

**Gender Equality and Women's Empowerment in Development  
EU Plan of Action 2010-2015**

**LIST OF ACTIONS FOR FIELD LEVEL: NAMIBIA August 2012-May 2013**

Specific Objective	Actions	Indicators	Activities implemented at Country level
<p><b>1. Strengthen the lead role of the EU in promoting GEWE in development</b></p>	<p>A.1.1 Ensure High-level political commitment and follow-up of the Action Plan through a transparent accountability mechanism</p>	<p>I.1.1. An update on the progress of the Action Plan will be provided once a year.</p> <p><i>Every year starting in 2011</i></p>	<ul style="list-style-type: none"> <li>▪ The plan was presented to HoCs for their inputs and final approval but no systematic feedback on the plan was received during the reporting year.</li> <li>▪ The EU gender sector working group composed of the EU Delegation as the lead and Spain and Finland as its associates, have decided for the period 2013/2014 to <b>draft a 6 months report</b> to be discussed at HoMs and HoCs levels in order to steer and stimulate a wider debate around the EU Gender Action plan.</li> </ul>
<p><b>3. Place gender equality issues systematically on the agenda of dialogue with partner countries</b></p>	<p>A.1.3 Define EU lead donors at partner country-level on gender equality for a given period.</p> <p>A.3.2 Establish specific mechanisms that ensure that gender issues are dealt with in the political and policy dialogue with partner countries</p>	<p>I.3.1 An EU donor is appointed as gender lead donor in each partner country for the period 2010-2015 and 3 Member States are associated to joint work on gender (functions of lead donor to be determined case-by-case).</p> <p><i>In 2010</i></p> <p>I.3.2.1 By 2013, 50% of agendas for local political dialogue with partner countries shall include gender equality as a topic.</p> <p><i>Starting in 2011</i></p>	<ul style="list-style-type: none"> <li>▪ The EU has continued throughout the year playing its role of Gender lead donor with Spain and Finland playing an active role as associates.</li> <li>▪ The functions performed by the EU in close coordination with the associates have remained consistent with the ones agreed upon the past year. Technical and political follow-up to the recommendations of the gender workshop held in August 2012 has been added to the functions.</li> <li>▪ Fulfilling the agreed functions has been shared between the EU Del and Finland and Spain. All have actively participated in the various activities..</li> </ul>
			<ul style="list-style-type: none"> <li>▪ <b>The National Gender Task Force</b> foreseen in the revised National Gender Policy was officially launched in September 2012. The launch was attended by Spain and Finland. However the Task Force and its associated clusters have not been convened by the Ministry of Gender during the present reporting period, <u>preventing the systematization of local political dialogue on gender equality in-country</u>. The ministry of gender will call in June 2013 a meeting with all stakeholders in order to finalize the composition of the clusters and the ToRs.</li> <li>▪ The political and policy dialogue has remained restricted to bilateral initiatives of the EU Delegation and EU MS. The appointment of a new Minister for Gender Equality and Child Welfare end of 2012 has resulted in courtesy calls which have enabled addressing specific gender issues. For instance, the Spanish Ambassador and the Finnish Charge d'Affaires have both met with the Minister in May 2013.</li> <li>▪ At a meeting of EU political councillors last year, forced sterilization of women was discussed.</li> </ul>

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<p>3. Place gender equality issues systematically on the agenda of dialogue with partner countries</p>	<p>A.3.2 Establish specific mechanisms that ensure that gender issues are dealt with in the political and policy dialogue with partner countries</p>	<p>I.3.2.1 By 2013, 50% of agendas for local political dialogue with partner countries shall include gender equality as a topic.</p>	<ul style="list-style-type: none"> <li>▪ The EU Delegation has met the new Minister and discussed the implementation of the National Gender Policy and the operationalization of its institutional framework. The meeting was the occasion to share officially a copy of the final report on the Gender workshop organized in August 2012 (see below).</li> <li>▪ A copy of the 4<sup>th</sup> and 5<sup>th</sup> country CEDAW periodic report finalized in April 2012 was obtained only end of May 2013 and could not be discussed with the National Authorities as part of the political dialogue.</li> <li>▪ The EU Delegation together with EU MS has organised in August 2012, in cooperation with the umbrella body of civil society (NANGOF) and the Directorate of Gender of MGEWCW a workshop where the EU Gender Action plan was presented. The workshop was structured around the motto "<i>Information sharing for strengthening partnerships</i>" The EU Delegation and its associates, Spain and Finland made a presentation (<i>An EU perspective to gender equality and women empowerment.</i>) Over 50 participants (EU MS, UN agencies, National authorities and Non State Actors) attended this unprecedented event opened officially by the Deputy Minister and where the Ministry presented its revised National Gender Policy and the institutional framework underpinning its implementation and monitoring. The event was covered in the press and the final report including findings and recommendations has been widely shared with all participants.</li> </ul>
		<p>I.3.2.2 Starting 2011, EU HOMs shall prepare an annual report on development of political dialogue with corresponding partner country authorities in gender issues.  <i>Starting in 2011</i></p>	<ul style="list-style-type: none"> <li>▪ A request for political dialogue has been sent by the EU Delegation. The meeting is pending the reply by the National Authorities and should take place in the second semester of 2013.</li> <li>▪ EU Delegation delivered a demarche to the Minister of Gender on the preparations for the 57<sup>th</sup> session of the Commission on the Status on Women (CSW). A political report has been drafted on this occasion and shared with Headquarters</li> </ul>

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	A.3.3 Gender Coordination mechanism/group (GCS) exists at partner country-level (open to all donors and stakeholders) to enhance gender equality in the aid effectiveness agenda.	I.3.3.1 By 2011 EU encourages the creation of GCS where they do not already exist.  By 2011  I.3.3.2 By 2012 EU participates in all existing GCS in developing countries to discuss the implementation of gender mainstreaming in national policies, the improvement of economic and political empowerment, land and property rights, and how to encourage men to participate in GEWE activities.  By 2012	<ul style="list-style-type: none"> <li>▪ The revised national Gender Policy 2010-2020 foresees that Development Partners participate in the Permanent National Gender Task Force. The Policy was officially launched in the first semester of 2012.</li> <li>▪ The fact that the National Permanent Gender Task Force and its clusters were never convened by the Ministry of Gender has not enabled EU MS to participate coordination mechanisms as per their memberships to the gender clusters (See attached break down of clusters and proposed participation of EU Member States, Annex I).</li> <li>▪ The various meetings held with the Minister of MGECW have been the occasion to remind national authorities of the need to implement the agreed implementation institutional framework.</li> <li>▪ Spain attended a meeting with the Director of Gender to enquire on the state of play of the Gender policy and several on-going initiatives at ministerial level (gender budgeting, constitution of the women parliamentary caucus, Validation workshop of the Gender Capacity assessment, etc)</li> </ul>
	A.3.4 Ensure that annual country reviews include an assessment of gender equality and that Country Strategy Papers and National Indicative Programmes are gender mainstreamed.	I.3.4.1 By 2013 at least 80% of all annual reviews include a gender equality analysis  By 2013  I.3.4.2 By 2015 all annual country programme reviews include a gender analysis  By 2015	<ul style="list-style-type: none"> <li>▪ There were no specific annual reviews organized during the reporting period.</li> <li>▪ The Joint Annual Review for NAWASA is reporting on progress in indicators, disaggregated by gender where applicable. Spain had for its tranche release some specific gender indicators, which are not part of the Performance Assessment Framework for NAWASA. But there was no NAWASA review during the reporting period.</li> <li>▪ EU MS have been informed that they should ensure that steps are taken to progressively have gender analysis included in their in-country cooperation reviews. No specific report was received in this regard.</li> <li>▪ There was no annual country review for the EU Delegation. The 11<sup>th</sup> EDF would however be the platform to ensure that gender analysis is included along the programmatic cycle.</li> </ul>

<sup>1</sup> P. 46 of the National Gender Policy: The MGECW which is the lead agency will establish the National Permanent Gender Task Force as well as a similar structure for the regions. The national and regional task force will oversee the implementation and monitoring of the National Gender Policy. This National Permanent Gender Task force will be an advisory, consultative body, comprising key stakeholders in the government, academic institutions, development partners, NGOs, faith groups, media houses and civil society.

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<p>4. Ensure that gender equality is mainstreamed in EU funded projects and that general budget support and sector support programmes (SWAPs) use sex-disaggregated indicators and include at least one gender equality performance indicator where relevant</p>	<p>A.4.1 Ensure that EU donors in country examine the gender responsiveness of the existing general budget support agreements and SWAPs.</p>	<p>I.3.4.3 Next generation CSPs and NIPs have a gender country profile and gender is mainstreamed. At least 50% identify gender equality -related specific actions</p> <p>I.4.1.3 By 2015 all financing proposals for sector support programmes include gender-sensitive indicators.</p> <p><i>From 2013 onwards</i></p>	<ul style="list-style-type: none"> <li>▪ Same as for 3.4.2</li> <li>▪ As part of joint-programming initiative, the institutional framework of the National Gender Policy and the functioning of the EU gender working group were presented. The inclusion of a gender country profile has however not been mentioned. There will be reference to the EU Gender Action Plan in chapter 10 of the Joint Response Strategy</li> <li>▪ EU Del applies gender check lists to all its interventions and had shared with Member States the checklists for projects and budget support operations. For all Rural Development projects which are subject to QSG screening, a gender analysis is submitted.</li> <li>▪ Finland has updated the gender tools for improved programme implementation and improved gender-sensitivity.</li> </ul>
	<p>A.4.2 Include gender equality issues in the permanent dialogue on sector and macro-economic policies.</p>	<p>I.4.2.2 By 2011 gender equality issues feature on the agenda of sector/macro policy dialogue where relevant; elsewhere, they are discussed at regular EU meetings.</p> <p><i>By 2011</i></p>	<ul style="list-style-type: none"> <li>▪ There has not been any specific initiative under the HoMs or HoCs meetings.</li> <li>▪ Gender is being discussed with the Education sector policy dialogue but the Annual sector review has been postponed till end of June 2013..</li> </ul>
	<p>A.4.3 Continue to make sure that the analysis and integration of gender equality in development programmes is one of the requirements for projects design and implementation.</p>	<p>I.4.3.1 By 2013 all development projects are screened against their gender sensitivity (quality insurance mechanisms).</p> <p><i>By 2013</i></p>	<ul style="list-style-type: none"> <li>▪ Each agency has been informed that they shall report on their mechanisms to screen gender sensitivity in their development projects. However there has been limited feedback. Spain is using gender check list in different sectors in order to assess how gender is mainstreamed in a proposal</li> <li>▪ Finland continues mainstreaming gender as a cross-cutting issue in all of its development co-operation projects throughout the project cycle. Gender scores will be applied as possible in the new proposals.</li> </ul>

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			<ul style="list-style-type: none"> <li>▪ The EU Del is supporting CSOs through the "Namibian Civil Society Support Programme". As part of this programme, the Civil Society Foundation of Namibia (CSFN) will prepare Calls for Proposals and disburse small and micro grants to NGOs. As per the Financing Agreement, a gender screening checklist has been included in the proposal evaluation process of the first Call for Proposals (to be launched in June 2013) and a particular attention to gender issues, not being the main objective of the Call for Proposals, has been incorporated in the specific objective of the Call. "<b>Advice on Gender Mainstreaming the Logical Framework</b>" is part of the additional information documents to be published with the Call for Proposals</li> </ul>
		<p>By 2013 until 2015, the Results Monitoring Reports provide information on the gender sensitiveness of implementation and make recommendations to improve gender performance</p> <p style="text-align: center;"><i>By 2013</i></p>	<ul style="list-style-type: none"> <li>▪ EU Del had asked the July 2012 <b>Result Oriented Monitoring</b> mission to assess in the selected eligible projects how gender is being monitored.</li> <li>▪ The ROM has indicated that there is a special section in the Background Conclusion Sheet for reporting on the Gender indicator, which all monitors have to complete. However, it is not often reflected in the Monitoring Reports, largely because of the <u>very limited space to present factual findings</u> on the report.</li> <li>▪ As part of the 2013 ROM mission, the following EIDHR project will be monitored: 2011/266093 "<i>My rights as a woman and Namibian citizen!!! Gender and human rights awareness raising for Namibian citizens</i>", implemented by KONRAD-ADENAUER-STIFTUNG.</li> <li>▪ This was perceived as not really realistic plus see comments made under indicator I.4.1.3</li> <li>▪ Spain did not manage any new project proposals during the reporting period.</li> </ul>
<p>A.4.4 Assess gender mainstreaming EC/EU development cooperation supported interventions.</p> <p>A.5.1 Promote NSAs participation in EC and MS development interventions.</p>		<p>I.4.4 By 2013 at least 75% of all new proposals score G-2 (gender as a principle objective), or G-1 (gender as a significant objective).</p> <p style="text-align: center;"><i>By 2013</i></p> <p>I.5.1.1 By 2013 Gender is regularly on the agenda in EU annual dialogues (gender policy forum) with civil society in each country.</p> <p style="text-align: center;"><i>By 2013</i></p>	
<p><b>5. Prioritise in-country Non-State Actors' (NSAs) participation and capacity building and advocacy on GEWE</b></p>			<ul style="list-style-type: none"> <li>▪ The EU Delegation, Finland and Spain have participated in meetings convened by gender organizations, and are members of the NANGOF Gender sector, but meetings are not systematic. Meetings attended are as follows: <ul style="list-style-type: none"> <li>* Launch of the SADC Gender Protocol Barometer</li> <li>* Namibia alliance network meeting</li> <li>* Meeting by Genderlinks on the SADC Gender Protocol Summit and awards</li> <li>* NANGOF Gender sector planning meeting where the mission, vision, MoU and terms of reference for the sector were discussed. An action plan of the NANGOF gender sector working is being developed and should follow-up to the EU workshop on gender.</li> </ul> </li> </ul>

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			<ul style="list-style-type: none"> <li>• The Embassy of Finland organized jointly with the Ministry of Gender, NGOs and UN events such as the upcoming Day of the African Child. It also financially supported the preparation of a Gender and Parliament-report done by the Institute for Public Policy Research.</li> <li>▪ Spain participated in the stakeholders' consultation for the development of a Master's Degree in Gender Studies to respond to the overwhelming gender and research capacity constraints in Namibia organized by the University of Namibia.</li> <li>▪ It was suggested that the Human Right working group invites regularly women organizations in its meetings. In December 2012, the EU Human Rights working group met Human Rights Defenders which included number of women organizations.</li> <li>▪ Will be considered with the next annual report.</li> </ul>
6. Improve the EU monitoring, accountability and transparency on allocation of funds for GEWE	A.6.2 Apply systematically the Gender Equality Policy Marker of the OECD (G-marker).	I.5.1.2 By 2013, an annual report on gender equality dialogue is included in joint annual reports on development cooperation. <i>By 2013</i> I.6.2.1 By 2015, the G-marker is applied for at least 80% of all EU projects and annually reported to OECD-DAC. <i>By 2015</i>	<ul style="list-style-type: none"> <li>▪ EU Del shared details on G-Marker and how it is being used in its own project/program appraisal mechanism</li> <li>▪ Each agency to relay the information provided and to internally sensitize on the use of the G-Marker. No report received in that regard from EU MS</li> </ul>
7. Strengthen EU support to partner countries in their efforts to achieve MDGs, in particular MDG 3 and MDG 5	A.7.3 Include gender equality issues in the dialogue and interventions on economic policy and increase support to women's economic (incl. vocational training and employment policy) and political empowerment.	I.7.3.2 By 2012 gender-sensitive qualitative indicators are used to ensure that the gender dimension is taken into account in the EU approach and interventions in Private Sector Development (at macro, meso and micro levels). <i>By 2012</i>	<ul style="list-style-type: none"> <li>▪ Though gender is a cross-cutting issue to all Finnish funded projects, there are some projects that are more focused on gender. These include funding for the empowerment of women entrepreneurs through Namibia Chamber of Commerce and Industry, Legal Assistance Centre that tackles women's rights among other, Human Rights and Documentation centre in Ascertaining Customary Laws which are one of the major concerns for women and cause of abuse</li> <li>▪ The EU Delegation co-funds a couple of projects implemented by NGOs which target Gender equality explicitly or mainstream Gender in their activities.</li> </ul>

Specific Objective	Actions	Indicators	Activities implemented at Country level
	A.7.4 Increase support and expertise in health, addressing maternal mortality and universal access to reproductive health.	I.7.4.1 By 2012 guidelines are adopted and used at country level for policy dialogue on maternal mortality and universal access to reproductive health as part of the planned overall guidelines for policy dialogue on national health strategies. By 2012	<ul style="list-style-type: none"> <li>This is being discussed as part of our dialogue with WHO and the Ministry of Health in the framework of our new Programme for <i>Accelerating the Reduction of Maternal and Child Mortality (PARMaC)</i> which was officially launched in April 2013 with the attendance of the first lady and the Minister of Health and Social Services.</li> </ul>
8. Strengthen EU support to partner countries in combating gender-based violence and all forms of discriminations against women and girls	A.8.1 Offer an ad hoc online course for EU HOMs and Delegations' and MS' staff on how to implement the EU guidelines on Violence Against Women, and Girls and Combating all Forms of Discrimination against them, from the perspective of external assistance.	I.8.1.1 By 2011 at least 50% of the EU Delegations introduce specific measures on the role of external assistance and development co-operation in their local strategies for the implementation of the EU Guidelines on Violence against Women and Girls and Combating All Forms of Discrimination against them.....By 2011 I.8.1.2 By 2015 80% of the EU Delegations introduce specific measures on the role of external assistance and development co-operation in their local strategies for the implementation of the EU Guidelines on Violence against Women and Girls and Combating All Forms of Discrimination against them. ....By 2015	<ul style="list-style-type: none"> <li>The EU gender action plan has been shared with non state actors and national authorities on several occasions.</li> <li>The thematic budget lines (EIDHR and NSA/LA) are the current vehicles for specifically address gender equality. Gender is otherwise being mainstreamed in sector budget programs.</li> <li>Same as above.</li> </ul>
A.8.3 Systematically involve women's rights networks and organisations in consultations on the launch of local call for proposals in the area of human rights.	A.8.3 Systematically involve women's rights networks and organisations in consultations on the launch of local call for proposals in the area of human rights.	I.8.2. The thematic programmes and instruments will support NSAs to implement the EU Guidelines on Violence against Women and Girls and Combating All Forms of Discrimination against them. ....From 2010	<ul style="list-style-type: none"> <li>EU Delegation had put gender as an objective of its local call for proposals under the EIDHR (European Instrument for Democracy and Human Rights) and under Non State Actors and Local authorities budget line. The EU co-funds a couple of projects implemented by NGOs which target Gender equality explicitly or mainstream Gender in their activities.</li> <li>Finland has reviewed its call for proposals in order to improve the gender mainstreaming at large.</li> <li>Several EU MS fund projects addressing gender equality and empowerment.</li> </ul>

Specific Objective	Actions	Indicators	Activities implemented at Country level
<p>9. Support partner countries in fully implementing UNSCR 1325 and 1820, 1888 and 1889</p>	<p>A.9.1 Operationalise the EU comprehensive approach on implementing UNSCR 1325 and 1820 on Women, Peace and Security from the perspective of development cooperation and other external assistance.</p>	<p>I.9.1 By 2013 at least 60% of EU Delegations in fragile, conflict or post-conflict countries develop a strategy to implement the EU Comprehensive approach from the perspective of the sectors they are involved in and development co-operation.  <i>By 2013</i></p>	<p>Not applicable</p>
	<p>A.9.2 Support capacity building on the implementation of UNSCR 1325 and 1820, as well as 1888 and 1889 in fragile, conflict or post-conflict countries.</p>	<p>I.9.2 Continuous EU support for capacity building on SCR 1325 and 1820 in fragile states increases annually. This level of support will be annually monitored and reported on.  <i>From 2010</i></p>	<p>Not applicable</p>

**Annex I**

**NATIONAL GENDER POLICY, Namibia, 2010-2020**

*Participation of EU Member States in Policy dialogue on Gender in response to the objectives of*

**The Gender Equality and Women's Empowerment in Development  
EU Plan of Action 2010-2015**

<i>Specific objective</i>	<i>Actions</i>	<i>Indicators</i>
<b>Place gender equality issues systematically on the agenda of dialogue with partner countries</b>	Establish specific mechanisms that ensure that gender issues are dealt with in the political and policy dialogue with partner countries	By 2013, 50% of agendas for local political dialogue with partner countries shall include gender equality as a topic.
		Starting 2011, EU HOMs shall prepare an annual report on development of political dialogue with corresponding partner country authorities in gender issues.
	Gender Coordination mechanism/group (GCS) exists at partner country-level (open to all donors and stakeholders) to enhance gender equality in the aid effectiveness agenda	By 2012 EU participates in all existing GCS in developing countries to discuss the implementation of gender mainstreaming in national policies, the improvement of economic and political empowerment, land and property rights, and how to encourage men to participate in GEWE activities.

<b>Coordination mechanisms</b>	<b>EU MS membership</b>
<b>National Gender Taskforce (main body)</b>	
	Spain
	EU Delegation (substitute)
<b>CLUSTERS</b>	
<b>1. HUMAN RIGHTS</b>	
	Spain
	Finland
<b>2. HEALTH, HIV AND AIDS</b>	
	EU Delegation
<b>3. EDUCATION AND THE GIRL CHILD</b>	
	EU Delegation
	Portugal
<b>4. POVERTY, RURAL AND ECONOMIC DEVELOPMENT</b>	
	Finland
<b>5. GOVERNANCE, PEACE AND SECURITY</b>	
<b>6. MEDIA, RESEARCH, INFORMATION AND COMMUNICATION</b>	