NAMIBIA

UNDAF Outcome 1: By 2010, the HIV/AIDS response is strengthened through increased access to prevention, treatment, care and impact mitigation services, especially for vulnerable groups

UNDAF Outcome 2: By 2010, livelihoods and food security among most vulnerable groups are improved in highly affected locations

UNDAF Outcome 3: By 2010, the capacity to deliver essential services is strengthened

Joint Programme Outcomes:

1: Increased awareness and capacity for protecting the rights of women and girls (including reproductive rights).

2: Increased mainstreaming/integration of gender in national development policies, and frameworks; and implementation of gender responsive KRA[1] sub-sector policies, programmes and budgeting

3: Enhanced well being of targeted women and girls through food security and livelihood improvement initiatives.

Programme Title: ***Setting things right - towards gender equality and equity***

Programme/project Duration (Start/end dates):_____**36 months**

Fund Management Option(s): **Combination**_ (Parallel, pooled, pass-through, combination)

Managing or Administrative Agent: _____

Total estimated programme budget: **US$8,000,000**
Out of which:
1. Planned resources:
- Government — In Kind
- Regular/Other Resources
- NGO or private — In Kind
- FAO
- UNDP
- UNESCO
- UNICEF
- UNFPA
- Donor …

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UN Resident Coordinator, UNCT
Date 05/11/2008

Hon. Prof. Peter H. Katjavivi, Director General
National Planning Commission
Date 05-11-2008

[1] KRA = Key Result Area of the National Development Plan 111 (2007-2011)

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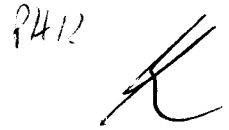
List of Acronyms

AFFLS	Adult Farmers Field and Life Skills schools
AIDS	Acquired Immune Deficiency Syndrome
AMICAALL	Alliance of Mayors and Municipal Leaders on HIV/AIDS in Africa
ART	Anti-Retroviral Therapy
AWP	Annual Work Plan
CAFO	Church Alliance for Orphans
CBO	Community based organisation
CCA	Common Country Assessment
CCE	Community Conversation Enhancement
CDC	Constituency Development Committee
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CPAP	Country Programme Action Plans
CPD	Country Programme Document
CSO	Civil Society Organisation
DHS	Demographic and Health Survey
EMU	Emergency Management Unit
EMIS	Education Management Information System
ETSIP	Education and Training Sector Improvement Programme
FAO	Food and Agricultural Organisation
FES	Friedrich-Ebert-Stiftung
FBOs	Faith Based Organisations
GRN	Government of the Republic of Namibia
GBV	Gender Based Violence
HACT	Harmonized Approach to Cash Transfers
HIV	Human Immuno-deficiency Virus
IGA	Income Generating Activity
JFFLS	Junior Farmers Field and Life Skills schools
ILO	International Labour Organisation
M&E	Monitoring and Evaluation
MAWF	Ministry of Agriculture, Water and Forestry
MDG	Millennium Development Goal
MDG-F	Millennium Development Goal Fund
MDTF	Multi-Donor Trust Fund
MET	Ministry of Environment and Tourism
MFMR	Ministry of Fisheries and Marine Resources
MGECW	Ministry of Gender Equality and Child Welfare
MHA	Ministry of Home Affairs
MIB	Ministry of Information and Broadcasting
MISA	Media Institute for Southern Africa
MLRR	Ministry of Lands and Resettlement
MoE	Ministry of Education
MOHSS	Ministry of Health and Social Services
MoJ	Ministry of Justice
MOLSW	Ministry of Labour and Social Welfare

MRLGHRD	Ministry of Regional and Local Government, Housing and Rural Development
MTI	Ministry of Trade and Industry
MTP-III	National Strategic Plan on HIV/AIDS (Third Medium Term Plan)
MYNSSC	Ministry of Youth, National Service, Sport and Culture
NAMPOL	Namibian Police
NANASO	Namibia Network of AIDS Service Organisations
NANGOF	Namibia Non-Governmental Organisation Forum
NDP	National Development Plan
NGO	Non-governmental Organisation
NHIES	Namibia Household Income and Expenditure Survey
NPCS	National Planning Commission Secretariat
NPRAP	National Poverty Reduction Action Plan
NSC	National Steering Committee
OPM	Office of the Prime Minister
OVC	Orphans and Vulnerable Children
PLWHA	People living with HIV/AIDS
PHC	Primary Health Care
PMC	Programme Monitoring Committee
PMF	Programme Monitoring Framework
PMTCT	Prevention of Mother-to-Child Transmission
PS	Permanent Secretary
RC	Regional Council
RH	Reproductive Health
RSA	Republic of South Africa
SADC	Southern African Development Community
SME	Small or Medium Enterprise
SRH	Sexual and Reproductive Health
STI	Sexually Transmitted Infection
TOR	Terms of Reference
TOT	Trainer of Trainers
UN	United Nations
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNAM	University of Namibia
UNCT	United Nation Country Team
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNESCO	United Nations Education, Science and Culture Organisation
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
USD	United States Dollar
VCT	Voluntary Counselling and Testing
WCPU	Woman and Child Protection Unit
WFP	World Food Programme



Executive Summary

This UN Joint Gender and Development Programme proposal for Namibia is submitted to the UNDP-Spain Millennium Development Goals Achievement Fund (MDG-F) which aims to support poverty reduction efforts, promoting the kind of development which enhances individual and collective rights, capacities and opportunities. The proposal develops the Concept Note that was approved by the MDG-F Steering Committee in New York, for the thematic window on gender equality and equity.

The proposed Joint Programme, *Setting things right – towards gender equality and equity,* enables the UN System in Namibia, through the United Nations Development Assistance Framework (UNDAF), to focus its collective strength in support of the Government of the Republic of Namibia's (GRN) development priorities in Vision 2030, and in the National Development Plan (NDP3). The programme aims to promote gender equality and the empowerment of women and girls through a comprehensive, multi faceted programme reaching across national, regional and community levels. It seeks to raise the bar of understanding, sensitivity and responsiveness to pressing gender issues in Namibia.

A root cause of gender inequality is the low status of women and girls, perpetuated by both women and men, cultural norms and resource constraints on corrective or remedial actions. This root cause has resulted in differential access to resources, exclusion of women from decision-making processes and pervasive income inequalities. These issues are augmented by the impacts of HIV/AIDS and gender based violence. The challenges were also identified during the process of formulating Namibia's development goal, Vision 2030 and the UNDAF, both aligned to the MDGs.

The problems are especially true for the San community. San women and girls have been historically marginalized as a minority group and their vulnerabilities are particularly typified by limited access to: land, food and social security, economic opportunities, health services (including reproductive health services), education, protection services. These vulnerabilities are exacerbated by child marriages and their nomadic lifestyles.

FAO, UNDP, UNESCO, UNFPA and UNICEF have collaborated on the development of this proposal and on the design of this joint programme. Partner organizations have been intimately involved in the identification of gender priorities and the proposed activities envisioned through the support of the MDG-F. The joint programme targets 7 of the 13 regions in Namibia in an effort to manage the scope and mitigate risks. Regions were selected through an assessment of the proportion of female headed households, female headed households in poverty, HIV/AIDS, Gender based violence and the proportion of girl school dropouts. The planned activities are organized into three streams, each targeting specific results.

The first stream is all about services – improving the quality, quantity and usage of these. The results are pursued through raising the awareness and understanding of leaders, the media and the general population on gender issues. This is designed to make the current foundation of legislation better known and applied, as well as start to change the discourse on gender issues in Namibia. The first stream also includes a range of activities directed at support services within communities, including law enforcement, health providers and lay support services. Activities are also planned to involve and reach women and girls, with a special focus on the San and on the HIV/AIDS situation in Namibia.

The second stream of activities focuses on the Government and its machinery to provide public services that are gender responsive. Gender mainstreaming will be undertaken through special assessments of existing policy frameworks (including 4 Key results Areas in the NDP3), revisions to the exiting National Gender Policy,

accompanied by a Plan of Action and extensive training within the bureaucracy to embed gender responsive planning, programming and budgeting into Ministries.

The third stream addresses food security and livelihood issues in targeted communities. Following assessments (beneficiaries and markets) 4 targeted interventions will be implemented geared at improving agricultural practices and exploring income generating alternatives. Agricultural inputs, technical support and new technologies will be included in the work lead by FAO.

The programme is participatory, involving communities (and their traditional leaders) along side UN Agencies, Government, CSO and private sector partners. The programme seeks to ensure that while beneficiaries are aware of and access services that are available to them (including increased services such as GBV protection, reproductive health, HIV and AIDS prevention and treatment); they also have access to livelihoods and increased incomes to mitigate their low status and vulnerability in society. Mainstreaming gender in the Namibian government serves to perpetuate and sustain the programme beyond its three year horizon.

The table below summarizes the outcomes and outputs of the Joint Programme, with associated lead agencies:

JP Outcome 1: Increased awareness and capacity for protecting the rights of women and girls (including reproductive rights). Lead: UNDP, UNICEF
JP Outputs: 1. The rights of women and girls are protected nationally through enactment and enforcement of existing legislation. 2. Women and girls are aware, understand and assert their rights (including reproductive rights) and know how to access available services such as prevention and treatment of HIV and AIDS. 3. Improved capacity of service providers to prevent, detect, enforce and report gender based violence and abuse, and to offer protection and reproductive health services and prevention and treatment of HIV and AIDS, for women and girls. 4. Strengthened national response on access to and availability of prevention and treatment services for HIV/AIDS among women and girls.
JP Outcome 2: Increased mainstreaming / integration of gender in national development policies and frameworks; and implementation of gender responsive KRA policies, programmes and budgeting Lead: UNFPA
JP Outputs: 1. Gender is institutionalized and mainstreamed in 4 Key Results Areas (KRA) of the National Development Plan III by 2011 2. Enhanced human and institutional capacity to lead gender mainstreaming 3. Improved management of GBV sex-disaggregated data, linked with the national data system.
JP Outcome 3: Enhanced well-being of targeted women and girls through food security and livelihood improvement initiatives. Lead: FAO
JP Outputs: 1. Food availability, access and utilization improved through appropriate agricultural practices 2. Increased incomes through diversified economic activities.

The proposal provides a Results Framework which identifies outputs at the activity / Agency level, as well as indicators for the joint program and baseline information as is available.

A Workplan and Budget is attached in Annex A and also provides information on targets, most definitively for year one. It is expected the timing and sequencing of work over years two and three will be the subject of the first annual review by implementing partners, including the 5 UN Agencies. The table below shows a summary of each UN Agency's budget, by outcome.

JOINT PROGRAMME COSTS BY OUTCOME (including 7% AOS)	PLANNED BUDGET BY OUTCOME			
	OUTCOME 1	OUTCOME 2	OUTCOME 3	Total
UNDP ACTIVTIES	1,261,413	291,575	328,490	1,881,478
UNICEF ACTIVTIES	1,423,100	64,200	203,300	1,690,600
UNESCO ACTIVITIES	265,889	0	635,085	900,974
UNFPA ACTIVITIES	626,900	469,195	0	1,096,095
FAO ACTIVITIES	0	0	1,997,504	1,997,504
ALL AGENCIES SUB TOTAL	***3,577,302***	***824,970***	***3,164,379***	***7,566,651***
M & E COSTS	51,000	51,000	51,000	153,000
COORDINATION SUPPORT & IMPLEMENTATION COSTS	80,000	80,000	80,000	240,000
JOINT PROGRAMME TOTAL	**3,708,302**	**955,970**	**3,295,379**	**7,959,651**

A management structure and roles have been defined in the proposal and include a MDG-F National Steering Committee (NSC), Programme Management Committee (PMC) and a Programme Coordination Team (PCT). NSC operates at a strategic level with overall responsibility for Joint Programme MDG-F activities. It will be comprised of the UN Resident Representative, the Director General of the National Planning Commission Secretariat and a representative from the Spanish Embassy.

The Programme Management Committee (PMC) will assume responsibility for the operational coordination of the Joint Programme and its membership will consist of relevant implementing parties such as participating UN organisations, Government representatives and civil society representatives as appropriate. The PMC will integrate work plans, M&E systems, budgets, reports, public information plans and other programme related documents and ensure that budget overlaps or gaps are addressed. The PMC is supported by a small Programme Coordination Team.

A Monitoring and Evaluation Framework has been developed to define the elements of the programme which will be monitored and those which will be evaluated. Mid term and final evaluations will be undertaken.

The MDG-F National Steering Committee (NSC) held its first meeting on the 11th October 2007 and endorsed the draft final of Joint Programme Document which had been compiled by working groups comprised of representatives of relevant Government ministries and civil society organisations as well as UN Agencies. This updated proposal is the reflection of ongoing efforts of the UN Agencies, and their Government and CSO collaborators.

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Situation Analysis

Some of the critical challenges in addressing poverty and fulfilling civil and political rights for all Namibians that emerged from the Common Country Analysis (CCA) of 2004 were inequitable access to resources, low participation of women at all levels of decision making and the lack of gender equality and women's empowerment. Both the CCA and the UNDAF for Namibia were developed through a full participatory process with government and civic society counterparts. Part of that process included an analysis of a number of key cross-cutting issues and root causes. The root causes for persistent high levels of income poverty include low economic growth, high levels of income inequality, pervasive gender inequality, as well as incapacity and loss of life due to HIV/AIDS and other disease. At the root of the problem of limited participation of women in the political process is the disintegration of the social fabric, arising from a chain of factors including migration, alcohol abuse, AIDS and poverty. The analysis identified the Triple Threat, on which the UNDAF is based – increasing vulnerability of households and eroding institutional capacity caused by the impact of HIV/AIDS.

Root cause: Low status of women

A root cause of gender inequality is the low status of women and girls. At the household level, the CCA identified cultural perceptions regarding the role and status of women and cultural and traditional practices that result in their impoverishment and economic dependency. Differential access to resources and inheritance structures tend to favour men and exclude women from decision-making processes. The structure of power in traditional society strongly favours men. There is a low representation of women in all spheres of decision-making. As women bear the heaviest burden of household responsibilities, particularly in the rural areas, they are faced with a role conflict with respect to their involvement in politics. In the public service sector as a whole, women make up 29% of the 530 management level positions, 37% of promotions and 20% of new hires[2]. Only one-third of employers are women[3]. In 2002/03 women accounted for only 19% of senior management positions in companies with more than 50 employees. Among solutions suggested to deal with these inequalities are education (particularly civic education) and gender mainstreaming, designed to change the perception of men and women about gender roles and informing women and girls of their rights.

Promoting education for women and girls benefits society economically and socially. To this end, women and girls that are educated tend to have fewer and healthier children, who are also more likely to be in school. Education among women and girls increases their ability to protect themselves against HIV/AIDS. Similarly, educated women have more economic opportunities and are more likely to participate in the public sphere, which are essential in reducing poverty.

Interestingly, gender equality in Namibian education has long been the norm - in primary, secondary and tertiary education, girls continue to have higher levels of enrolment[4]. According to EMIS[5] (2006) figures from the Ministry of Education, there are more girls than boys enrolled in all schools except for two regions (Caprivi and Kavango). In Namibia, learners only progress from grade 10 (junior secondary) to grade 11 (senior secondary) if they pass the Junior Secondary Certificate Exam (JSCE) at the end of grade 10. Each year, the Ministry of Education decides on the passing mark depending on how many learners Senior Secondary Schools can accommodate. There is more demand for senior secondary school places than the supply of such

[2] PSC (2004) Annual Report. Public Service Commission
[3] MoL (2002) The Namibia Labour Force Survey 2000.
[4] NPC (2004) Namibia Millennium Development Goal Report.
[5] EMIS = Education Management Information System

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places; consequently promotion rates are not high. Only over a third of learners manage to get to senior secondary school. According to EMIS (1999) the progression rates from Junior to Senior Secondary Schools for girls in Omaheke, Ohangwena, Omusati, Oshikoto, Kavango, Kunene and Caprivi regions are far below those of boys. The EMIS figures for 2006 are not disaggregated by region but they broadly show that nationally the progression rates from Junior to Senior Secondary Schools for girls is slightly below that of boys.

Cultural perceptions lead to a lack of opportunities for women and adolescent girls as reflected in the low representation of girls in subjects that are traditionally considered to be male[6]. These perceptions and practices have a negative impact on access to and control over resources, availability of support services and women's and girls' reproductive health. Women, particularly young women, have the greatest risk of becoming infected with HIV/AIDS. The available data from the Ministry of Health and Social Services (2006) National HIV Sentinel Survey, which is mostly based on adult pregnant females, has some shortcomings. There is little data on the HIV infection rates of other groups of Namibians (e.g. male adults) as there are no other sero prevalence studies available. Although Namibia has voluntary screening centers, they are inadequately utilized. Nevertheless, the available data show that certain sites in given regions have higher rates than others. Among the sites (regions) with the highest rates of female infections are Katima Mulilo (Caprivi); Engela (Ohangwena); Oshakati (Oshana); Okahao (Omusati); Karasberg (Karas); Onandjokwe (Oshikoto) and Walvis Bay (Erongo).

Negative cultural perceptions of gender roles also contribute to high maternal mortality. According to preliminary figures for the Demographic and Health survey of 2006 Namibia's maternal mortality rate is about 449 per 100 000 live births – a figure considered to be very high (DHS 2007).

The San are one of the most disadvantaged communities in Namibia and are often regarded as the most dispossessed and marginalized. Within this group, women and girls are even more vulnerable, making them the most disadvantaged group in Namibian society. The social disadvantages faced by San women and girls are manifested in high infant and child mortality rates, poor nutrition for mothers and children, high maternal mortality rates, alcohol abuse, gender-based violence, high levels of child labour and susceptibility to HIV and AIDS.

Resulting problems: Multiple impacts of HIV and AIDS on women and girls

HIV and AIDS is the greatest threat to national development and continues to be the leading cause of death in the country. According to the 2006 HIV sentinel survey the national prevalence rate among pregnant women has now increased to 19.9% from 19.7% in 2004. Knowledge of how to reduce the risk of transmission of HIV/AIDS is widespread (between 80-90% of both women and men know at least one method[7]), but behaviour change does not seem to be happening. Girls living in impoverished conditions are outside the reach of traditional programmes and services and they lack education and other opportunities for social mobility. Girls in impoverished conditions are considered to be highly vulnerable to HIV and to unwanted teenage pregnancies due to sexual coercion, violence and abuse.

Furthermore, the majority of rural female-headed households are impoverished and particularly vulnerable to HIV and AIDS as a result of their low socio-economic status and the need to undertake risky behaviour to provide sustenance for their families. Gender and cultural roles in Namibia result in the growing burden of care and support for the infected and affected being shouldered by women. Women's lack of access to preventive methods as well as cultural norms supportive of men having multiple, concurrent sexual partners, all contribute

[6] Human Development Report 2000
[7] MoHSS Preliminary NDHS 2007

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to the precarious position of women and girls in the context of HIV and AIDS[8]. High risk behaviours among young men and women have been linked to alcohol abuse.

Resulting problem: Unacceptably high levels of gender-based violence

Gender-based violence (GBV) refers to any physical, mental, sexual or social harm and abuse that is directed against a person because of his or her gender or gender role in a society or culture.[9] Gender based violence is an increasing challenge to socio-economic and human development in Namibia. One of the key contributing factors to GBV is alcohol abuse. One study reported that 44% of men believe that husbands have the right to beat their wives[10] and there is widespread perception that sexual coercion within marriage is acceptable, even though by law, rape within marriage is illegal. However, there is scant data on GBV in Namibia and a real need for more research to be carried out.

Reported cases of rape and attempted rape of women increased by one hundred per cent from Independence to 2005. More recent data based on police dockets indicate that reported rapes and attempted rapes cases amounted to 1,117 in 2003, 1,151 in 2004 and 1,184 in 2005 (LAC, 2006)[11]. These figures are equal to 60 reported cases of rape or attempted rape per 100,000 people in Namibia. Even so, a large proportion of cases go unreported and the actual numbers of rapes, attempted rapes and domestic violence cases are likely much higher. A worrying trend is that one third of all reported victims of rape and attempted rape is under the age of 18. Of course, women and girls experiencing GBV are also at an increased risk of HIV infection.

Resulting problem: High levels of food insecurity and income poverty

The CCA identified the immediate determinants of food insecurity, both at the household and national levels, as low, variable and uncertain levels of food production. This is mainly caused by water scarcity, combined with dry spells and low rainfall and weakening purchasing power. With HIV prevalence rates highest in regions with the highest population dependent on rain-fed agriculture, as well as in regions with high urban populations, its effects on family productivity are clearly an emerging issue. The highest prevalence of HIV/AIDS is also among the most economically productive age groups.

Namibian women are largely responsible for food production and processing in communal areas. Therefore, food security can be enhanced by measures that improve their income-earning potential, as well as their decision-making authority in the community and over land resources. Subsistence farming is the main source of income for virtually all poor households. The regions where most households rely on subsistence farming as their main source of income are Omusati (80%), Ohangwena (58%), Oshikoto (50%), Oshana (48%) and Kavango (34%). The capacity of women to own and manage land over the long term is important to food security. Thus the low status and low income of women is a key underlying cause of food insecurity in Namibia.

Relative and extreme poverty are defined as households spending 60% and 80%, respectively, of their total incomes on food. A total of 28% of households in Namibia live in relative poverty and 4% in extreme poverty but this is not evenly distributed. The regions with the highest percentage of poor households are Kavango

[8] Regrettably the Ministry of Health and Social Services indicated that sex disaggregated data on HIV/AIDS prevalence based on VCT figures are incomplete and unrepresentative.

[9] World Health Organization. 2003b. *Protocols for the medical management of persons who experienced sexual violence.* Geneva: WHO.

[10] MoHSS NDHS 2002

[11] LAC Rape in Namibia: An Assessment of the Operation of the Combating of Rape Act 8 of 2000 LAC 2006

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(50.4%), Oshikoto and Omusati (47%), Caprivi (44%), Omaheke (40.4%) and Kunene (36.9%). Omaheke and Kunene regions have the highest percentage of extremely poor households - 12.4% and 11.2% respectively.

Among the most important gender-sensitive poverty indicators used in many situations is the comparison of incidence of income or consumption poverty among female-headed and male-headed households. Female headed households account for 41% of all Namibian households and income per capita in these households is 40% lower than male headed households. Most of the poor households are relatively large and contain orphans.[12]

Female -headed households are differentially represented across Namibian regions. Figures show that Ohangwena (52.7%), Oshana (50.3%), and Omusati (50.4%) have more FHHs than MHHS. There is also a high representation of FHHs in Caprivi (49%), Kunene (45.8%) and Oshikoto (48.9%). Female-headed households are also over-represented among the poor. The regions with the worst consumption poverty among female-headed households include Kavango (N$2,746), Ohangwena (N$3,244), Oshikoto (N$4,057), Omusati (N$4,061), Kunene (N$5,059) and Caprivi (N$5,073). The underlying factors to low disposable incomes include[13]:

- High dependency on subsistence farming of low economic value, as the main source of income for 42% of the population.
- Lack of wage employment.
- Lack of access to credit and financial services, which can support new and expanding business and empower Namibians to manage income and finances. An estimated 40% of Namibians (almost 80% in rural areas) have no access to banking or insurance services.[14]
- Inadequate support and services to expand the Small or Medium Enterprise (SME) sector, which is estimated to account for 11% of total GDP and almost 20% of the labour force.[15]

Nevertheless, over 20,000 people, mostly women, are known to contribute their time to voluntary activities at a community level, in addition to their other responsibilities. These volunteer activities include home based care, overseeing OVC and community level committees and group.[16] Anecdotally, many of these women are criticized by other family members as volunteer work is not bringing 'food' home to the table.

[12] NPC (2006). Living Conditions in Namibia: The 2003/2004 Namibia Household Income and Expenditure Survey
[13] UN Namibia. Common Country Assessment 2004
[14] Finscope (2003). Profiling Demand for Financial Services in Botswana, Namibia, Lesotho and Swaziland. RSA
[15] NEPRU (2004). SME Sector – Powering Ahead!
[16] 2007 NANGOF database of NGOs

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Strategies

Background / Context

This Joint Programme strives to focus the collective efforts of the UN System in Namibia, through the UNDAF, to promote gender equality and empower women in Namibia. It is built on, and linked to foundational, gender-focussed efforts of the Namibian Government. From the global framework of the Millennium Declaration, Namibian national targets and indicators have been developed to ensure that the MDGs are firmly rooted in Vision 2030 (the overarching development framework for Namibia) and in the National Development Plan 3 (NDP3) for 2008 – 2012, now in final draft format. In addition, the National Poverty Reduction Action Plan intends to balance the need for redistribution of existing productive resources with the need for accelerated economic growth, biased towards the poorest groups (including women). Pro-poor economic strategies target the poorest with investments in labour intensive sectors, such as agriculture or manufacture. It also targets areas where the poor live in rural areas and urban settlements, and more fundamentally must be designed and implemented by the poorest groups themselves.[17]

The Government of Namibia has shown it has a political and moral commitment to the goal of gender equality, by passing a number of key legal and policy provisions which serve to provide a supportive environment for gender based interventions. Snapshots of these Acts are provided in the following textbox.

Combating of Rape Act No. 8 of 2000: is aimed at combating rape by prescribing stricter minimum sentences for rape and abolishing the rule that a boy under the age of fourteen years was incapable of sexual intercourse. It also modified certain rules of evidence and imposes special duties on prosecutors and police in criminal proceedings relating to sexual offences. According to Hubbard (2007), this law introduced the issue of marital rape and brought about a broad gender neutral definition of rape. It moved the focus from consent of the victim to force or coercion by the perpetrator and is thus seen as a major instrument in combating gender based violence in Namibia.

Married Persons Equality Act 1 of 1996 was among the first of post independence laws specifically aimed at women's upliftment. It eliminated the concept of marital power (Hubbard, 2007) that defined women in civil marriages as minors without rights to administer property. With this law wives and husbands were subjected to similar restraints and power with regards to property. Wives like husbands can enter contractual obligations without asking their spouses.

Combating of Domestic Violence Act No. 4 of 2003 covers such things as physical abuse, sexual abuse, economic abuse, intimidation, harassment, trespassing; emotional, verbal or psychological abuse; and psychological abuse of a children. Its coverage includes those in marriage, living together as husband and wife, having a child or children together, parents and their children family members and boyfriends and their girlfriends. This law gives victims of domestic violence avenues for protection, laying charges and for privacy.

Maintenance Act 9 of 2003 – is meant to provide for the payment of maintenance, holding of maintenance enquiries and enforcement of maintenance orders, to achieve some financial security for children under single parent care. Roughly 41% of Namibian households are headed by females and Namibia experiences a significant problem in ensuring fathers support their out of wedlock children.

Affirmative Action (Employment) Act 29 of 1998 aims at redressing inequalities in employment, bringing about equal opportunity in employment in accordance with Article 10 and Article 23 of the constitution. It is a set of measures and procedures for eliminating discrimination arising from past discriminatory laws and practices. Among the designated groups of persons to benefit from the Affirmative Action law are women. The Affirmative Action Plan is, in part aimed at achieving gender balance in decision-making.

[17] UN Namibia, Common Country Assessment 2004 Windhoek.

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Two other laws important to gender equality in Namibia include the *Communal Land Act 5 of 2002* that gives women the right to inherit land from their husbands in rural areas and the *Labour Act* that provides for paid maternity leave. All of these laws rest on the Namibian Constitution, Article 10 (23) that ensures gender equality before the law.

Despite the legal framework in place and described here, there is a lot of work still to be done to realize intended benefits. The challenge facing the Government, the Administration, the people of Namibia – and this Joint Programme - is putting these noble laws into practice.

Lessons Learned

A number of past programmes (see adjacent text box) are providing important intelligence for this proposal. Lessons learned inform the rationale for this joint programme and have been incorporated into the specific design of interventions. The five UN agencies bring their respective technical expertise and collective local knowledge as critical comparative advantages for success in the proposed joint programme.

1. Advocacy to parliament for increased resource allocation for services that benefit women and girls
2. Sensitising parliamentarians on gender based violence and its links to reproductive health, HIV and AIDS and poverty through information sessions and field visits
3. Facilitation of a Knowledge, Attitude, and Practice (KAP) study on gender based violence and HIV & AIDS
4. National awareness building interventions, 16 days of Activism, International Women's Day
5. Establishment and strengthening of Women and Child Protection Units;
6. Establishment and strengthening of the National Data Base on Gender Base Violence
7. Life-skills, Adolescent-friendly services and enhancing participation and awareness on rights

The proposed joint programme will ***focus at both national and regional levels***, with the full ownership resting with the Government of the Republic Namibia. Experience has demonstrated the need to work on behaviour shifts form this multi pronged approach, engaging national and local stakeholders and communities as true partners in the design and implementation of the programme.

While Namibia has a strong enabling environment (of legislation) it is generally acknowledged that the ***key challenge is mainstreaming and enforcement***. Therefore, the joint programme is aimed at moving 'words into action'. Experience has shown that the UN has a strategic advantage in reaching key duty bearers such as Cabinet Ministers, parliamentarians, traditional authorities, the judiciary, senior managers and other influential citizens, who are essential partners in promoting gender-based and rights-based laws and policies.

The Ministry of Gender Equality and Child Welfare (MGECW) has the mandate and responsibility to ensure gender equality. MGECW adopted a gender policy in 1997 and developed a strategy of gender mainstreaming in all public and private sector programmes, which recognizes that ***appropriate gender responses need to go beyond awareness and be staff and beneficiary community centred***. However, MGECW has faced many challenges, not the least of which is inadequate resources to implement a full-fledged gender mainstreaming strategy. The National Gender Policy now needs to be reviewed (to reflect a changing environment and emerging issues such as HIV and AIDS) and there is a need for tools and training to operationalise a mainstreaming strategy, and realize gender responsive planning, programmes and budgeting.

This joint programme proposal recognizes that ***gender based violence is both a cause and a consequence of HIV prevalence among women***. Gender inequality is partly manifested in violence against women and GBV carries the threat of HIV/AIDS. Regrettably, discrimination against people living with HIV/AIDS and a fear of violence prevents many Namibian women from receiving counseling and treatment. This joint programme addresses the interrelationship between HIV and GBV, by focusing not only on women and girls, but also involving men and boys. Implementing partners have identified specific capacity gaps in services (related to prevention, detection, enforcement and treatment0 which are built into the design of this programme.

Past programmes have taught Partners that ***sustainable improvement to food security and incomes for women and girls needs to be carefully targeted interventions at the local level.*** The FAO has partnered with the Ministry of Agriculture and Forestry (MAWF) and with community based organisations in Caprivi and Ohangwena, working along side MAWF Agricultural Extension Officers, NGO staff and community facilitators to pass on skills for sustainability. New initiatives in this joint programme will be based on a thorough review of the regionally based, Participatory Poverty Assessments and specific needs assessments at community level to ensure technical inputs match specific, targeted community needs.

In this same vein, the joint programme will carefully target its efforts to focus on 7 (of the 13) Regions in Namibia - Kavango, Ohangwena, Omaheke, Karas, Caprivi, Omusati, and Kunene. Selection of the regions was based on proportion of female headed households, female headed households in poverty, HIV/AIDS, gender based violence and the proportion of girl school dropouts (where data was available). Two of the above seven regions (Omaheke and Karas) were selected for reasons of political governance, including representation from the southern and eastern parts of the country.

The Proposed Joint Programme

The proposed joint programme is comprehensive and multi faceted. It seeks to reach a broad audience of beneficiaries, collaborators and partners, sweeping across macro (national), meso (regional) and micro (community) levels of Namibian society. Gender equality, itself a cross cutting issue, requires such an ambitious agenda. The proposed joint programme architecture consists of three streams or clusters of activities.

In the first cluster there are activities or interventions which, at heart, are all about services. These activities seek to increase services – qualitatively and quantitatively, as well as enhance the extent to which these services are being used by women and girls. To accomplish this, the joint programme directs energy to increasing levels of ***awareness and understanding*** on the part of leaders (national, regional and traditional), media (national and community-based) and the Namibian population about gender equality, including the root cause and resulting problems described in this proposal. Leaders are targeted to bridge identified gaps between national representation and the regions / communities, as well as highlight the need for leadership (at all levels) to be conduits of change in rectifying gender inequities. The media is targeted to begin to change the national discourse on gender issues and heighten the sensitivity of these key and very influential players. National campaigns will bring gender related issues to the forefront, open dialogue about the resulting problems amongst both genders of the Namibian population.

Service providers are also targeted in this first stream. Activities include ***enhancements to*** Women and Child Protections Units (WCPU - multi disciplinary legal, counseling and medical service providers) and ***services***

provided by health professionals, law enforcement personnel and community-based support systems/groups. These activities build on the work and successes of past programmes (such as the WCPUs), as well as augment activities where service gaps have been identified (establishing Help lines and women and child friendly facilities).

Of course, special attention is given to ***women and girls*** in this cluster of activities, so they may ***better understand and assert their rights***, as well as seek and receive services to prevent and mitigate identified problems. While some activities are of a national nature, community based outreach will be undertaken in a participatory fashion, capitalizing on existing community groups and networks and groups. Of note, the most disadvantaged community, San females are the focus of special activities, commensurate with their acute needs. In addition, HIV/AIDS is a critical issue for Namibians and while it will be integrated throughout the activities undertaken in this stream, a special focus on this issue has been articulated within the programme's design.

The first stream, lead by UNDP and UNICEF, includes activities which are designed to produce the following results (outcome and outputs) at the joint programme level.

Joint Programme Outcome 1: Increased awareness and capacity for protecting the rights of women and girls (including reproductive rights).	
JP Output 1.1	The rights of women and girls are protected nationally through enactment and enforcement of existing legislation
JP Output 1.2	Women and girls are aware, understand and assert their rights (including reproductive rights) and know how to access available services such as prevention and treatment of HIV and AIDS
JP Output 1.3	Improved capacity of service providers (including judiciary, law enforcement personnel, health service providers, social workers, teachers and community leaders) to prevent, detect, enforce and report gender based violence and abuse, and to offer reproductive health services, protection and security for women and girls
JP Output 1.4	Strengthened national response on access to and availability of prevention and treatment services for HIV/AIDS among women and girls

The second stream, lead by UNFPA, is really all about realizing and sustaining change related to gender issues within the Government of Namibia, through ***mainstreaming***. Once again, a multi faceted approach is proposed. The MGECW is the key actor for gender mainstreaming and work will be done with them on a new National Gender Policy and Plan of Action, combined with strengthening the machinery (across government) which operationalizes gender strategies. There is a need to not only heighten awareness of gender issues, but to provide specific competencies which allow for gender sensitive planning, programme design and budgeting across government ministries / sectors.

Training key personnel in financial, policy, planning and senior management positions will start the process. This will be augmented with the development and implementation of processes and mechanism to monitor the application / implementation of the strengthened gender policy and strategies. In addition, key frameworks and policies, including 4 KRAs from NDP3 will be assessed. This will supplement the targeted mainstreaming in 4 ministries; Ministry of Education (MoE), Ministry of Health (MoHSS), Ministry of Agriculture (MAWF) and Ministry of Labour (MoLSW).

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This proposal has identified numerous gaps in data and information concerning the extent and magnitude of identified problems. For example, there is a lack of current HIV/AIDS data, disaggregated by sex. While a baseline study at the outset of the programme is planned, this stream of work will also include activities to improve the availability and validity of data, notably on GBV, provided from the regions and linked to national data systems.

This cluster of activities is designed to achieve the following:

Joint Programme Outcome 2: Increased mainstreaming / integration of gender in national development policies and frameworks; and implementation of gender responsive KRA policies, programmes and budgeting.

JP Output 2.1 Gender is institutionalized and mainstreamed in 4 Key Results Areas (KRA) of the National Development Plan III

JP Output 2.2 Enhanced human and institutional capacity to lead gender mainstreaming

JP Output 2.3 Improved management of GBV sex-disaggregated data, linked with the national data system

Finally, the third stream of activities deals, in part, with the ***economics of the gender problems*** at the community and individual levels. Lead by FAO, activities will be undertaken to improve agricultural practices and the diversification of income sources. As highlighted in the lessons learned, it is understood that *sustainable improvements* to food security and incomes for women and girls needs to be carefully targeted at the local level. Therefore, the third cluster of activities starts with needs assessments and small scale market /feasibility studies to identify the most appropriate interventions. Technical support, agricultural inputs, new technologies and training are all planned within this cluster of activities. FAO and partners will benefit from experience to date in Khomas, Kavango and Ohangwena Regions. Again, special attention has been paid to San women and girls, taking their circumstances and special needs into account.

Joint Programme Outcome 3: Enhanced well-being of targeted women and girls through food security and livelihood improvement initiatives.

JP Output 3.1 Food availability, access and utilization improved through appropriate agricultural practices

JP Output 3.2 Increased incomes through diversified economic activities

Overall it is recognized that there are some gaps in the *specificity* of some activities throughout this proposal. These are intentional and unavoidable. A number of needs assessments and community level conversations are planned (notably in the first and third streams of activities) to ensure design of new projects and interventions meet current and local needs. The results described above are admittedly ambitious, particularly for a programme which strives to shift well entrenched cultural norms and has a three year life span. For these reasons, the management, including ongoing monitoring, of the joint programme is critically important (and discussed in detail later in this proposal).

The UN Agency partners (FAO, UNDP, UNESCO, UNFPA and UNICEF) have been working alongside relevant civil society and government counterparts in Namibia on a range of programmes and have well established relationships. Specialist inputs may be provided by the WFP, UN Habitat and the ILO, as required during implementation.

Key Government partners (some of whom have played an important role the development of the programme) include: the Parliament, Office of the President, Office of the Prime Minister, National Planning Commission Secretariat (NPCS), Ministry of Gender Equality and Child Welfare (MGECW); Ministry of Agriculture, Water and Forestry (MAWF); Ministry of Education (MoE), Ministry of Youth, National Service, Sport and Culture (MYNSSC), Ministry of Justice (MoJ), Ministry of Trade and Industry (MTI), Ministry of Finance (MoF), Ministry of Health and Social Services (MoHSS), Ministry of Information and Broadcasting (MIB), and the Ministry of Regional Local Government, Housing, Rural Development (MRLGHRD).

Implementing partners in civil society will include NGOs working on advocacy such as the Legal Assistance Centre, community organisations such as Women Action for Development and faith based organisations (FBO) such as Church Alliance for Orphans and SME development organizations such as the Joint Consultative Committee. Private sector partners will include UNAM, Polytechnic and exemplary businesses that will vanguard gender mainstreaming and financial institutions that will support SME development.

Results Framework

Summary of Results Framework

Joint programme results have been articulated in the three outcomes and nine outputs described above. This results framework section now moves to a lower level of detail in designing and planning the joint programme. Results are specified as specific, measurable, achievable, realistic and time-bound (SMART) outputs and aligned with specific proposed activities. This provides a more operational view of the joint programme, including timing and costing by Agency.

Table 1 is organized around the three desired outcomes for the joint programme (including their respective links to national plans / priorities) and identifies key indicators which will be used to measure progress towards and realization of the joint programme outputs. Baseline information is not strong at present and will be augmented with a baseline study at the start of the programme. The joint programme will seek to build a *baseline story*, drawing together qualitative and quantitative information on the current situation, relative to the desired outcomes. To this end, the indicators in Table 1, as well as those specified later in this proposal in the Monitoring and Evaluation Framework (Table 2) will be used as starting point for the baseline study.

SMART outputs for each activity are provided in Table 1 and accompanied by a planned budget (costed over the three years). The Results Framework, Table 1 lays the foundation for both implementation and ongoing monitoring of this proposed joint programme. It also serves to define the Agencies involved in delivering different aspects of the joint programme and the collaboration envisioned in realizing the three outcomes.

Joint programme outcome 1 involves work from UNDP, UNICEF, UNESCO and UNFPA. Important information will be gleaned from key studies and assessments (KAP study, baseline study on Human Trafficking, and assessment of community protection facilities, consultations on a National Action Plan on GBV and Community Capacity Enhancement conversations) and shared across programme partners to inform the development and delivery of interventions.

Joint programme outcome 2 is pursued by UNDP, UNICEF and UNFPA, with close affiliation with the MGECW. Existing materials and ongoing initiatives feed the activities planned, including the gender analysis studies of sub sector policies, revisions to the National Gender Policy and development of a National Gender Plan of action.

Joint programme outcome 3 includes activities by UNDP, UNICEF and UNESCO, all lead by FAO. The CCE conversations in outcome 1 are important vehicles for information to identify needs and appropriate interventions, and are supplemented with market studies. Activities here are envisioned to be incremental, involving 4 targeted communities / groups to test and refine interventions. The activities build on a wealth of experience (knowledge and competencies) with food security and livelihood projects in Namibia, as well as on tools used in other jurisdictions, with adaptation to the Namibian context. Four targeted community-based groups are designed as a well focused starting point, from which numbers/beneficiaries can grow as time move on.

The joint programme has been designed to build on existing expertise and available materials, to maximize efficiency. There has also been a great deal of attention paid to the integration of activities and cross-agency collaboration.

Annual Reviews

The implementing Partners / Agencies shall jointly conduct annual planning and review meetings for the programme overall, guided by the results framework, monitoring and evaluation framework and work plans for this programme. Annual reviews will also include an assessment of the risks and assumptions specified in this proposal, to determine their effect, adequacy and mitigation strategy adjustments that might be required as the environment evolves. A new work plan and budget will be produced annually, based on programme progress and will be approved in writing by the MDG-F National Steering Committee (NSC). Any substantive change in the joint programme scope will require revision of the Joint Programme Document and any amendments will need to be signed by all parties concerned, with approval by the NSC.

Table 1: Results Framework - OUTCOME 1

JOINT PROGRAMME OUTCOME 1: Increased awareness and capacity for protecting the rights of women and girls (including reproductive rights)
NATIONAL PRIORITIES: Gender equality (NDP3); Promote gender equality and empower women (MDG 3)
UNDAF OUTCOME 1: By 2010, the HIV/AIDS response is strengthened through increased access to prevention, treatment, care and impact mitigation services, especially for vulnerable groups and UNDAF OUTCOME 3: By 2010, the Capacity to deliver essential services is strengthened

TABLE 1: OUTCOME 1

JP Outputs Indicators and baselines	SMART Outputs	Agency & ref to Mandate	Implement-ing Partner	Indicative activities for each Output	Resource allocation and indicative time frame			
					Y1	Y2	Y3	Total
JP Output 1.1: The rights of women and girls are protected nationally through enactment and enforcement of existing legislation.[18] **Indicator:** ▪ % increase in awareness, knowledge and understanding of rights & obligations related to gender issues:	26 National Council and 76 MPs reached by year three in 3-5 sessions Action plans developed in sessions and implemented	UNDP Poverty Reduction and Achievement of MDGs	MGECW	i) Develop and conduct briefing sessions with Ministers and MPs to develop Action Plans on gender based laws and services. ii) Develop, produce and provide MPs with fact sheets on laws related to women and girls (e.g. combating domestic violence act).	37,000	30,000	20,000	87,000
	2 advocacy packages (one national and one regional) developed in year one and distributed in year two	UNICEF Policy advocacy and partnership for children's right	MGECW	i) Develop and distribute advocacy packages on gender inequality related to interaction between MPs and communities to influence Cabinet, Parliamentarians and traditional authorities on gender issues, gender based laws and policies.	30,000	20,000		50,000

[18] Existing legislation includes: Married Persons Equality Act 1 of 1996, Combating of Rape Act No. 8 of 2000; the Combating of Domestic Violence Act No. 4 of 2003, Maintenance Act 9 of 2003 and Affirmative Action (Employment) Act 29 of 1998.

TABLE 1: OUTCOME 1								
JP Outputs Indicators and baselines	**SMART Outputs**	**Agency & ref to Mandate**	**Implement-ing Partner**	**Indicative activities for each Output**	**Resource allocation and indicative time frame**			
					Y1	**Y2**	**Y3**	**Total**
A: Population level (with male/female data); B: Leaders (national & regional); and C: Media (existing & future) **Baseline:** Good baseline data is not available and will be obtained through a baseline study at the outset of the programme, which will inform key elements of all three desired outcomes from this Joint Programme	5 field trips to 5 regions (2 have been done under existing programme) in year one, leading to improved services.	UNDP Poverty Reduction and Achievement of MDGs	MGECW	ii) Coordinate 'field trips' for MPs to communities to increase interaction between MPs, CSOs and Communities focusing on gender inequality for consideration in parliament and discussion with line Ministries on follow up action.	50,000			50,000
	2 Reports developed and disseminated in year one and 1 report completed and presented in year 2. covering all 7 regions	UNFPA gender equality	MGECW	Assess field trip results and develop reports for presentation in Parliament on the interaction between MPs and Communities and community services related to gender inequality.	25,000	36,640		61,640
	3-5 events are attended by key champions form the Parliamentary Standing Committee on Human Resources, Social and Community Development in year two	UNDP Poverty Reduction and Achievement of MDGs	Parliament	Select key members (3-5) from Parliamentary Standing Committees dealing with gender issues and build knowledge and engagement on gender based issues by arranging / conducting study tours, networking opportunities and exchange visits with other SADC MPs.	40,000			40,000
	Curriculum (for 3-5 day in-class course) on Gender, GBV and HIV/AIDS for media students at Polytechnic and UNAM developed in year one & produced by year two	UNESCO Development of free, independent & pluralistic media fostered	UNAM	Develop curriculum on gender sensitivity for the Media for UNAM and Polytechnic journalism students on gender, SRH and HIV & AIDS.	45,000	25,000		70,000
	4 training of trainers (ToT) sessions with estimated 30-40 participants in year two at Polytechnic and UNAM.	UNDP Poverty Reduction & Achievement of MDGs	Polytechnic	Provide training sessions for media lecturers at UNAM and Polytechnic on gender, GBV and HIV and AIDS.	27,000			27,000

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TABLE 1: OUTCOME 1								
JP Outputs Indicators and baselines	**SMART Outputs**	**Agency & ref to Mandate**	**Implement-ing Partner**	**Indicative activities for each Output**	**Resource allocation and indicative time frame**			
					Y1	**Y2**	**Y3**	**Total**
	One toolkit developed and mass printing in year one, with distribution to 20-30 media houses nationally by the end of year two	UNESCO Promoting people's participation in sustainable development through communicatio n media	MOE	Develop a toolkit (IEC materials) for media institutions to reach existing media personnel with gender sensitivity information and direction.	53,000	20,000		73,000
	2 sessions of 2-3 days duration with roughly 30 people in year two and year three	UNICEF Policy advocacy and partnership for children's rights.	MGECW	Deliver training sessions for national (mainstream) media personnel on reporting sensitively and regularly on gender issues and GBV		15,000	15,000	30,000
	7 assessment reports (one per targeted region) by year three 7 training / information sessions for community based media by year three	UNESCO Promoting people's participation in sustainable development through communicatio n media	MISA	i) Assess the status of community based (grass roots) media. ii) Produce a community media communication strategy and train community media to implement recommendations of the strategy.	40,000	30,247	35,247	105,494

TABLE 1: OUTCOME 1								
JP Outputs Indicators and baselines	**SMART Outputs**	**Agency & ref to Mandate**	**Implement-ing Partner**	**Indicative activities for each Output**	**Resource allocation and indicative time frame**			
					Y1	**Y2**	**Y3**	**Total**
JP Output 1.2: Women and Girls are aware, understand and assert their rights (including reproductive rights) and know how to access available services such as prevention and treatment of HIV and AIDS. **Indicators:** ▪ % increase in awareness, knowledge and understanding of rights & obligations related to gender issues - A: Population level (with male/female data) ▪ % of Girls & Women in targeted regions who better understand their rights related to gender issues, notably HIV/ADS ▪ # of Women and Girls accessing and utilizing services	Information packages in 6 local languages in year one Training toolkit in year two	UNDP Poverty Reduction & Achievement of MDGs	LAC MGECW	i) Simplify, translate, print and disseminate through the Gender Ministry, National Councils & Traditional Leaders relevant international and national legislative information in fact sheet / info packages ii) Develop training and sensitisation toolkit for legal and paralegal personnel on CEDAW and related national laws.	50,000	15,000		65,000
	7 training sessions conducted (one in each region) with an estimated 25 attendees per session	UNFPA Gender equality	MGECW	Train paralegals in community based service providers on CEDAW and related national laws.	31,000	8,496		39,496
	One KAP study in year one	UNDP Poverty Reduction and Achievement of MDGs	MGECW	Conduct a Knowledge Attitude and Practices study on cultural practices related to gender, HIV and AIDS and GBV targeting 4 regions to infer national data and develop conclusions and recommendations for future policies and programmes	72,000			72,000
	Printed study estimated at 3,000 copies	UNFPA Gender equality	MGECW	Print and disseminate KAP study report, including recommendations to inform the agenda of the Gender Ministry and future policies and programmes.		48 000		48,000
	Mass Media Materials (electronic and print) developed and launched in year one to reach full 1.8 Namibian population	UNICEF Child protection	MGECW	Develop and implement a mass media campaign (including TV and radio programmes, leaflets and posters) on protection of women and girls from violence, exploitation and abuse.	60,000	15,000	15,000	90,000

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TABLE 1: OUTCOME 1								
JP Outputs Indicators and baselines	**SMART Outputs**	**Agency & ref to Mandate**	**Implement-ing Partner**	**Indicative activities for each Output**	**Resource allocation and indicative time frame**			
					Y1	**Y2**	**Y3**	**Total**
Baseline: ▪ KAP study to provide information and data on current situation for comparison at end of programme	Training manuals on greater involvement of men and boys on the prevention of GBV developed.	UNICEF Child protection	White Ribbon Campaign	Develop a training manual for men and boys on GBV, SRH, HIV and AIDS and conduct training in the 7 focus regions.		60,000	50,000	110,000
	Advocacy packages & other publicity material developed by 2011 for concerned NGOs such as the White Ribbon Campaign, Namibia Men for Change.	UNFPA Reproductive health	White Ribbon Campaign	i) Train campaign representatives from 7 regions to facilitate training of campaign committees (men & boys) in regions. ii) Support the organization of community groups of men and boys in the 7 focus regions to promote their involvement in preventing gender based violence and HIV and AIDS. iii) Develop documentaries on GBV.	15,000 5,000	15,000 5,000	15,000 5,000 50,000	45,000 15,000 50,000
	Consultations (visit) in each region and one 'national' event National Action Plan on GBV (proposed) developed by year two	UNICEF Child protection	MGECW	Through the existing National Committee on GBV (government & CSO reps), undertake broad based consultations with stakeholders to develop a GBV National Action Plan.	20,000	40,000		60,000
	Validation workshop to finalize GBV Action Plan National Action Plan on GBV (final) disseminated in year two	UNDP Poverty Reduction and Achievement of MDGs	MGECW	Convene a consultation (validation) workshop to finalize the GBV Action Plan and print & disseminate the final National GBV Action Plan.	10,000	10,000		20,000
	Tool kit for the implementation of the GBV Action Plan developed in year two and three	UNFPA Gender equality	MGECW	Provide technical assistance (to the Gender Ministry) for the development of a tool kit for implementation of the GBV Action Plan.		15,000	6, 200	21,200
	Coordinating committee	UNDP	MGECW	Coordinate with government and	16,200	17,100	13,300	46,600

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TABLE 1: OUTCOME 1								
JP Outputs Indicators and baselines	**SMART Outputs**	**Agency & ref to Mandate**	**Implement-ing Partner**	**Indicative activities for each Output**	**Resource allocation and indicative time frame**			
					Y1	**Y2**	**Y3**	**Total**
	meetings 3 events over three years	Poverty Reduction & Achievement of MDGs		CSO partners the 16 days of Activism, Int'l Women's Day & 2nd annual National GBV Conference.				
	Annual theme-specific posters, banners, flyers	UNFPA Gender equality	MGECW	Develop & produce materials to support the 16 days of Activism against GBV and other national events.	10,0000	10,000	5,000	25,000
JP Output 1.3 Improved capacity of service providers to prevent, detect, enforce and report gender based violence and abuse, and to offer protection and reproductive health services and prevention and treatment of HIV and AIDS for women and girls.	Baseline study on the trafficking of women and girls covering 4 border regions in year one	UNFPA Gender equality	MGECW	Conduct a baseline study on the trafficking of women and girls to fill current gaps in knowledge and data on the problem, and to derive recommendations for action.	60,000			60,000
	Prevention Strategy and Action Plans in year two, accompanied by new programmes / interventions in 4 border regions	UNICEF Child protection	MGECW	Based on the baseline study, develop and implement a prevention strategy and Action Plan, which may include awareness raising of vulnerable groups and key enforcement and medical personnel, as well as augmenting the weak network of Community Protection groups now in some regions.		60,000	30,000	90,000
Indicators: ▪ Increased quantity and quality of GBV protection and support	8 WCPU Action Plans developed in year one and implemented by year three in 7 regions	UNICEF Child protection	MOSS	Develop & implement Action Plans on outreach & prevention of violence and abuse against women and girls in the *existing* 8 Women and Child Protection Units (WCPU).	70,000	50,000	40,000	160,000

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TABLE 1: OUTCOME 1								
JP Outputs Indicators and baselines	**SMART Outputs**	**Agency & ref to Mandate**	**Implement-ing Partner**	**Indicative activities for each Output**	**Resource allocation and indicative time frame**			
					Y1	**Y2**	**Y3**	**Total**
services ▪ # of Women and Girls accessing and utilizing services ▪ # and nature of programmes/initiatives arising from Assessments and Studies **Baseline:** ▪ Baseline study in year one will provide trafficking information & data ▪ 8 WCPUs exist (one region has 2 units), with varying levels of services ▪ Information and data on current knowledge & expertise of service providers not available.	Resource tools developed in year one Two week intensive training conducted in 2 regions in year one, 3 regions in year two and 2 regions in year 3, estimated reach 15 people per session – total 105 people	UNICEF Child protection	MGECW	i) Train community WCPU lay counsellors and outreach workers (using existing UNICEF materials) to provide support to abused women and girls. ii) Develop and distribute information guides for lay counsellors of abused women and girls.	40,000	60,000	50,000	150,000
	5 information (IEC) packages developed for and delivered to health professionals and NAPPA in 7 regions by year two One documentary produced and distributed by year three	UNFPA Reproductive health	NAPPA	i) Develop information packages (CD Roms, brochures and pamphlets) on issues of GBV and SRH. ii)Train key personnel in Namibia Planned Parenthood Association (to reach their community network of roughly 900 volunteers across Namibia) on the package. iii) Develop documentary on SRH.	65,000	32,000	29,496	126,496
	Estimated 8 sessions of 1-2 days per region, total of 56 sessions by year three in rural communities	UNICEF Child protection	MGECW	Train community volunteer groups (existing), notably rural women in constituencies of 7 regions in GBV and SRH issues (using existing materials).	40,000	50,000	40,000	130,000
	One session per year to include estimated 40 people from law enforcement	UNDP Poverty Reduction & Achievement of MDGs	LAC	Conduct sensitization and training on GBV for law enforcement organizations (police, courts, lawyers).	26,000	24,000	10,000	60,000
	Revised basic training for police officers by year two	UNICEF Child protection	MOSS	Integrate GBV training module in the basic police training programme.		40,000		40,000
	Assessments & changes completed in 3 regions in year one, 2 regions in year	UNDP Poverty Reduction &	MOSS	Assess protection facilities (clinics, courts & police) to determine if the are 'woman and child friendly' and	35,000	31,000	30,428	96,428

TABLE 1: OUTCOME 1								
JP Outputs Indicators and baselines	**SMART Outputs**	**Agency & ref to Mandate**	**Implement-ing Partner**	**Indicative activities for each Output**	**Resource allocation and indicative time frame**			
					Y1	**Y2**	**Y3**	**Total**
	two and 2 regions in year three	Achievement of MDGs		implement recommendations for changes.				
	Guidelines for a GBV witness protection program developed by year two	UNDP Poverty Reduction & Achievement of MDGs	MoJ	Draft guidelines for the establishment of the GBV witness protection programmes, for and with the Ministry of Justice.		11,000		11,000
	4 Help-lines for abused women and girls operational by year three	UNICEF Child protection	MGECW	Establish & support the maintenance of Help Lines (with Lifeline / Child-line).		60,000	60,000	120,000
	6 (of current 8) WCPUs equipped and processes developed in year one 65-70 personnel trained in 6 regions in year 2 and 3	UNDP Poverty Reduction and Achievement of MDGs	MoHA/ Forensic	i) Purchase Storage Units for forensic evidence & supplies for WCPUs. ii) Develop & implement forensic evidence collection systems. iii) Establish electronic evidence management system (within existing IT) at WCPUs, including training service providers (police & medical personnel).	158,709	80,209	80,209	319,127
	Targeted info & training materials developed in year one One session in each of the 3 regions (1 in year one and 2 in year two)	UNDP Poverty Reduction and Achievement of MDGs	LAC	Develop & disseminate materials, and train key personnel (social workers, registration officials, health care and law enforcement) in 3 targeted regions on the special issues related to the protection and rights of San women and girls.	26,000	16,000		42,000

TABLE 1: OUTCOME 1								
JP Outputs Indicators and baselines	**SMART Outputs**	**Agency & ref to Mandate**	**Implement-ing Partner**	**Indicative activities for each Output**	**Resource allocation and indicative time frame**			
					Y1	**Y2**	**Y3**	**Total**
JP Output 1.4: Strengthened national response on access and availability of prevention and treatment services for HIV/AIDS **Indicators:** ▪ % of Girls & Women in targeted regions who better understand their rights related to gender issues, notably HIV/ADS ▪ # of Women and Girls accessing and utilizing services ▪ Increased quantity and quality of GBV protection and support services ▪ # and nature of programmes/initiatives arising and Community Capacity Enhancement conversations	CCE conversations in 48 communities (half in year one, balance in year two) 48 action plans for community action on GBV and HIV/AIDS	UNDP Poverty Reduction and Achievement of MDGs	MRLGHRD	Conduct Community Capacity Enhancement *conversations* (facilitated discussion) on the linkages between GBV, HIV and AIDS and prepare reports with community action plans on the prevention and impact mitigation of GBV and HIV and AIDS.	110,736	82,000		192,736
	A minimum of 4 programmes derived from the CCE action plans	UNDP Poverty Reduction and Achievement of MDGs	MRLGHRD	Develop 4 new programmes based on CCE action plans for the prevention and impact mitigation of HIV/AIDS & GBV (implementation linked to outputs 3.1 & 3.2).	50,000			50,000
	Gender based violence GBV training module developed in year one Revisions & updates year two and three	UNFPA Gender equality and reproductive health	MoHSS	Develop a training module to be incorporated into the National Health Training Centre programmes for health professionals on the treatment, referrals and legal requirements related to GBV.	15,000	7,500	7,500	30,000
	Estimated at 800 SRH kits and emergency contraceptives for the 8 WCPUs	UNFPA Reproductive health	MoHSS	Procure and distribute SRH kits and emergency contraceptive [19] to Women and Child Protection Units (WCPU) for survivors of GBV.	34,056	15,000	15,000	64,056
	2 ToT sessions for 50 people in year two 50 facilitators per constituency trained by year two	UNICEF HIV and AIDS	MoE	Print materials for Namibia's flagship *Life Skills* programme, to facilitate training of trainers and delivery in the 7 targeted regions.		300,000		300,000

[19] Emergency contraceptive refers to morning after pill.

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TABLE 1: OUTCOME 1								
JP Outputs Indicators and baselines	**SMART Outputs**	**Agency & ref to Mandate**	**Implement-ing Partner**	**Indicative activities for each Output**	**Resource allocation and indicative time frame**			
					Y1	**Y2**	**Y3**	**Total**
Baseline ▪ Condom use with high risk partners reported in 2006 at 51.6 % ▪ Life Skills programme has 595 facilitators in 2006 and 423 in 2007. programme learners have totalled 18,913 in 2006 (7573 boys & 11,340 girls) and 12,498 in 2007								

	Resource allocation & indicative time frame			
	Y1	**Y2**	**Y3**	**Total**
OUTCOME 1 ANNUAL TOTALS	1,454,201	1,339,192	549,880	3,343,273
AOS AT 7%	101,794	93,743	38,492	234,029
OUTCOME 1 ANNUAL TOTAL BUDGET	**1,555,995**	**1,432,935**	**588,372**	**3,577,302**

TABLE 1: RESULTS FRAMEWORK - OUTCOME 2

JOINT PROGRAMME OUTCOME 2: Increased mainstreaming / integration of gender in national development policies and frameworks and implementation of gender responsive KRA policies, programmes and budgeting
NATIONAL PRIORITIES: Gender equality (NDP-III); Promote gender equality and empower women (MDG 3)
UNDAF Outcome 3: By 2010, the capacity to deliver essential services is strengthened

TABLE 1: OUTCOME 2

JP Outputs Indicators and Baselines	SMART Outputs	Agency & ref to Mandate	Implement-ing Partner	Indicative activities for each Output	Resource allocation and indicative time frame*			
					Y1	Y2	Y3	Total
JP Output 2.1 Gender is institutionalized and mainstreamed in 4 Key Results Areas (KRA) of the National Development Plan III **Indicators:** ▪ # of National frameworks and KRAs in NDP III reviewed for gender responsiveness and for integration of gender issues. ▪ Approved, revised National Gender Policy and Plan of Action (PoA)	3 reports with assessment findings and strategy in year one and 1 report in year 2	UNFPA Gender Equality	MGECW	Commission studies to undertake gender analysis of National Development Plan 3, targeting 4 of the 8 Key results Areas to identify gender gaps, assess capacity for gender mainstreaming and develop a capacity development plan for the responsible Minister and the Gender Minister to monitor progress.	90,500	50,000	5,000	145,500
	3 reports to Ministers on the gender responsiveness of sub sector policies (MDG 6 - HIV/AIDS, MDG 1- Poverty Reduction and MDG 3 - Gender Equality) in year one	UNFPA Gender equality	NPCS	Analyze Policy Frameworks for 3 of the 8 MDGs (as related to this joint programme), assess gender responsiveness and provide a report to the responsible Minister.	20,000			20,000
	Report to the Health Minister in year three	UNDP Poverty Reduction and Achievement of MDGs	MGECW	Undertake a gender analysis of the Medium Term Plan 4 on HIV and AIDS to ensure that it is gender responsive.			20,000	20,000

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TABLE 1: OUTCOME 2								
JP Outputs Indicators and Baselines	**SMART Outputs**	**Agency & ref to Mandate**	**Implement-ing Partner**	**Indicative activities for each Output**	**Resource allocation and indicative time frame***			
					Y1	**Y2**	**Y3**	**Total**
Baseline: A National Gender Policy exists but requires revision and supporting mechanisms for implementation	Revised National Gender Policy adopted in year one GMS established by year three	UNFPA Gender equality	MGECW	Review, revise and pursue approval of a new National Gender Policy and establish a Gender Management System (of structure, mechanisms and processes), with targets and indicators pertaining to women & girls.	20,000	15,000	8,000	43,000
	Gender National Plan of Action implemented in 4 sectors by year two	UNDP Poverty Reduction and Achievement of MDGs	MGECW	Review and update the Gender National Plan of Action (PoA) and implement the PoA in 4 main sectors (education, health, agriculture and youth) under the National Development Plan III.	15,000	7,500		22,500
JP Output 2.2: Enhanced human and institutional capacity to lead gender mainstreaming **Indicators:** # of institutions with capacity, strategies, structures & M&E for gender responsiveness. **Baseline:** Capacity for gender responsive development and	ToT Team of 30 male and female gender trainers assembled & trained in year one, providing support in year two	UNFPA Gender equality	MGECW	Assemble & train an interdisciplinary team of 30 male and female gender trainers to provide training and support in development of key materials and assessments. targeted line ministries and state organizations	20,000	30,000		50,000
	Tool Kits developed in year one and disseminated in year one and two	UNFPA Gender equality	MGECW	Develop and disseminate generic gender mainstreaming toolkits with NDP III KRA specific guidelines for use in line ministries and CSOs.	15,000	5,000		20,000
	Training materials developed and an estimated 50 people trained (27 focal persons, contacts related to one KRA (key institutions) and an estimated 10 key senior management)	UNFPA Gender equality	MGECW	Undertake training on gender responsive analysis and programming for focal persons, directors of planning and senior management in key institutions	70,000	45,000	10,000	125,000

TABLE 1: OUTCOME 2

JP Outputs Indicators and Baselines	SMART Outputs	Agency & ref to Mandate	Implement-ing Partner	Indicative activities for each Output	Resource allocation and indicative time frame*			
					Y1	Y2	Y3	Total
management of government programmes is (anecdotally) marginal at present. This JP output is essentially starting with a zero baseline.	Training sessions for key institutions related to 3 KRAs in year two, with follow up on training in year three							
	Gender budgeting training material adapted in year one Training sessions for 4 ministries conducted in years one and two (estimated at 10 people per ministry)	UNDP Poverty Reduction and Achievement of MDGs	MGECW	i) Undertake gender budget analysis of 4 line ministries to inform the development of specific training materials on gender responsive budgeting ii) Adapt existing course materials for local use (global course available) & to be ministry-specific and train budget personnel in 4 line ministries on gender responsive analysis, planning and budgeting	70,000	25,000	9,000	104,000
	10 Members of the Finance and Economics Committee trained in year one 10 Members of the Human Resource, Social and Community Development Committee trained in year two	UNDP Poverty Reduction and Achievement of MDGs	Parliament	Train members of two Parliamentary committees (Finance and Economics & Human Resource, Social and Community Development) on gender responsive analysis, planning and budgeting	26,000	10,000		36,000
JP Output 2.3: Improved availability, accessibility and management of GBV	Steering Committee established & trained in year one	UNDP Poverty Reduction and Achievement of MDGs	MGECW	Establish steering committee to guide the development of a GBV data base and train committee members on data collection methodologies and quality control.	5,000			5,000

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TABLE 1: OUTCOME 2								
JP Outputs Indicators and Baselines	**SMART Outputs**	**Agency & ref to Mandate**	**Implement-ing Partner**	**Indicative activities for each Output**	**Resource allocation and indicative time frame***			
					Y1	**Y2**	**Y3**	**Total**
sex-disaggregated data, linked with the national data system **Indicators:** ▪ # & nature of GBV elements / data available, accessed & used. **Baseline:** ▪ Integrity of existing GBV data questionable ▪ Existing GBV data base has limited utility, does not provide required data elements	National GBV Database updated in year one and linked to NamInfo by year three	UNDP Poverty Reduction and Achievement of MDGs	MGECW	Upgrade existing GBV database (with age and sex disaggregated data) and create links with NamInfo	25,000	20,000	5,000	50,000
	GBV data is current & accessible through the MGECW website in year one	UNDP Poverty Reduction and Achievement of MDGs	MGECW	Develop a user friendly & interactive GBV database portal linked to the MGECW website and provide website maintenance support.	10,000	5,000	5,000	20,000
	2 training sessions in year one reaching 15-30 people 2 sessions in year 2 reaching an estimated 30 people	UNDP Poverty Reduction and Achievement of MDGs	NPCS	Train Central Bureau of Statistics & MGECW staff on GBV data capturing & analysis	8,000	7,000		15,000
	7 training sessions reaching an estimated 70-80 people	UNICEF Child protection	MOSS	Train WCPU staff on data capturing and collation based on finalized indicators from NamInfo and monitor the reporting of GVD data	20,000	20,000	20,000	60,000
	3 Gender Monographs produced, one in each year	UNFPA Reproductive health and gender equality and data	MGECW	Compile gender monograms/booklets from DHS, NHIES etc. to provide sex disaggregated data	15,000	10,000	10,000	35,000

	Resource allocation & indicative time frame			
	Y1	**Y2**	**Y3**	**Total**
Annual Totals	449,500	232,500	89,000	771,000
AOS AT 7%	31,465	16,275	6,230	53,970
TOTAL BUDGET BY YEAR FOR OUTCOME 2	**480,965**	**248,775**	**95,230**	**824,970**

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TABLE 1: RESULTS FRAMEWORK - OUTCOME 3

Joint Programme Outcome 3: Enhanced well-being of targeted women and girls through food security and livelihood improvement initiatives
NATIONAL PRIORITIES: Eradicate extreme poverty and hunger (MDG1 & NDP3); Promote gender equality and empower women (MDG 3)
UNDAF Outcome 2: By 2010, livelihoods and food security among most vulnerable female headed household are improved in highly affected locations

TABLE 1: OUTCOME 3								
JP Outputs Indicators and Baselines	**SMART Outputs**	**Agency & ref to Mandate**	**Implement-ing Partner**	**Indicative activities for each Output**	**Resource allocation and indicative time frame***			
					Y1	**Y2**	**Y3**	**Total**
JP Output 3.1: Food availability, access and utilization improved through appropriate agricultural practices **Indicators:** ▪ Proportion of Female headed households not living in poverty in targeted communities (MDG1) ▪ # of targeted Female headed households, women & girls with increased food production	4 target groups and their needs identified in year one Training materials developed and delivered in years two and three Agricultural inputs (as identified through support for 4 target groups) in years two and three	FAO Food security	MAWF	i) Identify 4 targeted women and girl groups / communities, each in a different region and provide business training (IGA/ SMEs). ii) Support activities aimed at increasing access to both markets and information on market needs and prices to maximize income generation for women and girls. iii) Establish networking linkages between 4 target communities / groups and other home based groups, survivors of gender based violence and women community groups for skills acquisition towards increased income and household food security	128,500	137,500	177,500	443,500

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TABLE 1: OUTCOME 3								
JP Outputs Indicators and Baselines	**SMART Outputs**	**Agency & ref to Mandate**	**Implement-ing Partner**	**Indicative activities for each Output**	**Resource allocation and indicative time frame***			
					Y1	**Y2**	**Y3**	**Total**
Baseline: Assessments and regional, local-level interactions at the outset of the programme will identify baseline data and qualitative information, against which joint programme outputs 3.1 and 3.2 will be measured.	Appropriate technologies developed and adapted for use/application by the 4 targeted groups by year three	FAO Food security	MAWF	i) Develop small scale food production, processing and preservation IGAs/SMEs (e.g. small scale dairies, community aquaculture, gardening, small animal production, and other micro-enterprises) in both rural and peri-urban female-headed households in the 4 target regions. ii) Provide business training for IGA's/SMEs that are newly established in the 4 target regions, and increase their access both to markets and to information about market needs and prices to maximize income generation.	216,370	197,500	168,950	582,820
	Market / feasibility study IGA/SME training sessions and advisory support Agricultural tools and inputs	FAO Food security	MAWF	i) Conduct small scale market research and feasibility studies to improve viability of existing IGAs, SMEs and emerging cooperatives and follow up with developing market linkages and strengthening the IGA/SME groups through training and organization assistance. ii) Provide agricultural tools and inputs to increase household food security	168,006	207,500	162,500	538,006
	Survey tools adapted and administered in year one Action plan to mitigate constraints developed and	FAO Food security	MGECW	i) Undertake a survey to assess the constraints women and girls face on specific livelihood options, e.g. discrimination in land ownership/use, access to micro-financing schemes,	67,500	117,500	117,500	302,500

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TABLE 1: OUTCOME 3								
JP Outputs Indicators and Baselines	**SMART Outputs**	**Agency & ref to Mandate**	**Implement-ing Partner**	**Indicative activities for each Output**	**Resource allocation and indicative time frame***			
					Y1	**Y2**	**Y3**	**Total**
	implemented in years two and three			access/use of markets, IGA and micro SME accessibility, GBV, etc. (survey method & tools successfully applied in Kenya & Uganda will be adapted for Namibian use). ii) Develop and implement a plan to counter some of these constraints (e.g. training in legal rights, basic entrepreneurial skills, project management and micro finance management; provision of start-up kits iii) Follow-up support for IGAs that target female headed households, unemployed women and households affected by HIV/AIDS in the target regions				
JP Output 3.2: Increased incomes through diversified economic activities **Indicators:** ▪ # of Women and girls beneficiaries engaged in IGAs/SMEs in target communities by 2011	4 new programmes targeting women and girls in San communities designed & implemented by year three	UNDP Poverty Reduction and Achievement of MDGs	MRLGHRD	i) Drawing from Community Capacity Enhance 'conversations' (JP output 1.4 above) and targeted consultations on issues pertaining to the livelihood of San women and girls, identify viable IGAs and implement 4 new programmes	100,000	118,000	89,000	307,000
▪ Improvements in access to and control of productive resources	Practical guides and Start-up Kits on IGAs and SMEs developed & distributed in year one	UNESCO Provide capacity development	MYNSSC	i) Develop practical guides and start-up kits on IGAs and SMEs ii) Provide ToT Vocational Skills	196,179	221,179	176,179	593,537

TABLE 1: OUTCOME 3								
JP Outputs Indicators and Baselines	**SMART Outputs**	**Agency & ref to Mandate**	**Implement-ing Partner**	**Indicative activities for each Output**	**Resource allocation and indicative time frame***			
					Y1	**Y2**	**Y3**	**Total**
(i.e. seeds, credit and markets) by female-headed households ▪ Percentage change in targeted women's and girls' incomes from IGAs	Specialized business-related training provided in years two and three IT interventions in years two and three	and technical support to assist national efforts in achieving the Dakar Goals		Training and Business Management Skills iii) Identify IT interventions to enhance the success of the IGA and SME efforts, test, expand & provide follow-up support				
	4 projects identified in year one 4 project implemented in years two and three	UNICEF HIV and AIDS	MGECW	Develop 4 projects on IGAs that benefit women care-givers, orphaned and Vulnerable girls based on the practical guide and start up kits for IGAs	50,000	60,000	80,000	190,000

	Resource allocation & indicative time frame			
	Y1	**Y2**	**Y3**	**Total**
Annual Totals	926,555	1,059,179	971,629	2,957,363
AOS AT 7%	64,859	74,143	68,014	207,015
TOTAL BUDGET BY YEAR FOR OUTCOME 3	**991,413**	**1,133,322**	**1,039,643**	**3,164,378**

Work Plan and Budget

A work plan and budget is provided in *Annex A (page 56.)* Here targets have been specified for activities, with particular focus on year one activities. It is expected activities in years 2 and 3 will require adjustments as the programme gets up and runi9ng in the first year. Additionally, some needs assessment work conducted at the outset of the programme will bring greater clarity to the nature and extent of proposed new projects (notably related to outcomes 1 and 3). The Implementing Partners / Agencies for each activity are detailed in the Work Plan, but some flexibility will be required, particularly with civil society organisations, as they are more dynamic and subject to changing capacity and mandates.

The overall budget for this joint programme is allocated across the 5 Agencies, by outcome as follows:

JOINT PROGRAMME COSTS BY OUTCOME (including 7% AOS)	PLANNED BUDGET BY OUTCOME			
	OUTCOME 1	OUTCOME 2	OUTCOME 3	Total
UNDP ACTIVTIES	1,261,413	291,575	328,490	1,881,478
UNICEF ACTIVTIES	1,423,100	64,200	203,300	1,690,600
UNESCO ACTIVITIES	265,889	0	635,085	900,974
UNFPA ACTIVITIES	626,900	469,195	0	1,096,095
FAO ACTIVITIES	0	0	1,997,504	1,997,504
ALL AGENCIES SUB TOTAL	***3,577,302***	***824,970***	***3,164,379***	***7,566,651***
M & E COSTS	51,000	51,000	51,000	153,000
COORDINATION SUPPORT & IMPLEMENTATION COSTS	80,000	80,000	80,000	240,000
JOINT PROGRAMME TOTAL	**3,708,302**	**955,970**	**3,295,379**	**7,959,651**

The planned timing for the use of resources, by participating Agencies is:

JOINT PROGRAMME COSTS BY AGENCY (including 7% AOS)	ANNUAL PLANNED BUDGET			
	Amount US$ Year 1	Amount US$ Year 2	Amount US$ Year 3	Total
UNDP ACTIVTIES	1,035,380	539,076	307,023	1,881,478
UNICEF ACTIVTIES	438,700	898,800	353,100	1,690,600
UNESCO ACTIVITIES	357,572	317,176	226,226	900,974
UNFPA ACTIVITIES	575,720	353,781	166,595	1,096,095
FAO ACTIVITIES	621,002	706,200	670,302	1,997,504
ALL AGENCIES SUB TOTAL	***3,028,374***	***2,815,032***	***1,723,245***	***7,566,651***
M & E COSTS	51,000	51,000	51,000	153,000
COORDINATION SUPPORT & IMPLEMENTATION COSTS	79,500	79,500	81,000	240,000
JOINT PROGRAMME TOTAL	**3,158,874**	**2,945,532**	**1,855,245**	**7,959,651**

Management and Coordination Arrangements

The UNCT in Namibia has worked together to develop the UNDAF, with this year being the third year of the current UNDAF cycle (2006-2010). This joint programme proposal is based on the Common Country Assessment and the UNDAF. The UN System will undertake an integrated programming process at the country level under the auspices of the Resident Coordinator's office.

The programme will expand and enhance coherence, impact and collaboration amongst ongoing United Nations activities supporting the Government of Namibia. Each UN agency has had successful experience in joint programming with at least one other UN agency, in partnership with government and civil society organisations and they are confident of their ability to work together in this joint programme.

UNDP, UNFPA, UNICEF, UNESCO and FAO will collaborate in the implementation, monitoring and reporting on this programme. It is recognized that each Agency has its own reporting obligations (Country Programme Documents (CPDs), Country Programme Action Plans (CPAPs) and Annual Work Plans (AWPs), and requirements under this joint programme must maximize synergies and minimize (to the extent possible) duplicative and time consuming reporting activities.

Accountability - The MDG-F National Steering Committee

The MDG-F National Steering Committee will have overall responsibility for Programme activities. Its role is to provide oversight and strategic guidance to the programme. It will provide strategic guidance and oversight and approve the Programme Document including subsequent revisions, Annual Work Plans and Budgets.

The NSC will be co-chaired by the UN Resident Coordinator and the Director General of the National Planning Commission Secretariat or his/her representative. Membership of the NSC will also include a representative from the Spanish Embassy. At the first meeting of the NSC it was decided to co-opt line ministry representatives for the sector window approved. The Minister of Gender Equality and Child Welfare was co-opted since she performs oversight functions on gender issues for government. The NSC will normally meet semi-annually and will make decisions by consensus. Decisions on programme documents, including revisions and Annual Work plans and budgets will only be taken upon completion of a review by the Programme Management Committee.

To the extent possible, the NSC will use existing coordination mechanisms in Namibia to undertake the process of planning and stakeholder consultation that the programme operations will require. The NSC will normally meet semi-annually. Additional meetings based on the requirements of the Programme may be convened exceptionally. The meetings will be convened by the Chairperson. For emergency issues the NSC may conduct its business electronically.

The responsibilities of the NSC will include to:

a. Review and adopt Terms of Reference (TOR) and Rules of Procedure of the NSC, and/or amend them, as necessary, in consultation with the Administrative Agent.

b. Approve the Joint Programme Document before submission to the Fund Steering Committee.
c. Review and endorse the Programme Document and overall Annual Work Plans and Budgets submitted by Participating UN Organisations; ensure their conformity with the requirements of the Fund and in particular decisions of the MDG-F Steering Committee; ensure the quality of programme documents to receive funding from the Fund.
d. Approve the strategic direction for the implementation of the Joint programme within the operational framework authorized by the MDG-F Steering Committee.
e. Discuss the Programme requirements and priorities concerning, inter alia:
   - programme management, including consistent and common approaches to project costing, cost recovery, implementation modalities, results-based reporting and impact assessment,
   - Information management, including appropriate Fund and donor visibility.
f. Ensure that appropriate consultative processes take place with key stakeholders at the country level in order to avoid duplication or overlap between the Fund and other funding mechanisms.
g. Approve the reporting mechanism for the programme.
h. Suggest corrective action to emerging strategic and implementation problems.
i. Create synergies and seek agreement on similar programmes and projects by other donors.
j. Approve the communication and public information plans prepared by the PMC.

Coordination – The Programme Management Committee

The NSC shall ensure that Programme Management Committee (PMC) is established to assume responsibility for the operational implementation and coordination of the Joint Programme. The Resident Coordinator will appoint a Chair for the PMC and work closely with the PMC to facilitate the UN Agency coordination and integration envisioned in this proposal. The PMC's membership will consist of relevant implementing parties, including participating UN Agencies, Government representatives and civil society representatives as appropriate. The PMC will be managed at two levels. These are as follows; (1) the **Strategic Coordination** (involving the Permanent Secretaries of Line Ministries, UN Heads of Agencies and CSO Directors); and (2) the **Technical Coordination** component (the technical experts from the UN, and Government line Ministries and relevant CSO representatives. Modalities and specific Terms of Reference for the PMC will agreed later.

(1). PMC- Strategic Coordination:

a. Ensures overall operational coordination
b. Approve of Annual Work Plans
c. Provide guidance to UN agencies and line Ministries technical experts to ensure joint compliance with 70% performance and delivery thresholds annually.
d. Period liaison with the NSC to review findings of the summary audit reports consolidated by the Administrative Agent; highlight lessons learned and periodically discuss follow-up by Participating UN Organisations on recommended actions with Programme -wide impact.
e. Advise the NSC on policy matters related to the Gender Joint Programme
f. Ensure that the joint programme is on track and promised results are being delivered.

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(2). PMC -Technical Coordination:

a. Establishes a programme management Unit, with a Programme Manager (or equivalent) Monitoring and Evaluation Experts operating out of the National Planning Commission of the Government of Namibia, with dual reporting to the Chair of PMC
b. Manages programme resources to achieve the outcomes and output defined in the programme;
c. Aligns MDG-F funded activities with the UN Strategic Framework or UNDAF approved strategic priorities;
d. Establishes programme baselines to enable sound monitoring and evaluation;
e. Establishes adequate reporting mechanisms in the programme;
f. Integrates work plans, budgets, reports and other programme related documents; and ensures that budget overlaps or gaps are addressed;
g. Provides technical and substantive leadership regarding the activities envisaged in the Annual Work Plan and provides technical advice to the NSC;
h. Establishes a communication and public information plans;
i. Makes recommendations on re-allocations and budget revisions to the NSC;
j. Addresses emerging management and implementation problems; and
k. Identifies emerging lessons learned.

Representatives from the five participating UN Agencies (when not designated at the Head of Agency) will also be expected to keep their respective UN Heads of Agencies apprised of progress on the Gender Joint Programme, through existing / established reporting mechanisms. Heads of Agencies will also use their representative on this PMC as their conduit into the joint programme.

The PMC will normally meet quarterly, although start up activities will require more frequent meetings in the initial stages to ensure coordination and information sharing. Experts and technical specialist (notably project managers and field personnel) can be invited to PMC meetings to report on and discuss the progress of the programme, including emerging challenges and proposed shifts in the programme design). The Spanish Embassy will be invited to provide a representative, as an observer at PMC meetings.

The PMC provides a mechanism for both coordination of discrete programme activities and oversight of the programme at an operational level. However it is recognized that the breadth of the proposed programme will also necessitate ad hoc meetings (and potentially ad hoc sub committees) amongst different clusters of technical specialist as they proceed with implementing their respective and sometimes joint interventions. These are envisioned to be more fluid 'structures' undertaken, as required as part of the project implementation process with impacted implementing partners (but generally not involving *all* programme implementing partners, as is the case with PMC). For example, as related to outcome 2, UNDP, UNICEF and UNFPA may see the need at a technical expert level to convene an ad hoc subcommittee, which need not involve UNESCO or FAO, but my include the implementing partners within the Namibian Government and CSOs. However, true oversight, operationally rests with PMC.

Both the NSC and the PMC will seek to integrate their work under the UNDAF thematic structures already in place in the country. The two committees may wish to organize occasional joint meetings to enhance communication between the oversight and operational coordination functions.

The Programme Management Unit

The proposed programme is very comprehensive, involving multiple players and approaches. To ensure the integration of the various activities into meaningful assessment of progress and results, a small project team will be established, under the leadership of a program manager. This group is expected to include competencies for coordination, organization, analysis, collaboration and communication. They will report to the Chair of the PMC, and provide a secretariat support for NSC.

The team is expected to provide quick start up assistance in coordinating the baseline study, identifying key elements for ongoing reporting, receiving and aggregating monitoring information and data on common activities, developing a means of tracking programme beneficiaries (to allow meaningful evaluation of impact at the conclusion of the program) and serve a central repository for and developer of common information and data needs. The targets identified in the Work Plan and Budget, Annex A provide a good starting point for this work.

Administrative Agent

The Administrative Agent (AA) function rests with the Multi Donor Trust Fund (MDTF) Office at UNDP headquarters in New York. The MDTF Office as AA will be responsible for:

a. Disbursing approved resources to the Participating UN Organisations
b. Consolidating the joint programme narrative report with financial reports from Participating UN Organisations; including analysis of financial and narrative data; and provide it to the NSC.
c. Providing the Consolidated JP Progress reports, and other reports as appropriate to the donor, i.e. the Fund Steering Committee through the Secretariat.
d. Streamlining the reporting systems and harmonizing reporting formats based on joint programming best practices.
e. Facilitate the work of the Participating UN Organisations to ensure adherence to a results based reporting structure around outcomes and outputs.
f. Ensuring that fiduciary fund management requirements are adhered to.

The Resident Coordinator

The RC's role is to facilitate collaboration between Participating UN Organizations to ensure that the programme is on track and that promised results are being delivered. He or she will also be the main interface between the Secretariat and the MDTF Office on one hand and the UNCT on the other. The Resident Coordinator will exercise his/her authority over the programme by being entrusted with leadership of the overall programme design, ongoing programmatic oversight of the Fund's activities by co-chairing the National Steering Committee meetings.

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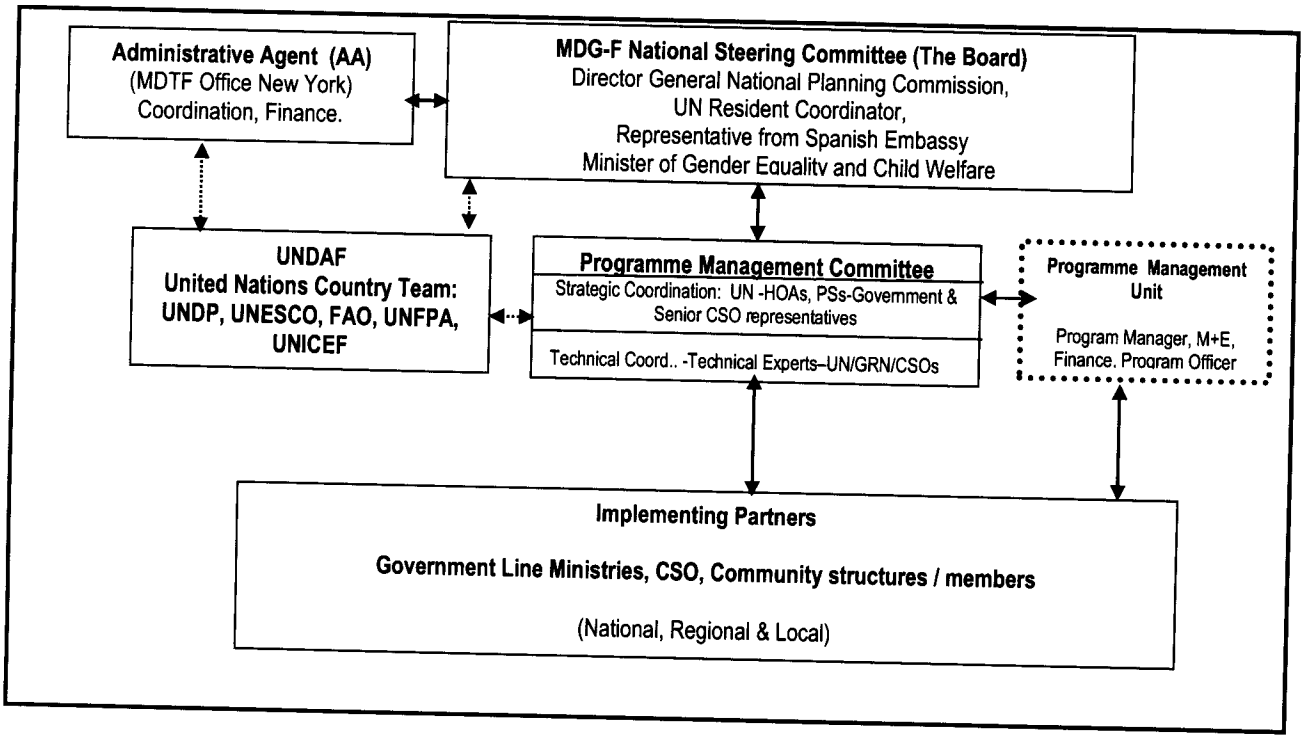
The following diagram (figure 1) reflects the coordination, implementation and management modalities for the proposed Joint Gender Programme in Namibia.

Figure 1: Organogram of the Gender Joint Programme



Cash transfer modalities

The cash transfer modality options for the UNDG Excom agencies (UNDP, UNICEF and UNFPA) are either direct cash transfers to Government (e.g. national execution advances), reimbursement, UN agency implementation, or where an UN agency pays on behalf of Government upon receipt of payment request from Government. The current cash transfer modalities which prevail for the respective UNDG Excom UN agencies will hold until such time that a more uniform cash transfer approach is suggested for all Excom Agencies in Namibia under the Harmonized Approach to Cash Transfers (HACT). Discussions between the United Nations Country Team (UNCT) and the Government of Namibia are ongoing concerning HACT, following the conclusion of the recently undertaken micro and macro assessment under HACT.

Currently, for the transfer of funds, UNFPA and their implementing partners sign a letter of understanding at the beginning of each programme cycle, which is usually over a five-year period. For disbursement of funds, implementing partners submit a certificate of expenditure (COE) to UNFPA on a 3-monthly basis. The COE reflects the funds received, spent and balances. In support of the above, annual audits are carried out for projects exceeding US$500,000 within the five-year cycle.

Prior to issuance of funds by the approved programme, a Memorandum of Understanding is signed between UNDP and the implementing partner (Government or NGO), which is tied to the life-cycle of the approved programme (usually, five years). UNDP predominantly uses the direct payment cash transfer modality, whereby implementing partners provide a request letter to UNDP for payment, accompanied by three quotations. The direct payments are done based on interventions spelled out in the Annual Work Plans of each approved programme. In addition, UNDP also issues quarterly advances to implementing partners, following a request letter signed by the Permanent Secretary of a Government Ministry (or Executive Director in the case of a NGO), which is approved by the UNDP Resident Representative. In cases where cash is advanced to an implementing partner, some projects have opened project bank accounts where funds are kept after being deposited by UNDP. Usually, these project accounts are subject to annual audits, a UNDP financial requirement which holds for all nationally executed projects.

UNICEF uses the direct cash transfer modality to issue funds to Government and other partners. Such transfers follow after signing an annual work plan with the concerned partner based on agreed targets and results at the start of the calendar year which specifies the activities against the amounts to be funded. All partners are issued with payments linked to a financial request letter from either the Government (usually signed by the Permanent Secretary in the case of Government) or NGO (the Executive Director in the case of NGOs) which are made either through cheques or bank transfers. The financial request letter is checked against items contained in the annual work plan and adherence to Government financial and administrative procedures is ensured. New cash transfers are made for the next set of activities only when the previous amounts are accounted for and reported upon. No cash transfer is affected where there are unreported advances for over six months.

UNESCO and FAO are non-ExCom UN organisations and they have not adopted HACT. Their current cash transfer modalities will apply. FAO uses a Memorandum of Agreement to contract out specific services required for implementation. In the case of UNESCO, sometimes a Letter of Agreement (LOA) is in place where funds needed are released upfront. Other times, Government or NGO partners are contracted with a set of terms of references (on deliverables). This is usually given through two installments. The first financial installment is provided after signing of the contract, while the second installment is given following submission of the financial statement and the final report.

Fund Management Arrangements

Each participating UN Organization (PO) assumes complete programmatic and financial responsibility for the funds disbursed to it by the Administrative Agent (AA) and can decide on the execution process with its partners and counterparts following the organization's own applicable regulations.

Each PO establishes a separate ledger account for the receipt and administration of the funds disbursed to it by the AA. POs are requested to provide certified financial reporting according to the budget template provided in the MDG-F Operational Guidance Note issued by the MDTF Office and are entitled to deduct their indirect costs on contributions received not exceeding 7 percent of the Joint Programme budget in accordance with the provisions of the MDG-F MOU signed between the AA and the POs. Subsequent instalments will be released in accordance with Annual Work Plans approved by the NSC. The release of funds is subject to meeting a minimum commitment threshold (legally binding contracts signed including multi-year commitments which may be disbursed in future years) of 70% of the previous fund release to the POs combined. If the 70% threshold is not met for the programme as a whole, funds cannot be released to

any organization, regardless of the individual organization's performance.

On the other hand, the following years advance can be requested at any point after the combined commitment against the current advance has exceeded 70% and the work plan requirements have been met. If the overall commitment of the programme reaches 70% before the end of the twelve-month period, the POs may after endorsement by the NSC request the MDT Office, through the RC to release the next instalment ahead of schedule. The RC will make the request to the MDTF Office on the NSC's behalf.

Any fund transfer is subject to submission of an approved Annual Work Plan and Budget to the MDTF Office.

Feasibility, Risk Management and Sustainability of Results

The goal of this Joint Programme proposal - *Setting things right towards gender equality and equity* – is enshrined in Namibia's constitution and a number of subsequent laws. Cabinet has given a directive to mainstream gender throughout government and has made gender equality one of the key issues to be addressed in the forthcoming National Development Plan (NDP3). The joint programme, linked with NDP3, will also move to bring a stronger gender focus in NDP4.

While all efforts will be made to follow financial procedures and risk management processes especially conforming to the government's risk management mechanisms, some factors such as slow rate of implementation and mismanagement of funds due to lack of adequate planning is likely to occur. Such events will be provided support through close monitoring and proactive technical support.

However, one of the biggest challenges faced will be ***changing attitudes and behaviour of men and women, boys and girls, and consequently model new positive social norms that address the low status of women in society***. The UN is held in special regard in Namibia and has long championed equal human rights for all and support to attain the Millennium Declaration and the Millennium Development Goals. The JP makes full use of the UN's comparative advantage in working with the leadership of the country and attacks entrenched norms from a variety of angles – nationally, regionally and at the community level. Nonetheless, three years is a short period of time for realizing measurable behavioural change.

Over recent years the rates of new infections of HIV/AIDS has levelled off and remain at a very high rate of 20%. With ART available in the district hospitals, the assumption is that ***human resource capacity will not fall below a critical level, within government, NGOs and at the community level to implement this programme***. Almost every household in Namibia is affected by HIV/AIDS. Many household have taken in relatives' orphans and women and girls are caring for the sick. There is high turnover of staff among UN Agencies and within partner organizations, which can result in discontinuity and delays. This is of notable risk as it may threaten the release of funds in year 2, if 70% of Year 1's funds are not spent by the joint programme.

Other, outcome-specific assumptions and risks are identified in the Monitoring and Evaluation Framework, provided later in Table 2.

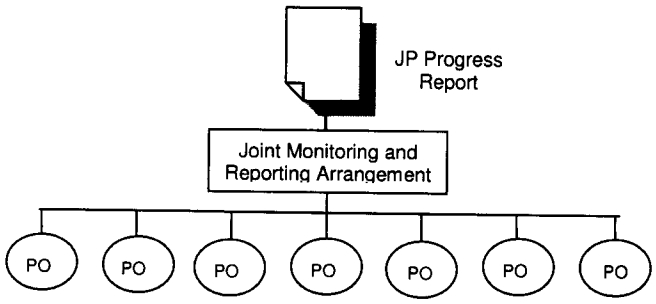
On the positive side, the UN Agencies will continue to work through government and civil society organisations, thus building the capacity and self reliance of duty bearers throughout the JP's timeframe.

At community level, many of the programme's interventions build the skills and ownership of community volunteers, who have the motivation and commitment to bring positive changes within their community. These partners will help to ensure the sustainability of many of the joint programme's interventions. Outcome 2 focuses on ensuring there is institutional sustainability through mainstreaming gender in all the key ministries and creating systems and processes which will live beyond the life of this programme.

Accountability, Monitoring, Evaluation and Reporting

The Programme Management Committee is accountable to the National MDG-F Steering Committee to ensure all implementing partners follow the agreed Monitoring & Evaluation Framework (provided in Table 2). Within the first six months, programme baselines should be established to enable sound monitoring and evaluation. A monitoring system should track the Participating UN Organizations' individual contributions to the programme outputs, as developed and managed through the Programme Coordination Team.

Integrated Joint Programme Reporting Model



The agreed monitoring and reporting mechanisms of the Participating UN Organisations should to the extent possible limit transaction costs through integration of the monitoring and reporting process while ensuring the best possible quality of Joint Programme Progress Reports.

Programme Monitoring and Evaluation Plan

A Programme Monitoring and Evaluation Framework are detailed in Table 2. JP outcomes and JP outputs are carried forward from the Results Framework in Table 1, as are their associated indicators. These are fairly high level indications of results achievement, and will provide guidance for the evaluations (mid term and final).

To facilitate more meaningful, day-to-day data and information collection, a series of lower level of indicators have been specified. These are more directly derived from the SMART outputs and linked to Agency interventions/activities. This is the information which can and will be collected throughout the implementation of the joint programme by programme implementers and then consolidated through the Programme Coordination Team.

There are, for example several similar activities under different outcomes – such as training, information sharing/communications, etc. By identifying common data elements, these activities can be measured

through common tools (like a generic training evaluation questionnaire) allowing for similar questions, rated on similar scales. This is just one example. The Programme Coordination Team will look for other opportunities to monitor like functions in a manner that allows for joint reporting, and provide the support required to facilitate this.

Table 2 also identifies the means of verification and information collection methods. Here again, economies can be realized through coordinated efforts. For example, a number of activities are identified as requiring field visits as part of the monitoring process. Information collected during any one visit can contribute to several interventions (and their associated programme implementer) if coordinated in timing, sequencing and locations.

The PMC and Programme Coordination Team, wherever possible will use and draw from existing data collection and monitoring systems of implementing partners. In addition, UN Agency monitoring instruments will be used where appropriate. The Lead Agency for each activity will provide data to the Lead Agency for each Outcome. Monitoring is an ongoing function conducted by programme managers / implementers. The information should be a continuous flow, which informs quarterly reporting by PMC. The programme Coordination Team is envisioned to support PMC in this regard.

An annual review will be conducted jointly with implementing partners, under the coordination of the NPCS and will result in a single report, thus reducing transaction costs. An analysis of the sustainability of the project, as well as recommendations on how to proceed, will be included.

A mid term evaluation will take place, in accordance with the MDG-F guidelines. This is expected to occur in at the end of year one, involve roughly 4 months of elapsed time and be completed (at latest) by the mid point of year two. Results from the mid term evaluation will inform work for the balance of the joint programme. However, it will be a formative evaluation and as such will provide valuable information on the implementation, its process and progress. Early results, such as are available will be assessed and provide a good benchmark for what can be expected from the joint programme at the end of year three.

The Joint Programme may also benefit from the UNDAF evaluation, which will be conducted in 2009 the penultimate year of the UNDAF programme cycle. A final external evaluation will be carried out at the end the third year of the implementation period.

Reporting Arrangements

Quarterly reporting on programme progress is to be done by PMC, with support from the Programme Coordination Team. These reports are reviewed by PMC in its quarterly meetings, allowing for joint ongoing monitoring of the programme and decisions on ongoing implementation issues at an operational level.

On an annual basis, UN Agencies are required to provide narrative reports on results achieved, lessons learned and the contributions made to the Joint Programme. The reporting mechanism will be anchored in the Results Framework, Table 1 and the Monitoring and Evaluation Framework in Table 2. UN Agencies will channel their report contributions directly into an integrated reporting system which will be devised by the MDTF New York. The Annual Programme Progress report will consist of three parts:

a. AA Management Brief – Analysis of financial, narrative report, key management and administrative issues to be considered by the National MDG-F Steering Committee.
b. Narrative JP Progress report, reviewed and endorsed by the PMC before its submission on 28th February each year.
c. Financial Progress Report. Each UN Agency will submit to the MDTF Office a financial report stating expenditures incurred by each programme during the reporting period by 31st March.

The MDTF Office will submit the Consolidated Joint Programme Progress reports to the Resident Coordinator who distributes it to the NSC members. Decisions and comments by the NSC should be duly recorded and shared with all stakeholders in order to ensure the full coordination and coherence of MDG-F efforts.

The timeline for submission of reports for the annual reporting is shown in the chart below:

Report Name	Coordinating Author /Consolidator	Approving Authority	Dead-Line (reporting period: 1 Jan - 31 Dec)
Narrative Joint Programme Report	Participating UN Organizations jointly at Country Level	PMC	28 February
Financial Progress Reports	Participating UN Organizations HQ Level	Financial Officer/ Comptroller	31 March
Consolidated Joint Programme Progress Report (including AA Management Brief, JP Narrative Report and Financial Reports)	MDTF Office	MDTF Executive Coordinator	31 May

Figure 2: MDG-F Annual

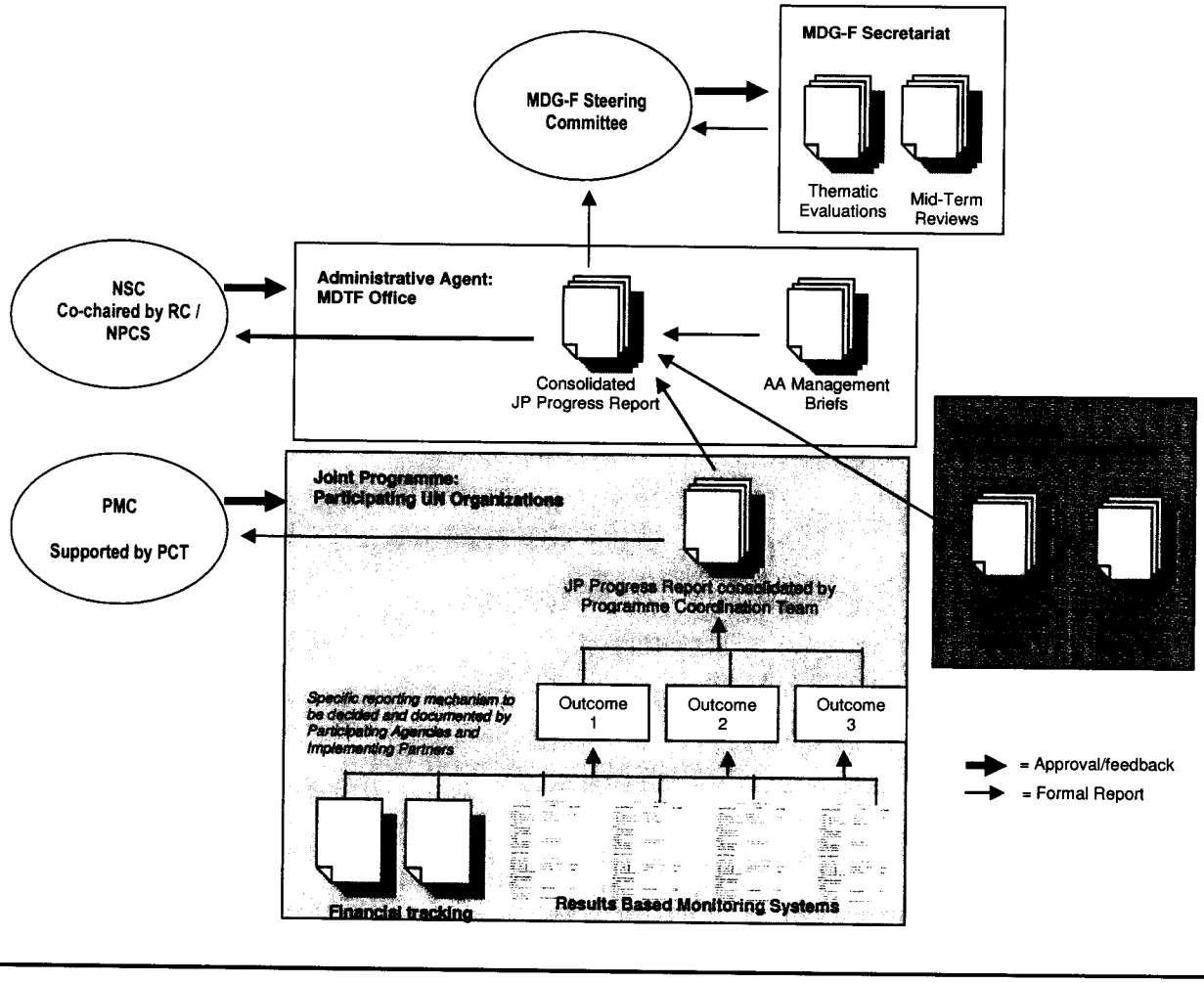


Table 2: Programme Monitoring and Evaluation Framework

Expected Outcomes & JP Outputs	Indicators (with baselines & indicative timeframe)	Means of verification	Collection methods (with indicative time frame & frequency)	Responsi-bilities	Risks & assumptions
JP Outcome 1: Increased awareness and capacity for protecting the rights of women and girls (including reproductive rights)					
JP Output 1.1: The rights of women and girls protected nationally through existing legislation. **JP Output 1.2:** Women and girls are aware, understand and assert their rights (including reproductive rights) and know how to access services available such as prevention and treatment of HIV and AIDS. **JP Output 1.3:** Improved capacity of service providers to prevent, detect, enforce and report gender based violence and abuse, and to offer protection and reproductive health	**Indicators:** 1. % increase in awareness, knowledge and understanding of rights & obligations related to gender issues - A: Population level (with male/female data); B: Leaders (national & regional); C: Media (existing & future) 1.a # & type of events / sessions 1.b # of people reached 1.c # & type of communication vehicles 1.d # of gender issues addressed in Parliament, including new/revised laws 1.e % of media reports conforming to gender-sensitive reporting guidelines 2. % of Girls & Women in targeted regions who better understand their rights related to gender issues, notably HIV/ADS 2.a # & type of training sessions 2.b # of people trained 2.c rating for participant satisfaction and learning 3. # of Women and Girls accessing and utilizing services: 3.a WCPU services 3.b legal protection / support mechanisms 3.c Reproductive health services 3.d % targeted women and girls report	GEMSA data Barometer reports	Analysis and comparative data annually	UNDP UNICEF UNFPA UNESCO MGECW	**Assumptions:** 1. Change in knowledge & attitudes among men and women regarding gender leads to behaviour change. 2. Reporting from field is accurate and timely 3. Gender & HIV/AIDS will remain high on the political agenda. **Risks:** 1. Outcomes may be marginal in short term, but essential for long term change. While behaviour can be changed by knowledge and attitude, the time frame may well exceed the 2. The 2009 National elections may lead to loss of committed and trained MP 3. Cultural norms are
		Training reports and materials	Ongoing aggregation & analysis of training attendance & evaluation results		
		Parliamentary records	Scan materials tri-annually		
		Media monitoring	Scan materials, ongoing		
		Field visits	Quarterly		
		NAMPOL data Health info System Court records GBV data base	Annual data collection from records' sources		
		Project Progress Reports, including qualitative	Ongoing project records and data		

Expected Outcomes & JP Outputs	Indicators (with baselines & indicative timeframe)	Means of verification	Collection methods (with indicative time frame & frequency)	Responsi-bilities	Risks & assumptions
services and prevention and treatment of HIV and AIDS, for women and girls. **JP Output 1.4:** Strengthened national response on access and availability of prevention and treatment services of HIV/AIDS among women and girls.	consistent use of condoms 3.e # of reported cases of rape and attempted rape 4. Increased quantity and quality of GBV protection and support services 4.a Proportion of WCPUs better equipped 4.b # of GBV court cases 4.c # of functional community protection groups 5. # and nature of programmes/initiatives arising from Assessments, Studies and Community Capacity Enhancement conversations 5.a levels of community engagement (meetings, attendees, volunteer activities / time) 5.b # and nature of interventions to address trafficking 5.c # and nature of gender based events, and their reach (media coverage, attendance, etc) **Baseline:** The Joint Programme intends to pursue a cross cutting baseline study at the outset of the programme to inform key elements of outcomes 1 & 3. Basic data available at this time includes: 2005: 1184 rape and attempted rape cases reported; 2003: 894 reported cases of abuse; 2006: 15.4% teenage pregnancies	information			deeply entrenched and difficult to change, notably in gender issues.
		Beneficiary tracking	JP to establish tracking system and processes		
		Community meetings attendance, frequency, actions	Observation and reports ongoing		
		Mid term and final evaluation	Beneficiaries survey, focus &/or interviews		

Expected Outcomes & JP Outputs	Indicators (with baselines & indicative timeframe)	Means of verification	Collection methods (with indicative time frame & frequency)	Responsi-bilities	Risks & assumptions
JP Outcome 2: Increased mainstreaming (integration) of gender in national development policies and frameworks and implementation of gender responsive KRA sector policies, programmes and budgeting					
JP Output 2..1 Gender is institutionalized and mainstreamed in 4 Key Results Areas (KRA) of the National Development Plan III **JP Output 2.2** Human & Institutional capacity is enhanced to lead gender mainstreaming **JP Output 2.3** Improved management of GBV sex-disaggregated data, linked with the national data system	**Indicators:** 1. # of National frameworks and KRAs in NDP III reviewed for gender responsiveness and for integration of gender issues 2. Approved, revised National Gender Policy and Plan of Action (PoA) 3. # of institutions with capacity, strategies, structures & M&E for gender responsiveness. 3.a # & type of training sessions 3.b # of people trained 3.c % satisfaction 3.d # of gender mainstreaming toolkits 3.e # of gender monograms/booklets 3.f Proportion of sub sectors with dedicated budget allocations to gender related programmes 4. # & nature of GBV elements / data available, accessed & used. 4.a # & type of training sessions 4.b # of people trained 4.c % satisfaction 4.d timeliness of data 4.e accuracy of data 4.f Demonstrations of GBV data use &	NDP III Reports National budgets	Report - Bi-annual Report – Annual	UNFPA, UNDP NPC MGECW MOSS MoHSS	**Assumptions**: 1. Required human resources / expertise will be available. 2. Revised Gender Policy and Gender National Plan of Action are adopted. 3. Line Ministries will implement their responsibilities in line with the Plan of Action 4. Strong political support continues **Risks:** 1. Adoption and use of database tools by relevant line ministries
		Gender Analysis reports	Two per year		
		Institution's budgets, workplans & Annual reports	Reports reviewed annually		
		Training reports and materials	Ongoing aggregation & analysis of training attendance & evaluation results		
		Policy & Plan of Action, Parliament Gazette	Policy approval in 2009, Plan of Action by 2010		
		Project Progress Reports, including qualitative information	Ongoing project records and data		
		Beneficiary tracking	JP to establish tracking system and processes		

Expected Outcomes & JP Outputs	Indicators (with baselines & indicative timeframe)	Means of verification	Collection methods (with indicative time frame & frequency)	Responsi-bilities	Risks & assumptions
	usefulness **Baseline:** **Target by 2011** 1. zero 2 frameworks 50% (4 of 8) KRA 2. zero 4 institutions 3. not applicable Policy by 2009 PoA by 2010	Mid term & final evaluations	Beneficiaries survey, focus &/or interviews		
JP Outcome 3: Enhancing the well-being of targeted women and girls through food security and livelihood improvement initiatives					
JP Output 3.1 Food availability, access and utilization improved through appropriate farming systems **JP Output 3.2** Increased incomes through diversified economic activities	**Indicators:** 1. Proportion of Female headed households not living in poverty in targeted communities (MDG1) 1.a # and nature of improvements in nutritional status of targeted FHHs 2. # of targeted Female headed households, women & girls with increased food production 2.a # & type of training sessions 2.b # of people trained 2.c % satisfaction 2.d % yield increase 2.e # of targeted FHHs with improved agricultural practices 2.f # & type of new programmes 3. # of Women and girls beneficiaries engaged in IGAs/SMEs in target communities	Namibia Household Income and Expenditure Survey (if undertaken)	Government publication due 2009	FAO UNESCO UNFPA UNICEF	**Assumptions:** 1. Commitment and ownership from partners 2. Essential IGA outputs are used for meeting basic needs 3. Reporting from field is accurate and timely 4. Women's groups exist as a means of access into communities 5. Required expertise / trainers available (i.e. conservation agriculture, aquaculture, horticulture, business management and record keeping) **Risks:**
		CBS-NPCS, Annual Agricultural Survey (if undertaken)	MAWF in 2009, 2010 & 2011		
		Training reports and materials	Ongoing aggregation & analysis of training attendance & evaluation results		
		Project Progress Reports, including qualitative information	Ongoing project records and data		

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Expected Outcomes & JP Outputs	Indicators (with baselines & indicative timeframe)	Means of verification	Collection methods (with indicative time frame & frequency)	Responsi-bilities	Risks & assumptions
	by 2011 3.a # & type of training sessions 3.b # of people trained 3.c % satisfaction 3.d proportion of targeted women & girls with improved business skills 3.e # & type of new programmes 4. Improvements in access to and control of productive resources (i.e. seeds, credit and markets) by female-headed households 5. Percentage change in targeted women's and girls' incomes from IGAs 5.a The proportion of targeted women and girls that have access to improved savings at personal and family levels 5.b proportion of targeted women & girls with financial literacy **Baselines:** 1. NDP3 2003/4 Target 2011 Poverty 28% 20% Extreme poverty 4% 2% Rural Poverty 42 % 37% 2. UNDAF 2003/4 Target 2011 (Caprivi maize) 600Kg 618 3. zero 4. unknown 5. zero	Beneficiary tracking	JP to establish tracking system and processes		1. Regions differ in needs and capabilities 2. Access to land & credit by vulnerable women and girls varies between regions 3. Unfavourable weather conditions and natural disasters 4. Development of IGAs / SMEs may introduce new competition, with associated conflicts
		Field visits	Quarterly		
		Needs assessment	Targeted survey at JP outset		
		Mid term and final evaluation	Beneficiaries survey, focus &/or interviews		

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Ex-ante Assessments and cross-cutting issues

Gender inequalities underlie a number of other cross cutting issues, which should be recognized and addressed during programme implementation, at every opportunity.

HIV/AIDS

The continued increase in HIV prevalence and the growing impact of AIDS is not only Namibia's foremost challenge to fulfilling rights to life and health, it is a threat to the fulfilment of all human rights in the nation. The 2006 sero-prevalence ratio among pregnant women rose slightly to 19.9% although this hides large regional variations such as at Katima Mulilo where the prevalence ratio was 39.4%. As a result of AIDS, Namibia's life expectancy declined from 61 to 49 between 1991 and 2001 and this has a huge negative impact on the Human Development Index. By the end of 2006, 30,000 PLWHA were accessing antiretroviral therapy (ART) from one of the 35 district hospitals, nationwide. However, Namibia estimates that 139,000 will need ART by 2012[20]. Each year, there are now more people falling ill, dying and leaving behind a rising number of orphans and vulnerable children (OVC). Youth unemployment may be as high as 60% leading to an increased sense of hopelessness, increasing alcohol abuse and subsequent risky sexual behaviour.

Although knowledge about HIV/AIDS transmission is widespread, the required behaviour change is happening at a slow pace. There remain high rates of unprotected sex with an infected person and multiple partners. All implementing partners should address the following issues in their activities: counter stigma, discrimination, fear of HIV/AIDS and TB and PLWHA; the low status of women particularly girls and the resulting lack of their reproductive rights, discourage transgenerational sex and alcohol abuse,

Reproductive Health

Although closely related to HIV/AIDS prevention, reproductive health is government funded with little support from large partners. Yet, interventions that disregard women and girls' reproductive health and rights will have a reduced impact on their targets. There are too many unplanned pregnancies particularly among teenagers and youth, resulting in infanticide and unsafe abortions. Sexually Transmitted Infections (including HIV) are at unacceptably high levels (80,000 people were treated for STIs in 2005/06. To many rural women, reproductive health services remain inaccessible and unaffordable, resulting in high maternal morbidity and mortality. Attitudes held by men and women that men have reproductive rights over women lead to unwanted pregnancies, gender base violence, risky sex, poor communication between partners and more specifically low VCT testing of couples and knowing ones partner's status.

Some specific interventions are included in this proposal that assist Government and partners to integrate reproductive health and rights and gendered approaches. Strengthening universal access to Reproductive Health incorporates the protection and promotion of reproductive rights for individuals and couples. Many activities in the Joint Programme reach women and girls and men, providing opportunities advocate for a change in reproductive behaviour based on informed choices.

[20] MoHSS 2007 Progress Report on MTP-III on HIV/AIDS

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Legal Context or Basis of Relationship

This section confirms that the cooperation or assistance agreements[21], which are the legal basis for the relationships between the Government and each of the UN Organizations participating in this Joint Programme, will apply. Each Agency's activities under this Joint Programme will be governed by the respective applicable basic and other agreements of the Agency. The specific applicable legal arrangements between Namibia and each of the participating UN agencies are as follows:

Legal Context

Participating UN Agency	Agreement
UNDP	The Government of the Republic of Namibia and the United Nations Development Programme (UNDP) entered into Standard Basic Assistance Agreement on 22 March 1990.
UNESCO	UNESCO operates under the Agreement on the Establishment of a UNESCO office in Namibia between UNESCO and the Government of Namibia, signed on 25 September 1992.
UNFPA	The United Nations Population Fund and the Government of the Republic of Namibia signed a memorandum of understanding for the establishment of the UNFPA representation in Namibia, on 07 February 2006 (refer to footnote 24).
UNICEF	The United Nations Children's Fund operates in Namibia under the Basic Co-operation Agreement signed between The Government of the Republic of Namibia and UNICEF on 12 September 1990.
FAO	The Government of the Republic of Namibia signed a letter on 20 June 1990 for the establishment of the FAO Representation in Namibia.

Each participating UN Agency shall carry out its respective part of the Joint Programme activities in accordance with the regulations, rules, directives and procedures applicable to it. Accordingly, personnel shall be engaged and administered, equipment, supplies and services purchased, and contracts entered into in accordance with the provisions of such regulations, rules, directives and procedures. On the termination or expiration of this Agreement, the matter of ownership shall be determined in accordance with the regulations, rules, directives and procedures applicable to each Agency, including where applicable, its basic agreement with the Government.

[21] The Basic Cooperation Agreement for UNICEF; Standard Basic Assistance Agreement for UNDP, which also applies to UNFPA; as well as the Country Programme Action Plan(s) where they exist; and other applicable agreements for other participating UN organizations.

Annex A: Work Plans and Budget

ANNEX A: WORKPLAN FOR JOINT PROGRAMME

JOINT PROGRAMME COSTS BY AGENCY	ANNUAL PLANNED BUDGET			
	Amount US$ Year 1	Amount US$ Year 2	Amount US$ Year 3	Total
UNDP ACTIVITIES	967,645	503,809	286,937	1,758,391
AOS AT 7%	67,735	35,267	20,086	123,087
TOTAL	1,035,380	539,076	307,023	1,881,478
ALL AGENCIES TOTAL				
M & E Costs	51,000	51,000	51,000	153,000
Coordination Support & Implementation Costs	79,500	79,500	81,000	240,000
JOINT PROGRAMME TOTAL	3,158,874	2,945,532	1,855,245	7,959,651

JOINT PROGRAMME COSTS BY OUTCOME	PLANNED BUDGET BY OUTCOME			
	OUTCOME 1	OUTCOME 2	OUTCOME 3	Total
UNDP ACTIVITIES	1,178,891	272,500	307,000	1,758,391
AOS AT 7%	82,522	19,075	21,490	123,087
TOTAL	1,261,413	291,575	328,490	1,881,478
ALL AGENCIES TOTAL				
M & E Costs	51,000	51,000	51,000	153,000
Coordination Support & Implementation Costs	80,000	80,000	80,000	240,000
JOINT PROGRAMME TOTAL	3,708,302	955,970	3,295,379	7,959,651

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