manual for police and prosecutors in TIP completed
- First responders trained in TIP using the MoSS Manual (2018)
- Standard operating procedures and referral mechanism launched and supported by MOUs
- VOT supported by stakeholders through correct application of the flow chart for trafficking
- Community and NGO shelters upgraded

Legal Enablers

- MOJ improves timely issuing of protection orders (within 48 hours) and improves the speed and ratio of conversion of interim to final protection orders (within 30 days)
- Regulations for the Trafficking in Persons Act No.1 of 2018 finalised and implemented

Applicable Legislation:

- Combating of Rape Act 8 of 2000
- Combating of Domestic Violence Act 4 of 2003
- Child Care and Protection Act 3 of 2015
- Criminal Procedure Amendment Act 24 of 2003

Communications Content

- What is GBV? Where do I go for which service? (GBV Guide and regional directory of service providers)
- What are the warning signs for TIP? Where do I go for help?
- Understanding formal warnings and protection orders: How do I get one? How does it work?

Action Area Two

Safety Nets and Community Care: Primary Prevention Upgrade

This action area assembles priority action points that will strengthen primary prevention mechanisms and stimulate a GBV-watch culture. These action points are designed to build awareness around the GBV ‘basics’ (including where to go for what services, and how to ‘listen’ and spot GBV) at a household level and to stimulate an increase in disclosure and help-seeking amongst those experiencing or at risk of experiencing GBV (including those who may have experienced GBV in the past).

These actions will also increase the capacity of willing institutions such as Government and private sector workplaces, churches and traditional authorities as well as communities to ‘catch’ those who show signs of needing information or intervention before GBV cases (or potential cases) escalate and to provide leadership for positive norm-changing.

Actions which promote women economic empowerment will reduce financial insecurity amongst women and broaden their life choices.

The legal amendments found under this action area will help individuals who are dependent on abusive partners find ways to safety and autonomy.

It is also within this set of action points that those who have perpetrated, or individuals who were involved in a case that was withdrawn or never taken to official protection services can find support in ways that may prevent any potential or further harm. This action area will build an involved community that stands-up against violence and takes care of its members.

Priority

One

Strengthening Safety Nets

Priority

Two

Reaching every Namibian: Harnessing community networks

Legal

Enablers

- Amend Divorce Act
- Amend Maintenance Act
- Compulsory counselling for perpetrators

Communications

Content

- Popularise 5 basic competencies: Understand, spot, listen, act and refer
- Encourage and promote a stand-up culture: Join the GBV-Watch
- Help-seeking behaviour: Get help before it’s too late

Priority 1

Strengthening Safety Nets

GBV responsible institutions: Government and private sector workplaces, non-governmental organisations (NGOs), able to take basic steps to prevent and respond to GBV (including TIP) as part of national GBV-watch movement

- MGECW, Ministry of Labour, Industrial Relations and Employment Relations (MOLIREC) and other organisations with reach into the private sector, engage willing institutions to show leadership around GBV, including policies to prevent sexual harassment in the workplace and offering basic services which include empathetic listening, initial support and assisted referral
- These institutions train their staff using relevant material from the GBV Resource Kit. Where needed, Community Liaison Officers (CLO), NGOs and others to assist with training
- GBV responsible institutions are publicly identified as part of the GBV-Watch
- GBV responsible institutions institute sexual harassment policies and offer initial support and assisted referral to those experiencing or at risk of GBV as needed

Leadership for positive norm changing

- National and local government leaders trained and provide leadership for norm-changing through dialogue
- Traditional and community leaders trained and provide leadership for help-seeking for people experiencing or at risk of experiencing GBV, using the Training and Resource Kit on Gender Based Violence (MGECW, 2018) and the GBV guide
- Under the leadership of the Council of Churches in Namibia, religious leaders trained and provide leadership on building mutual respect, conflict resolution skills and avoiding violence within marriages, families and communities using the Training and Resource Kit on Gender Based Violence (MGECW, 2018) and the GBV guide

Psychosocial safety nets

- Through communications and GBV responsible institutions, those in need of psychosocial support services, including survivors and perpetrators, are directed to services available e.g. MoHSS social workers (survivors and perpetrators), MGECW social workers (for child cases), Correctional Services (perpetrators), private social workers, psychologists, local community based organisations (CBOs) and NGOs with counselling capacity, GBV Helpline 106
- Counselling sessions offered to survivors and perpetrators with onward referral, where needed

Male engagement: men who are allies, men and boys in general

- Identify institutions to lead the national effort in male-centered interventions around GBV and gender e.g. MoHSS, Correctional Services, NGOs and CBOs with male engagement expertise
- Institutions streamline and offer training to men who are allies and men and boys in general using the Training and Resource Kit on Gender Based Violence (MGECW, 2018) as a guiding document

Women empowerment: broadening choices

- MGECW and others provide women with entrepreneurship and skills training
- Women seeking GBV services referred to women economic empowerment programmes, where appropriate

Priority 2

Reaching every Namibian: Harnessing Community Networks

Identify, engage and equip existing community networks with reach to Namibian households to join the national GBV-watch movement

- MGECW, Ministry of Youth, Sport and National Service (MYSNS), and others identify and engage existing community networks such as Community Health Workers, CLOs, Ministry of Poverty Eradication Street Committees, neighbourhood watch volunteers as well as NGO community workers/volunteers. Networks equip their members to become part of the GBV network with 5 pieces of GBV competency: understand, spot, listen, act and refer using the GBV Resource Kit. CLOs can support with training, where needed.
- Networks connect their members with ‘GBV responsible Institutions’ and GBV service providers in their area
- Network members offer information and referral services to people in their community during the course of their work

Legal Enablers

- MOJ amends Divorce Act to ease conditions for divorce and reduce the number of people forced to stay in unhealthy relationships
- MOJ amends Maintenance Act to strengthen timely compliance with maintenance orders and reduce financial dependency that forces people to stay in unhealthy relationships
- MOJ investigates using court report/order system to institute compulsory attendance at rehabilitative counselling or training for those who have been served with protection orders, subjects of GBV cases that have been withdrawn

Communications Content

- Popularise 5 basic competencies: Understand, spot, listen, act and refer
- Encourage and promote a stand-up culture: Join the GBV-Watch
- Help-seeking behaviour: Get help before it’s too late

Action Area Three

Youth in the Lead: Transforming Gender Norms for Long Term Prevention

Upheaving and transforming deeply entrenched norms that fuel harmful attitudes and structures is a necessary prevention component to any successful action plan on GBV, as these norms are the root cause of GBV in Namibia.

Targeting transformative programming towards Namibian youth and children has the potential to have a much bigger impact than in any other group. The youth are still formulating their understandings and attitudes towards gender relations and will be much more inclined towards positive learning. These action points equip parents and schools with ways of bringing up 'non-violent' children that are able to build healthy relationships in all aspects of their lives. A further component of this strategy is to use the energy of the youth and arts sector to drive transformation; to challenge, question and disrupt the status quo of harmful gender norms and sexual norms around consent, perceptions of sex, and number of partners.

Priority

One

Raising non-violent, gender-sensitive children and adolescents: changing norms one generation at a time

Priority

Two

Harnessing the energy: giving young people space to accelerate change

Legal

Enablers

- Completion of the regulations for the Child Care and Protection Act
- Finalise and implement legislation to improve online safety

Communications

Content

- Challenge, question, transform: disrupting the status quo of harmful norms through collective action
- Culture of care
- Cultivating consent: What is consent? What would be crossing the line? How do I seek consent?

Priority 1

Raising Non-Violent, Gender-Sensitive Children and Adolescents: Changing Norms One Generation at a Time

Supporting parents with positive communication and discipline

- Under the leadership of the MoHSS and with MGECW, mobilise relevant institutions to provide positive parenting training using curricula referenced in the GBV Training and Resource Kit as well as adolescent girls and young women (AGYW) project-specific parenting curricula
- Train parents on positive communication, discipline and gender sensitivity

Providing children with safe and caring schools, as well as the gender competency and alternative conflict resolution skills for building healthy relationships

- Ministry of Education and Culture (MOEAC) provides a culture of care and non-violence through implementing the Healthy Schools and Safe Schools frameworks
- MOEAC and child/adolescent-focused NGOs provide counselling and psychosocial support services to learners
- MOEAC provides learners with gender transformative knowledge and tools through the comprehensive sexuality education (CSE) and Life Skills curricula
- MOEAC provides teachers (including early childhood education teachers) with ongoing support and capacity strengthening to teach the above curricula
- Under the leadership of MYSNS child/adolescent-focused NGOs provide counselling and psychosocial support to out of school children and youth

Providing young women with sexual and reproductive health and rights (SRHR) services, risk-reduction tools and support

- MSYNS, large-scale AGYW projects and youth-focused NGOs provide young women and men with SRHR, social support, violence prevention and post violence support services

Priority 2

Harnessing the Energy: giving young people space to accelerate change

Work with tertiary students in specific fields to become agents of change through public dialogue

- MGECW encourages tertiary institutions to set at least one public assignment or task per year, based on communications messages in the Plan, for students in the following fields: media, gender, law, social work, medicine, nursing, arts etc
- Through public dialogue/social media, students use the hashtag #EndGBVNamibia
- Existing peer educator mechanisms use the NPOA and GBV Training and Resource kit in their programmes

Engage with the arts sector on amplifying priority messages from the Plan

- MGECW, once per annum, calls together artists from multiple sectors to motivate them to create works amplifying priority messages from the Plan

Legal Enablers

- Completion of the Regulations for the Child Care and Protection Act (CCPA) and MGECW implements
- MOJ finalises and implements legislation for the improvement of online safety

Communications Content

- Challenge, question, transform: disrupting the status quo of harmful norms through collective action
- Culture of care
- Cultivating consent: What is consent? What would be crossing the line? How do I seek consent?

Action Area Four

Counting the Cost: Adequate Data, Adequate Funding

It is necessary to better understand the severity and nature of GBV in Namibia in order to see improved outcomes from national efforts. Without an adequate data system and up to date research it is challenging for implementers to design informed prevention and response programming.

With an adequate data system in place the ability to monitor and evaluate actions will become possible and, most importantly, the ability to measure incidences of GBV and therefore evaluate whether or not actions are working becomes possible. The availability of reliable data also makes fundraising advocacy more informed, which will have the knock-on effect of ensuring more focused budgets that will see the necessary resources reaching the right places.

Priority

One

Adequate data: quality data for action

Priority

Two

Adequate funding

Research

- Address gaps in understanding of the GBV landscape through research
- Include GBV modules in existing national surveys and data collection tools

Communications

Content

- Data Advocacy/ the importance of data (essential for effective programs, practice, and policy; fund raising, for measuring progress and impact)
- Communicating what the Data is telling us

Priority 1

Adequate Data: Quality Data for Action

Multi-sectoral collection, analysis and dissemination system

- With guidance from Namibia Statistics Agency (NSA) and in partnership with MoSS, MGECW implements a reporting mechanism suited to the data collection requirements of the NPOA
- With MoSS, MGECW coordinates exercise to standardize disaggregation of GBV data-collection
- Using Southern African Development Community (SADC) framework and tools as a guide, strengthen collection of disaggregated, high quality administrative data at essential service points through training and quality control
- MGECW collates data from multiple sources as indicated in the M&E framework
- MoHSS pilots the collection of disaggregated GBV data in the health information system (HIS) at clinic level with technical support available

Use of disaggregated GBV data (by sex, age, location, relationship with perpetrator, type of violence etc) to inform, monitor and evaluate actions

- MGECW shares and discusses the data at the GBV cluster for programming purposes
- Stakeholders set targets and monitor and evaluate the NPOA indicators

Priority 2

Adequate Funding

Evidence-based resource mobilisation for critical funding gaps

- MGECW to use evidence-based advocacy to mobilise funding for critical gaps (e.g. parenting, male engagement)
- Ministries to use the gender responsive budgeting (GRB) tool to ring-fence funding for GBV and set measurable targets
- GBV Protection Service to have dedicated budget line under the MoSS

Access to small grants for stakeholders

- MGECW to identify sources of small-grant funding to direct stakeholders to (e.g. PEPFAR small grants fund, Corporate Social Responsibility funds available through the private sector)
- Private Sector to allocate portions of CSR to GBV in annual budgets

Research

Address gaps in understanding of the GBV landscape (e.g. drivers and response) through research

- Research sub-committee of the GBV and Human Rights Cluster reviews recommendations from previous studies and recommends new areas, based on the NPOA 2012-2016 Review Report and other sources
- Research carried out by MGECW, University of Namibia (UNAM), Namibia University of Science and Technology (NUST) and leading non-governmental research institutions
- Conduct research into the national cost of GBV
- Improve understanding of the circumstances and needs of young people through the Namibian Wellness Adolescent and Youth Survey (NAM-WAYS)

Include GBV modules in existing national surveys and data collection tools

- MoHSS/NSA draft and institutionalise additional, adequately-disaggregated GBV-related questions/modules for national surveys; Demographic and Health Survey (DHS), Namibia Household Income and Expenditure Survey (NHIES) with available technical support

Communications Content

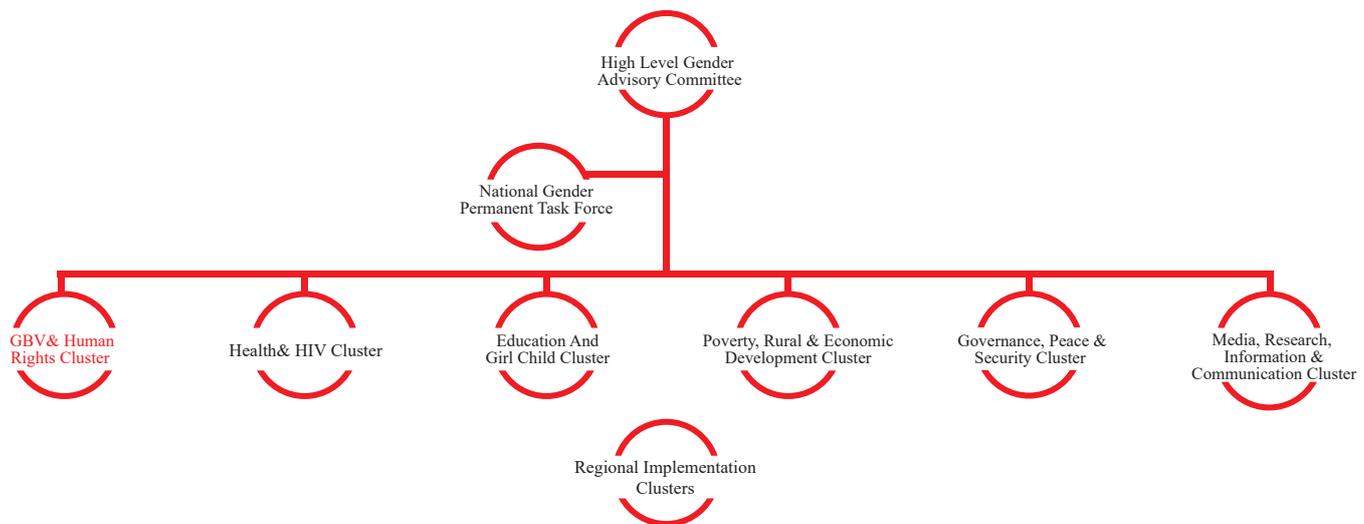
- Data Advocacy; the importance of data (essential for effective programs, practice, and policy; fund raising, for measuring progress and impact)
- Communicating what the Data is telling us

Monitoring, Evaluation And Reporting Plan

Background

In 2014, Cabinet approved the National Coordination Mechanism (Cabinet decision No. 4/08.04.14/003) to ensure effective implementation of the National Gender Policy across sectors.

The High Level Gender Advisory Committee (GAC) resorts under the Office of the Prime Minister and oversees six National Clusters as well as Regional Clusters. The GBV and Human Rights Cluster is led by the Ministry of Gender Equality and Child Welfare with membership from different institutions such as Government Ministries, NGOs, and Development Partners. The roles of the GBV and Human Rights Cluster include advising government and key stakeholders on the formulation of policies to address GBV in Namibia; ensuring implementation of strategies as set out in the National Plan of Action on GBV; and assessing and evaluating the status of prevention, response, research, coordination and monitoring of GBV interventions.



Purpose of the MER for the National Plan of Action on Gender Based Violence

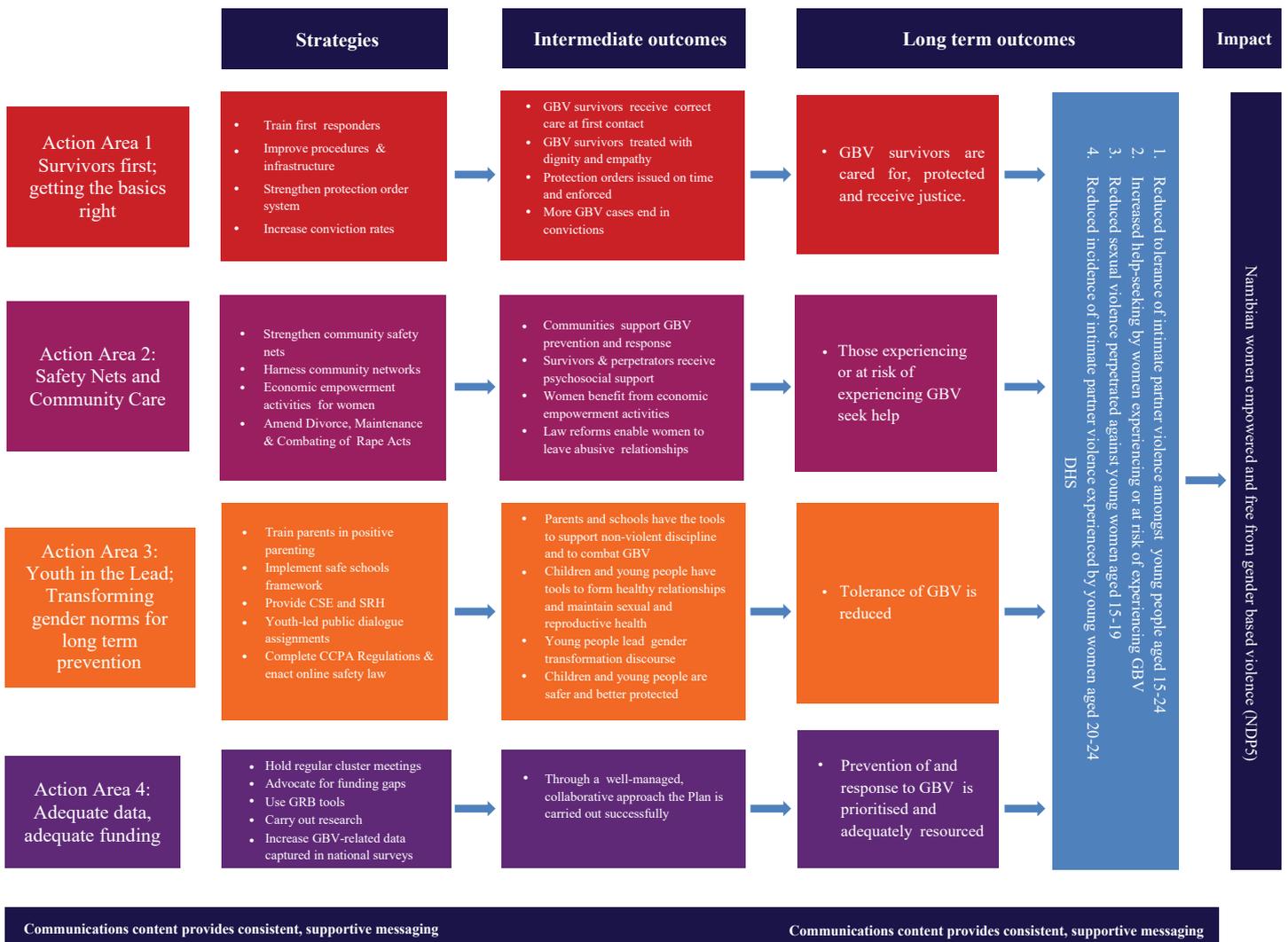
This monitoring, evaluation and reporting (MER) plan is the key tool for the Ministry of Gender Equality and Child Welfare and members of the GBV and Human Rights Cluster to monitor the progress of their individual and collective responsibilities and to evaluate the outcomes of the National Plan of Action on Gender Based Violence 2019-2023. Specifically,

- To enable MGEWCW, Cluster members and all stakeholders to manage the NPOA by following clear accountability structures, simple indicators and clear and specific targets
- To promote collective ownership and mutual accountability of all stakeholders for the success of the Plan
- To promote learning and evidence-based decision-making
- To provide evidence for advocacy and resource mobilisation
- To identify and analyse results, including unanticipated successes, challenges and bottlenecks, in order to guide programme improvement

Theory of Change

The NPOA theory of change is a representation of the plausible cause and effect linkages between action areas, strategies, intermediate outcomes, long term outcomes and desired impact.

If survivors of GBV are provided with correct and empathetic services, if communities are proactive in preventing and responding to GBV, if young people are given the tools for long-term gender transformation, if GBV prevention and response is adequately funded and data-driven, then GBV survivors will receive justice, those experiencing or at risk of GBV will seek support and tolerance and incidence of GBV will reduce.



Logical Framework

High-Level outcomes - The National Plan of Action on Gender Based Violence is expected to contribute to these four high level indicators, which will be measured through the Namibia Demographic and Health Survey at the beginning and end of the Plan

Outcome	Indicator	Baseline	Target	Data Source	Lead Agency and Partners/ Supporters	Reporting Frequency
			2022/2023			
Reduced tolerance of intimate partner violence amongst young people aged 15-24	% of young men and young women aged 15-19 and 20-24 who agree that a husband is justified in hitting or beating his wife for at least one specific reason	Young men aged 15-19, 29.5%, Young men aged 20-24, 23.6% Young women aged 15-19, 28.3% Young women aged 20-24, 27.1% NDHS 2013	Young men aged 15-19, 24% Young men aged 20-24, 20% Young women aged 15-19, 24% Young women aged 20-24, 23%	DHS	MoHSS, MGECW	Every 5 years
Increased help-seeking from sources other than/ in addition to family, friend or neighbour, by women experiencing or at risk of experiencing GBV	% of women 15-49, who have experienced physical or sexual violence and sought help from someone other than/in addition to family, friend or neighbour, such as a social work organisation, police, doctor/medical personnel or religious leader	Social work organisation, 5.3% Doctor/medical, 7.1% Police, 14.9% Religious leader, 0.7% Other, 20.4 NDHS, 2013	Social work organisation, 25% Doctor/medical, 30% Police, 50% Religious leaders, 15%	DHS	MoHSS, MGECW	Every 5 years
Reduced sexual violence perpetrated against young women aged 15-19	% of young women aged 15-19 who have experienced sexual violence in the 12 months preceding the survey	Young women aged 15-19, 4.5% NDH 2013	Young women aged 15-19, 2.0%	DHS	MoHSS, MGECW	Every 5 years
Reduced incidence of intimate partner violence experienced by young women aged 20-24	% of young women who have experienced physical or sexual violence in past 12 months from their husband or partner	Young women aged 20-24, 25.5% NDHS2013	Young women aged 20-24, 15%	DHS	MoHSS, MGECW	Every 5 years

Action Area 1: Survivors First: Getting the Basics Right

Outcome: GBV survivors are cared for, protected and receive justice

Outcome	Output	Indicator	Indicator Definition	Baseline	
Priority 1.1 First responders providing empathetic, inclusive and correct care to GBV survivors and Victims of Trafficking (VOT) at first contact	1.1.1 Strengthened capacity of first responders to provide care and support to GBV survivors and VOT	Number of police officers trained to provide GBV and TIP services	Number of police trained using the Police Training Manuals (2017)	50	
		Number of health workers trained to provide post GBV care	Number of health workers trained using the Clinical Handbook: Care for Survivors of Violence and Intimate Partner Violence (2017)	42	
		Number of social workers trained in case management	Number of social workers trained on case management and integration of service provision using Case Management Operations Manuals (MGECW, MoHSS 2017)	45 (MGECW) 0 (MoHSS)	
		Number of social workers trained to provide TIP services	Number of social workers in the Ministry of Gender Equality and Child Welfare, and Ministry of Health and Social Services trained on how to handle cases of VOT.	11	
	1.1.2 Increased availability and reach of GBV services	Number of health facilities that have at least one nurse who has been trained to identify, treat, care and refer cases of GBV and TIP	Number of health facilities that have at least one nurse who has the competencies to identify, treat (able to provide health and psychosocial services), care, and refer cases of GBV and TIP and has been trained on the Clinical Handbook: Care for Survivors of Violence and Intimate Partner Violence (2017)	13	
		Number of GBV cases reported to the police	Number of GBV cases reported to the police per annum	24 500	
Priority 1.2 Sound Structures: strengthening procedures and infrastructure for better service to survivors	1.2.1 Strengthened procedures and infrastructure for improved service provision to GBV survivors and VOT	Number of GBVPU's enforcing standard operating procedures	GBVPU's enforcing the established national guidelines for integrated services for GBV and VAC that guide a multi-disciplinary team of professionals (social workers, police officers, doctors, prosecutors) to provide integrated services to victims	0	
		Number of GBVPU's using NRM for TIP	GBVPU's enforcing the established national guidelines for the national referral mechanism for TIP	0	
		Number of forensically trained nurses providing rape kit services in the Khomas Region	Number of forensically trained nurses able to provide rape kit services to rape survivors in Khomas Region	8	
		Number of victim-friendly courts	Number of courts that are following victim friendly court procedures as stipulated. At least one victim friendly Magistrates Court in Rundu, Oshakati, Otjiwarongo, Gobabis and Keetmanshoop by 2023	1	
		Number of MoHSS Social Workers supporting GBVPU's	Number of social workers working at the GBVPU's on a full-time basis	4	
		# of GBV survivors provided with shelter	Number of GBV survivors provided with the basic needs and other required support while accommodated in shelters	63	
		# of victims of trafficking provided with shelter	The number of victims of trafficking provided with basic needs and other required support while accommodated in shelters	2	
		Number of GBVPU's renovated and/or refurbished	Total number of GBVPU's that have been renovated or refurbished as needed	0	
		Number of NGO places of safety renovated and/or refurbished and functional	Total number of NGO places of safety that have been renovated or refurbished as needed	0	
		Number of Government owned shelters renovated and/or refurbished and functional	Total number of Government owned shelters that are renovated and/refurbished as needed	0	

	Targets					Data Source	Lead Agency and Partners/ Supporters	Reporting Frequency
	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023			
	25	25	25	25	25	Annual Report	MoSS, UNICEF, IOM, UNODC, NGOs with relevant training and technical competency (e.g. ESDA/Friendly Haven, LifeLine/ChildLine, Legal Assistance Centre, Regain Trust)	Annual
	60	130	130	130	130	Annual Report	MoHSS, UNFPA, WHO	Annual
	MGECW 30, MoHSS 30	Attendance registers	MGECW, MoHSS	Annual				
	30	30	30	30	30	Attendance registers	MGECW	Annual
	4	6	7	8	10	Annual Report	MoHSS	Annual
	25 000	26 000	27 000	28 000	29 000	Annual Report	MoSS	Annual
	3	4	5	5		Programme report	MoSS, MGECW	Annual
	3	4	5	5		Programme report	MoSS, MGECW	
	0	2	2	2	2	Monthly and Annual Reports	MoHSS, CDC	Annual
	1	1	1	1	1	Annual Report	MoJ, Office of the Judiciary	Annual
	3	7	9	12	13	Annual Report	MoHSS (Social Welfare Division), MGECW (Child Welfare Directorate)	Annual
	75	100	120	150	200	CWD DHIS2 Database	MGECW, ESDA/Friendly Haven and other NGO providers	Annual
	5	10	15	20	25	CWD DHIS2 Database	MGECW, ESDA/Friendly Haven and other NGO providers	Annual
	1	2	3	2	2	Annual Report	MoSS, MoHSS, UNICEF, UNODC	Annual
						Annual Report	MGECW, IOM	Annual
						Annual Report	MGECW, UNICEF, IOM	Annual



Outcome	Output	Indicator	Indicator Definition	Baseline	
1.3 Legal Enablers	1.3.1 Strengthen legal framework for service provision to GBV survivors and VOT	An electronic system to track protection order applications is established .	A system is in place and in use to track the number of protection order applications that resulted in interim orders, interim orders that resulted in final orders, and the number of protection orders that involve allegations of breaches and case outcomes of alleged breaches, with dates for all outcomes.	N/A	
		Percentage of GBV cases withdrawn	Percentage of GBV cases, reported to the police, that were withdrawn	TBC	
		Percentage of GBV cases ending in conviction	Percentage of GBV cases that ended with convictions	TBC	
		Regulations for Trafficking in Persons Act No.1 of 2018 finalised and implemented	Regulations for the implementation of the Act are finalised and are being implemented as stipulated	N/A	
1.4 Communications Content	1.4.1 Consistent communication activities on GBV essential services	Number of communication activities implemented that are in line with the communication content of Action Area 1	Number of communication activities implemented that contribute to one or more of the following communications content areas: define GBV; where to go for different types of GBV services; how formal warnings and protection orders work and how to get them; warning signs for TIP and where to go for TIP services.	N/A	

	Targets					Data Source	Lead Agency and Partners/ Supporters	Reporting Frequency
	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023			
			system in place			Annual Report	Office of the Judiciary, OPG, LAC, Office of Ombudsman	Annual
						Annual Report	OPG, MoSS	Annual
						Annual Report	OPG	Annual
			Regulations in place and implemented			Annual Report	MoJ, IOM	Annual
						Quarterly Reports	MGECW, MICT	Quarterly

Action Area Two: Safety Nets and Community Care: Primary Prevention Upgrade

Outcome: Strengthened community capacity for care and prevention of GBV

Outcome	Output	Indicator	Indicator Definition	Baseline	
Priority 2.1 Strengthening Safety Nets	2.1.1 Increased capacity of community safety nets to prevent and respond to GBV/TIP	Number of GBV-responsible Institutions identified, trained and active	Number of GBV responsible institutions that are providing GBV prevention and response services after they have been identified and trained	0	
		Number of perpetrators who received psychosocial support and counseling	Number of perpetrators who are in need of psychosocial support and counselling and have received it. Data is segregated by sex, age, survivor and perpetrator	Correctional Services 67, LLCL 5	
		Number of GBV survivors who received psychosocial support and counseling	Number of GBV survivors who are in need of psychosocial support and counselling and have received it. Collected data is desegregated by sex, age, survivor, and perpetrator.	MGECW 1570, LLCL 195	
		Number of GBV and TIP cases handled by GBV-responsible Institutions	Number of GBV and TIP reported cases that are handled by GBV-responsible institutions	0	
	2.1.2 Enhanced capacity of church leaders, traditional leaders and national, regional and local government leaders that address GBV and change norms that perpetrate GBV	Number of traditional leaders promoting health seeking behaviours	Number of traditional leaders who have been trained on GBV laws and are promoting help seeking behaviours in their respective communities	392	
		Number of religious leaders implementing activities (promote, teach, and preach) aimed at preventing violence in marriage, families, and communities	Number of religious leaders who are trained and are promoting, teaching and preaching violence prevention and zero tolerance in marriage, families and communities in their respective church communities	0	
		Number of community networks that address gender-based violence using the five competencies	Number of networks that have trained its members using the GBV Resource Kit in the five competencies (understand, spot, listen, act and correctly refer) or other appropriate tool and have them integrated into their outreach services	0	
		Number of national, regional and local government leaders addressing harmful norms through dialogue	Number of leaders who lead dialogue or make speeches relating to GBV and harmful norms, based on the principles of the NPOA.	0	
	2.1.3 GBV perpetrators, those at risk of perpetrating, men and boys who are allies and men in general trained	Number of GBV perpetrators, those at risk of perpetrating, men and boys reached through training and other interventions aimed at preventing GBV	Number of GBV perpetrators, those at risk of perpetrating, men and boys who are trained and reached by activities aimed at preventing GBV	LLCL 276	
	2.1.4 Increased capacity for women participation in economic activities	Number of women supported through economic empowerment activities	Women supported with materials and equipment to establish and expand their individual or group economic activities	3999	
% of women involved in financial decision-making at household level		Number of women who jointly take decisions with their partners on the use of household income	55,20%		
2.2 Reaching every Namibian: Harnessing Community Networks	2.2.1 Strengthened community networks for GBV prevention and response	Number of trained community volunteers actively involved in GBV prevention and response	Number of community volunteers, who are members of existing networks, that are trained and are providing GBV prevention and response services on a monthly basis	0	
2.3 Legal Enablers	2.3.1 Strengthened legal framework to prevent GBV	a) Divorce Act amended, b) Maintenance Act amended c) Combating of Domestic Violence Act amended	a) The Divorce Act is amended to ease conditions for divorce, as recommended by LRDC b) the Maintenance Act is amended to strengthen timely compliance c) the Combating of Domestic Violence Act is amended to make provision for compulsory counselling for people served with protection orders	N/A	
2.4 Communications Content	2.4.1. Consistent communication activities that encourage community stand up and care culture	Number of communication activities implemented that are in line with the communication content of Action Area 2	Number of communication activities implemented that contribute to one or more of the following communications content areas: popularise 5 basic competencies (understand, spot, listen, act and refer); encourage a stand-up culture including by joining the GBV-Watch; getting help before it is too late.	N/A	

	Targets					Data Source	Lead Agency and Partners/ Supporters	Reporting Frequency
	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023			
	30	60	90	120	150	Monthly and Annual Reports	MGECW, OFL , MoLIREC, MRUD, and others. Training supported by MGECW and NGOs, where needed	Annual
	Correctional Services 110, LLCL 10.	Correctional services 110, LLCL 50	Monthly and Annual Reports	MoHSS, Correctional Services, LLCL (GBV and ChildHelpLine)	Annual			
	MGECW 700, RT 300, LLCL 250	MGECW 700, RT 300, LLCL 250	MGECW 700, RT 400, LLCL 250	MGECW 700, LLCL 250	MGECW 700, LLCL 250	Monthly and Annual Reports	MoHSS, MGECW, LLCL (GBV and Child-HelpLine), Regain Trust, Phillipi Trust, Womens Solidarity, DREAMS etc	Annual
	150	300	450	600	750	Monthly and Annual Reports	MGECW, GBV-responsible institutions	Annual
	0	40	80	120	160	Monthly and Annual Reports	MGECW, MRUD, Council of Traditional Leaders, Associations of Traditional Leaders. MGECW CLOs, Regain Trust and other NGOs support with training, where needed; UNFPA	Annual
	0	40	80	120	160	Monthly and Annual Reports	MGECW, Council of Churches. MGECW CLOs, Regain Trust and other NGOs, support with training, where needed; UNFPA	Annual
	5	8	10	12	15	Monthly and Annual Reports	MGECW, MoHSS (CHWs) Ministry of Poverty Eradication (Street Committees), OFL volunteers, DREAMS Project coordinators, Regain Trust GBV Survivor Groups, NGOs with community/ health volunteers & workers. Training supported by MGECW CLOs and NGOs, where needed	Annual
	20	40	60	80	100	Monthly and Annual Reports	Office of the Speaker of the National Assembly, Office of the Chairperson of the National Council, Parliamentary Standing Committee on Gender Equality, Social Development & Family Affairs, MGECW, MRLGH, UNFPA, Regain Trust, EU	Annual
	MoHSS 600, LLCL 180	MOHSS 1200, LLCL 180	MoHSS 1800, LLCL 180	MoHSS 2400, LLCL 180	MoHSS 3000, LLCL 180	Monthly and Annual Reports	MoHSS (Social Welfare Directorate), MoSS (Correctional Services), MoD, OFL , Men En-gage, WAD, AVP, MoSS	Annual
	1250	1875	2500	3125	3750	NDP5	MGECW, OFL, NGOs	Annual
				N/A	75%	DHS	MGECW, MoHSS	Every 5 years
	50	80	100	120	150	Monthly and Annual Reports	MGECW, MoHSS (CHWs) Ministry of Poverty Eradication (Street Committees), OFL volunteers, DREAMS Project coordinators, Regain Trust GBV Survivor groups, NGOs with community/ health volunteers & workers	Annual
		Maintenance Act		Divorce Act	Combating of Domestic Violence Act	Monthly and Annual Reports	MoJ, LRDC, Office of Ombudsman, NGOs with technical competence e.g. LAC, MGECW, MICT	Annual
						Quarterly Reports		Quarterly

Action Area 3: Youth in the Lead: Transforming Gender Norms for Long Term Prevention

Outcome: Tolerance of GBV is reduced

Outcome	Output	Indicator	Indicator Definition	Baseline	
Priority 3.1 Raising Non-Violent, Gender-Sensitive Children: Changing Norms one Generation at a Time	3.1.1 Parents are trained on positive communication, discipline and gender sensitivity	Number of parents trained on positive communication, discipline and gender-sensitive parenting	Number of parents that are trained on positive communication, discipline and gender-sensitive parenting	291	
	3.1.2 MoEAC implementing Healthy Schools and Safe Schools frameworks	Number of schools implementing Safety Plans	Number of schools implementing Safety Plans in line with the Ministry of Education, Arts and Culture's Healthy Schools and Safe Schools frameworks	0	
	3.1.3 Counselling manual for teachers revised and teachers trained by MoEAC	Number of teachers trained on revised counselling curriculum	Number of teachers trained in the revised counselling curriculum	0	
	3.1.4 Vulnerable adolescent girls and boys, and young women and men provided with SRHR services, risk reduction tools and support and post violence care	Number of AGYW and ABYM receiving SRHR and social support services	Number of adolescent girls and young women as well as adolescent boys and young men who are receiving SRHR and/or social support	0	
		Number of AGYW receiving post violence care	Number of adolescent girls and young women who receive post violence clinical and psychosocial care	0	
Priority 3.2 Harnessing the energy: giving young people space to accelerate change	3.2.1 Increased youth participation in GBV prevention	Number of tertiary institution departments (including Arts institutions) and other organisations initiating GBV dialogue assignments amplifying communication messages from the NPOA	Number of tertiary institutions and other organisations initiating dialogue based on NPOA communications priorities	0	
		Number of social media posts using #EndGBVNamibia	Number of posts on social media using #EndGBVNamibia	0	
3.3. Legal Enablers	3.3.1 Strengthened legal reform for non-tolerance of GBV	Electronic and Cybercrime Law enacted and enforced	Electronic and Cybercrime Law is enforced as stipulated	N/A	
		CCPA regulations finalised and implemented	CCPA regulations are implemented as stipulated and providing protection to children who are GBV survivors	N/A	
3.4 Communications Content	3.4.1 Consistent communication activities that encourages norm transformation	Number of communication activities implemented in line with the communication content of Action Area 3	Number of communication activities implemented that contribute to one or more of the following communications content areas: challenging, questioning, transforming and disrupting the status quo of harmful norms through collective action; a culture of care; what is consent? what would be crossing the line? How do I seek consent?	N/A	

	Targets					Data Source	Lead Agency and Partners/ Supporters	Reporting Frequency
	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023			
	MoHSS 60 LLCL 429, Itech 500	MoHSS 60 LLCL 429, Itech 500	MoHSS 60 LLCL 429	MoHSS 90 LLCL 429	MoHSS 120 LLCL 429	Monthly and Annual Reports	MOHSS, MGECW, I-TECH/Project Hope Namibia (DREAMS), Regain Trust, LLCL etc	Annual
	0	200	200	200	200	Annual Reports	MOEAC, UNICEF	Annual
	0	500	500	500	500	Annual Reports	MOEAC, UNICEF	Annual
	32 000	47 000	25 000	25 000	25 000	Monthly and Annual Reports	MoHSS, I-TECH/Project Hope Namibia (DREAMS), Regain Trust, etc.	Annual
	838	840	440	440	440	Monthly and Annual Reports	MoHSS, I-TECH/Project Hope Namibia (DREAMS)	Annual
	2	4	6	8	10	Monthly and Annual Reports	MGECW (Directorate Gender), MoD, UNAM, UNAM Action Research Team, NUST, FES, Regain Trust, GIZ ARTS entities	Annual
	250	500	750	1000	1500	Monthly and Annual Reports	MGECW, with UNAM, NUST, ARTS entities	Annual
			Online safety law enacted		Online safety law enforced	Monthly and Annual Reports	MoJ, MoSS, LAC, UNICEF	Annual
		CCPA regulations implemented				Annual Reports	MoJ, MGECW, LAC	Annual
						Quarterly Reports	MGECW, MICT	Quarterly

Action Area 4: Counting the Cost: Adequate Data, Adequate Funding

Outcome: Prevention of and response to GBV is prioritised and adequately resourced

Outcome	Output	Indicator	Indicator Definition	Baseline	
4.1 Coordination	4.1.1 Increased participation of stakeholders in National GBV prevention and response	Number of functioning GBV clusters at National, Regional and Local levels	Number of functioning National and Regional level GBV Clusters that are meeting at least once a quarter and have records thereof	1	
		Number of quarterly coordination meetings on NPOA implementation held	Number of quarterly meetings held on the NPOA implementation by the national GBV Cluster	N/A	
		Adequately disaggregated data on GBV from stakeholders at local, regional and national levels collected, analysed and made available	The type of GBV offence, relationship of GBV survivor to perpetrator, location of offence, sex of survivor and perpetrator, and age of survivor and perpetrator	N/A	
		Number of stakeholders sharing NPOA progress data	Number of stakeholders who are providing data and related information to the MGECSW on the implementation of their respective interventions on NPOA	0	
		Number of clinics collecting GBV data on HIS in pilot sites	Number of clinics which are collecting disaggregated data on GBV in HIS at pilot sites	0	
4.2 Adequate Funding	4.2.1 Adequate funding for NPOA implementation	% of identified funding gap filled	Percentage of funding mobilized for the identified funding gap in the NPOA	N/A	
		Number of Offices, Ministries and Agencies with gender-responsive budgets	Number of Ministries, Agencies and Offices with budgeted initiatives to reduce inequalities between genders	10	
		MoSS has a dedicated budget for GBV Services	MoSS has a dedicated budget vote on GBV services	N/A	
4.3 Research Gaps Addressed	4.3.1 Available data and evidence for GBV programming	Completed research studies on: a) Namibia Wellness Adolescent and Youth Survey (NAM-WAYS) b) Cost of GBV Study c) Child Marriage Study	Studies completed : a) Namibia Wellness Adolescent and Youth Survey (NAM-WAYS) b) Cost of GBV Study c) Child Marriage Study	0	
		Increase in GBV-related data collected through national surveys	National surveys such as Demographic Health Survey and Namibia Household Income and Expenditure Survey have additional questions or modules on GBV	N/A	
4.4 Communications Content	4.4.1 Consistent communication activities on data advocacy	Number of communication activities implemented that are in line with the communication content of Action Area 4	Number of communication activities implemented that contribute to one or more of the following communications content areas: the importance of data for effective programming, practice, and policy formulation; fundraising; measuring progress and impact; interpretation of available data.	N/A	

	Targets					Data Source	Lead Agency and Partners/ Supporters	Reporting Frequency
	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023			
	6	12	14	14	14	Quarterly Reports	MGECW	Quarterly
	4	4	4	4	4	Quarterly Reports	MGECW	Quarterly
		Standardised disaggregation in place				Quarterly Reports	MoSS, MGECW, all stakeholders	Quarterly
	All GBV Cluster Members					Quarterly Reports	MGECW, All GBV Cluster Members	Quarterly
			3	3	3	Quarterly Reports	MoHSS, MGECW	Quarterly
	70%	80%	90%	100%	100%	Annual Reports	MGECW	Annual
	9	12	15	18	21	Annual Reports	MoF, MGECW	Annual
			Dedicated budget in place			Annual Report	MoSS	Annual
	Child Marriage Study, NAM-WAYS survey		Cost of GBV Study			Annual Reports	MGECW, GF, Regain Trust	Annual
	DHS				DHS	DHS Report	MoHSS, NSA	Every 5 years
					Quarterly Reports		MGECW, MICT	Quarterly

Coordination

In order for the National Plan of Action 2019-2023 to be implemented effectively there is a need to clearly outline the institutional arrangements. As a multi-sectoral coordination mechanism, the GBV and Human Rights Cluster, under the leadership of the Ministry of Gender Equality and Child Welfare, facilitates implementation of the Plan in a coordinated way to maximise impact, effectiveness and coherence. Facilitation objectives include strengthening existing partnerships and creating new ones, identifying funding gaps as well as external sources of funding that relevant stakeholders can tap into and ensuring that all communication messages (e.g. campaigns and public dialogues) are aligned with the Plan and share the same objectives. Meetings of the National Cluster will be held on at least a quarterly basis, with additional meetings, as needed. Meetings will be content driven and task oriented. Communication mechanisms between the Regional level and National level clusters will be strengthened to facilitate vertical input and feedback.

Monitoring

The implementation of the National Plan of Action is not the responsibility of the Ministry of Gender Equality and Child Welfare alone, but will depend on a wide partnership of different stakeholders. However, the overall responsibility for coordination of the monitoring and reporting on key activities of the NPOA lies with the Ministry of Gender Equality and Child Welfare.

Monitoring is required to track the implementation of the 2019-2023 National Plan of Action on GBV in terms of progress and achievement of expected outcomes and impact. Using a monitoring tool, MGECW will coordinate the monitoring of the NPOA's indicators through the Cluster, in order to inform ongoing decision-making and implementation. It will be important to revise targets and add/change indicators in response to changes in the GBV and gender landscape during the life of the Plan.

Evaluation

The MER Plan also enables the tracking of changes over time by focusing on outcomes and impact. Collected every 5 years and coinciding with the life of the Plan, the Demographic and Health Survey data provides current baselines and longitudinal information on trends which the Plan seeks to address. The Plan will focus, in particular, on achieving progress in reducing tolerance of intimate partner violence amongst young men and women, improving appropriate help-seeking behaviour for those experiencing or at risk of experiencing GBV, reducing incidence of sexual violence experienced by young women aged 15-19 as well as incidence of intimate partner violence experienced by young women aged 20-24.

Progress in these areas will, in turn, make significant contributions towards achievement of the NDP5 Goal 'Namibian women are empowered and free from GBV'. Furthermore, indicators in the Plan will assist with reporting against international protocols to which Namibia is signatory, most notably the SADC Regional GBV Strategy and Framework for Action 2019-2030 as well as Sustainable Development Goal #5.

Evaluation processes will also generate learning about the relative success of different strategies and activities performed over time.

In order to measure progress made at outcome and impact levels, a mid-term evaluation will be done in 2021. The mid-term evaluation will assess whether the interventions being implemented are effective and will lead to the achievement of expected outcomes. The mid-term evaluation will document lessons learnt, among others, that will be applied to ensure that implementation of NPOA is on track. The impact evaluation will take place within three months after the end of the 2019-2023 NPOA, and will assess whether the Plan has achieved intended goals.

Reporting

A clear reporting mechanism will enable the collection of data and the identification, analysis and communication of results. Under the leadership of MGECW, the GBV and Human Rights Cluster is responsible for setting up and implementing a robust reporting mechanism for the 2019 - 2023 Plan.

Each stakeholder identified as responsible for the implementation of key actions under the National Plan of Action will be required to report on the implementation of their respective activities under the NPOA on a quarterly basis, using a monitoring tool developed by the Ministry of Gender Equality and Child Welfare and approved by the Cluster. The Directorate: Gender Equality and Research will then collate all stakeholders' reports and table them for discussion and review at the GBV and Human Rights Cluster on a quarterly basis, in order to inform ongoing implementation of the NPOA.

The Chairperson of the GBV and Human Rights Cluster will submit reports on the implementation of the NPOA to the National Gender Permanent Task Force on a biannual basis, while an annual report on the implementation of the NPOA will be submitted to the High-Level Gender Advisory Committee, which is the highest body responsible for overseeing the implementation of the National Gender Policy.

The GBV Guide

Where To Go For What In Namibia

What has happened? What do you need?	Where to go	What you need to know What to expect
Rape, attempted rape (adult)	Nearest GBV Protection unit (office hours) Nearest police station or hospital/clinic (after hours)	Seek help as soon as possible To preserve evidence, do not shower or change clothing before reporting You will be medically examined by a doctor or nurse The Police will open a case You should be supported by a social worker throughout If you are not safe at home, you may be offered a place of safety
Child rape, attempted rape, sexual abuse	Nearest GBV Protection unit (office hours) Nearest police station or hospital (after hours)	As for adults above A social worker from the Ministry of Gender Equality and Child Welfare will offer initial and ongoing psychosocial support. If the child is not safe at home, the child may be removed for alternative care. A court order may be issued for other provisions to protect and support the child.
Physical domestic or intimate partner violence - grievous bodily harm, assault, sexual assault, sexual abuse	Nearest police station If you require urgent medical attention, go to a hospital or clinic first	You will be referred to a GBV Protection Unit after a case has been opened
Child neglect, abuse and other child protection cases	Nearest Ministry of Gender Equality and Child Welfare Social Worker	A social worker will investigate and manage your case, offer support and refer for other services, as needed. If the child is not safe at home, the child may be removed for alternative care.
Homicide, including in a domestic or intimate partner relationship	Nearest police station	Homicide is not dealt with at GBV Protection units
Grievous bodily harm, assault outside a domestic or intimate partner relationship	Nearest police station	These cases are not dealt with at a GBV Protection Unit
Offences committed in a domestic setting, but which are not GBV-related (e.g. theft, fraud)	Nearest police station	These cases are not dealt with at a GBV Protection Unit
Requiring safety or protection: Experiencing or in fear of experiencing domestic, intimate partner violence or sexual abuse	Nearest Magistrate's Court for a protection order Nearest GBV Protection Unit for a place of safety	You will have to fill in a form and produce an affidavit giving your reasons for needing protection. You should be issued with an interim protection order within 3 days If your situation warrants it, you may be placed in a shelter or place of safety
Adults requiring professional counselling: Experiencing 'red flags' for violence in a domestic or intimate partner relationship Experiencing other forms of GBV (emotional, financial etc.) Feeling 'stuck' in an abusive relationship You are perpetrating or at risk of perpetrating GBV yourself	Nearest Ministry of Health Social and Social Services Social Worker A private psychologist (for those with private medical aid) NGOs, e.g. LifeLine/ChildLine, Phillipi Trust, Regain Trust, Women's Solidarity Phone the GBV HelpLine, 106, toll free (8am-10pm)	You can expect to receive counselling for yourself and, where appropriate, couple or family counselling. Where needed, you will be referred for other services

<p>Children (18 years and under) requiring professional counselling and support</p>	<p>Nearest MGECW Social Worker School Counsellors or Life Skills Teachers Private psychologists (for those with medical aid) NGOs e.g. LifeLine/ChildLine, Phillippi Trust, Regain Trust Phone or sms the 116 Child HelpLine, toll free (8am-10pm)</p>	<p>You can expect to receive individual counselling, with family counselling where appropriate. Where needed, onward referral to other services will be offered.</p>
<p>Requiring Initial safety net support and referral: You have concerns about GBV and need initial support and advice</p>	<p>Your nearest 'GBV-responsible' institution Phone 106 GBV Helpline</p>	<p>Certain churches, NGO's, workplaces, traditional authorities offer 'safety net' services - knowing the law, how to listen and to offer initial support and assisted referral for services</p>
<p>Requiring information and support You need information on GBV and/or GBV services</p>	<p>Your nearest Community Health Worker or other community workers who are part of the GBV-watch network Phone 106 GBV Helpline</p>	<p>Community Health Workers (Health Extension Workers) and certain other community-based workers have been trained to listen, offer basic information and referral for services</p>

