

Namibia
Improvement Plan

**Thematic window: Gender Equality and Women's
Empowerment**

**Programme Title: Setting Things Right- Towards Gender
Equality and Equity**



FINAL
Gender Joint Programme: Improvement Plan on Mid Term Evaluation, 15 February 2011

After the interim evaluation is complete, the phase of incorporating its recommendations shall begin. This file is to be used as the basis for establishing an improvement plan for the joint programme, which will bring together all the recommendations, actions to be carried out by programme management.

Evaluation Recommendation 1: The GRN should strengthen its leadership role in the Joint Programme						
Response from the Joint Programme Management: If Government is not at the centre of the JP implementation, sustainability and ownership will be compromised. To the extent possible, the NPC and the UN system will coordinate and facilitate activities in support of the MGECW to fulfil its leadership role and remain at the centrepiece of the JP programme planning, M&E and implementation.						
Key actions	Timeframe	Person responsible	Follow-up		Secretariat	
			Comments	Status	Comments	Status
1.1 MGECW will convene meetings (briefs) with key stakeholders involved in the JP (Government Ministries and UN technical staff) to examine progress and constraints, in order for the MGECW to provide adequate programmatic leadership for the JP on a regular basis.	Once every two months	Ms S Ausiku (MGECW)				
1.2 The MGECW will conduct regular field visits to JP sites in order to provide adequate leadership and strengthen inter-ministerial coordination at regional level.	Quarterly	Mr. V Shipoh (MGECW)				
1.3 Regional ownership of the JP will be strengthened through consultations, joint planning and decision making on programme interventions intended for a specific region. To this end, all regional interventions will result in tangible evidence, leaving these regional partners empowered to be self-sustainable in taking the gender agenda forward during the life of this programme and beyond.	Ongoing	Ms. S. Ausiku (MGECW); line ministries and IPs				
1.4 The PMU will be the central repository of all JP data and ensure that the Information Management System (IMS) is accessible to the MGECW. In addition, the PMU will ensure that all JP technical documents are distributed to all members of the PMC, including MGECW and NPC.	1st quarter	MGECW and other IPs				
1.5 All JP related communications and resources should be processed in full consultation with MGECW by all participating UN agencies.	Immediately	Participating UN Agencies and Ms. S. Ausiku				
1.6 The Gender JP efforts will strengthen partnerships with relevant sectors in their implementation, for ultimate sustenance of aid flow, resources and mutual utilization of capacities on the ground.	Ongoing	MGECW; Line ministries, IPs				

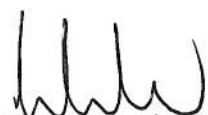
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<p>Evaluation Recommendation 2: The Heads of the UN Participating Agencies together with PMC should urgently establish a Coordination plan and mechanism in the Gender Joint Programme</p> <p>Evaluation Recommendation 3: The PMC should work out a Leadership and Management plan of the Joint Programme and recommend the plan to NSC for discussion and approval</p>						
<p>Response from the Joint Programme Management: The Strategic Coordination arm of the Programme Management Committee (HoA, PS and CSO Directors) has not been active in the first 2 years of the Gender JP implementation.</p>						
Key actions	Timeframe	Person responsible	Follow-up		Secretariat	
			Comments	Status	Comments	Status
2.1 HoAs should be active members of PMC (Strategic Coordination level).	Quarterly	Mr. Neil Boyer (UNDP) & Ms S Ausiku (MGECW)	This recommendation has been endorsed by the NSC in December 2010, based on the receipt of the preliminary MTE report			
2.2. Clarify the roles and responsibilities of the Lead Agency (UNDP) and RCO	1 st Quarter 2011	MDGF Secretariat (in consultation with the RC /O).				
2.3. Clarify the roles and responsibilities of the Lead Ministry (MGECW) and NPC	1 st Quarter 2011	MGECW, NPC				
2.4. Clarify the roles and responsibilities of the PMU	1 st Quarter 2011	MGECW, RCO, UNDP				

Evaluation Recommendation 4: The PMC should identify and prioritize tested strategies and approaches that deliver results quickly, work with a few and replicate them to increase the programme effectiveness and implementation pace								
Response from the Joint Programme Management								
The consultant should have provided guidelines and advice on the way forward in terms of best practices for replication. Reducing geographical areas is not feasible given that implementation has already started in all regions and that programme activities are inter-linked. In addition this recommendation is misleading because there is a mix on the understanding of what the programme outcomes should be.								
Key actions	Timeframe	Person responsible	Follow-up		Secretariat			
			Comments	Status	Comments	Status		
4.1 PMU in partnership with implementing government ministries and agencies will facilitate the identification of best practices and propose how they can be replicated	2 nd Quarter 2011	Mr. Ncube (PMU) & Ms. P Shililifa (MGE CW)						
4.2 The JP will improve the monitoring and evaluation reporting templates to ensure that the reports capture outcome and output achievements.	Ongoing	Mr. Jabulani M. Ncube (PMU) Ms S Ausiku (MGE CW)						
4.3 ORC, PMU and MGE CW will work together to ensure the implementation of HACT (Harmonised Approach to Cash Transfer)	Immediately	ORC, MGE CW, Mr. Jabulani M. Ncube (PMU)						
4.4 PMU will strengthen the capacity of government by working closely with the MGE CW.	Immediately	Mr. Jabulani M. Ncube (PMU) and Ms S Ausiku (MGE CW)						

Evaluation Recommendation 5: The NSC in collaboration with PMC and PMU should establish a common performance monitoring mechanism and ensure mutual accountability within the programme.							
Response from the Joint Programme Management PMU and PMC will finalise the revised M&E framework and associated tools to ensure that programme performance is monitored. In addition, what is being recommended by the evaluator is already in place (p.45 - 46, PROJECT DOCUMENT). However what the MTE report does not reflect is the shortcomings of the current systems.							
Key actions	Timeframe	Person responsible	Follow-up		Secretariat		
			Comments	Status	Comments	Status	
5.1 PMU and MGE CW will finalise and present the M&E and Results Frameworks to PMC and NSC for approval and endorsement.	1 st Quarter 2011	Mr. Jabulani M.Ncube (PMU)					
5.2 The PMU will ensure that the M&E and Results Frameworks are used as a reference by all the implementing partners (participatory approaches should be ensured when developing and using the M&E framework).	Ongoing	Mr. Jabulani M.Ncube (PMU)					

Signatures:



**Hon. Tom Alweendo (Co-chair)
NPC Director General**

Date: 16/2/2011.....



**Ms. Kari Egge (Co-chair)
UN Resident Coordinator**

Date: 15/2/2011.....