



REPUBLIC OF NAMIBIA

MINISTRY OF GENDER EQUALITY AND CHILD WELFARE

**COORDINATION MECHANISM FOR THE IMPLEMENTATION OF THE
NATIONAL GENDER POLICY (2010-2020)**

December 2013



*Empowered lives.
Resilient nations.*

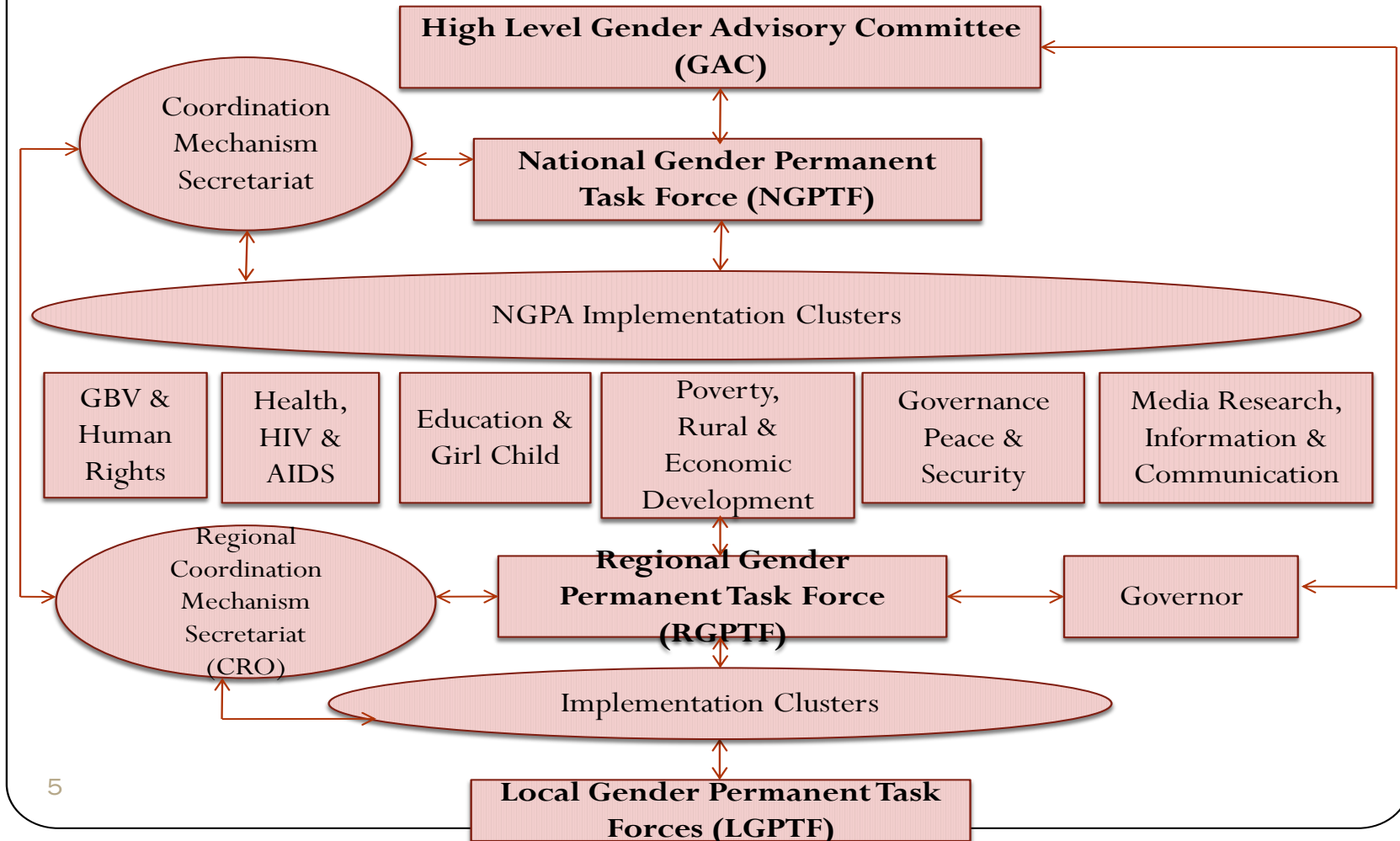
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ABBREVIATIONS

AIDS	Acquired Immune Deficiency Syndrome
CEOs	Chief Executive Officers
CLUSTERS	National Gender Plan of Action Implementation Clusters
CRAN	Communications Regulatory Authority of Namibia
DGEIA	Directorate of Gender Equality and International Affairs
FAWENA	Forum for African Women Educationalists-Namibia
FBO	Faith Based Organisation
GAC	National Gender Advisory Committee
GBV	Gender Based Violence
HIV	Human Immune Virus
IUM	International University of Management
MDGs	Millennium Development Goals
MGECW	Ministry of Gender Equality and Child Welfare
MICT	Ministry of Information and Communication Technology
MISA	Media Institute for Southern Africa
MoE	Ministry of Education
MoHSS	Ministry of Health and Social Services
MoYNSSC	Ministry of Youth, National Service, Sport and Culture
NAMCOL	Namibia College of Open Learning
NANGOF	Namibia Non-governmental Organisations Forum
NANSO	Namibia National Students Organisation
NANTU	Namibia National Teachers Union
NAWA	Namibia Women's Association
NCRST	National Commission for Research, Science and Technology
NDPs	National Development Plans
NGO	Non-governmental Organisation
NGP	National Gender Policy
NGPA	National Gender Plan of Action
NGPTF	National Gender Permanent Task Force
NIED	Namibia Institute for Education and Development
NIPAM	Namibia Institute for Public Administration and Management
NPAGBV	National Plan of Action on Gender Based Violence
NTA	Namibia Training Authority
O/M/As	Offices/Ministries/Agencies
RGPTF	Regional Gender Permanent Task Force
SOEs	State Owned Enterprises
UN	United Nations
UNAM	University of Namibia
UNDP	United Nations Development Programme
WAD	Women Action for Development

THE COORDINATION MECHANISM AT A GLANCE



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1. INTRODUCTION

This document outlines the coordination mechanism for gender equality and women empowerment in Namibia. The mechanism involves overseeing the coordination of the implementation, monitoring and evaluation of the National Gender Policy (NGP), the accompanying National Gender Plan of Action (NGPA) and the National Plan of Action on Gender Based Violence (NPAGBV). This mechanism shall operate for the period 2014 to 2020 with a mid-term review. The coordination mechanism is an operationalisation of the NGP, which stipulates that responsibility for its implementation lies with all stakeholders. The NGP also provides that the Ministry of Gender Equality and Child Welfare (MGECW) will be the lead agency responsible for coordinating and monitoring the implementation of the gender policy. The NGP has twelve critical areas of concern namely:

1. Gender Poverty and Rural Development
2. Gender, Education And Training
3. Gender, Health, Reproductive Health and HIV and AIDS
4. Gender Based Violence
5. Gender, Trade and Economic Empowerment
6. Gender, Governance and Decision Making
7. Gender, Media, Research, Information and Communication
8. Gender and The Environment
9. The Girl Child
10. Gender, Legal Affairs and Human Rights
11. Gender, Peace Building, Conflict Resolution and Natural Disasters Management
12. Gender Equality in the Family

For ease of coordinating implementation, the NGPA groups the 12 critical areas of concern into six clusters namely:

1. GBV and Human Rights
2. Health, HIV and AIDS;
3. Education and the Girl Child
4. Poverty, Rural and Economic Development
5. Governance, Peace and Security
6. Media, Research, Information and Communication

Due to its significance, a complete action plan has been developed to address GBV alone.

Upon approval of the gender coordination mechanism, the MGECW together with stakeholders should initiate a process to implement the mechanism. The process should further refine roles of gender focal points and gender units, operational activities, reporting formats for the various stakeholders, financing, human resource requirements, monitoring and evaluation, and required technical assistance.

The Coordination mechanism for gender equality and women empowerment in Namibia consists of **FOUR** major components which are the coordination structures as illustrated in Figure 1. The major components in the coordination mechanism include:

- a. The High Level Gender Advisory Committee (GAC)
- b. The National Gender Permanent Task Force (NGPTF)
- c. National Gender Plan of Action Implementation Clusters (CLUSTERS)
- d. Regional Gender Permanent Task Force (RGPTF)

The roles, responsibilities and reporting channels for each of the components in the structure are elaborated on in the appropriate sections ahead.

2. THE COORDINATION STRUCTURE, COMPOSITION, ROLES AND REPORTING

2.1 The High Level Gender Advisory Committee (GAC)

2.1.1 Introduction

The High Level Gender Advisory Committee (GAC) is the highest advisory body to coordinate and monitor the implementation of the NGPA. The GAC is pitched at Cabinet level for effective and efficient political oversight provided by the highest political authority. It will expedite decision making on gender issues such as resource mobilisation and allocation, policy formulation and approval. The high level GAC on gender shall meet at least twice a year. The GAC reports to Cabinet at least once a year.

2.1.2 Composition of the High Level GAC

- i. **Office of the Prime Minister - Chair**
- ii. Minister of Gender Equality and Child Welfare
- iii. Minister of Defence
- iv. Minister of Safety and Security
- v. Minister of Information and Communication Technology

- vi. Minister of Health and Social Services
- vii. Minister of Labour and Social Welfare
- viii. Minister of Lands and Resettlement
- ix. Minister of Education
- x. Minister of Agriculture, Water and Forestry
- xi. Minister of Trade and Industry
- xii. Minister of Finance
- xiii. Minister of Works and Transport
- xiv. Minister of Regional and Local Government, Housing and Rural Development
- xv. Minister of Environment and Tourism
- xvi. Minister of Justice
- xvii. Regional Governors

The GAC may co-opt any other Cabinet ministers or persons as deemed necessary to effectively carry out its functions.

2.1. 3 Roles of the High Level GAC

The purpose of the GAC is to provide political leadership and oversight, to guide government and key stakeholders including civil society, private sector and development partners on the implementation of the NGPA.

Specific roles of the GAC are to:

- a. Ensure government compliance to international and regional instruments on gender equality and women empowerment as well as advice on their implementation in line with national laws, the National Vision and the National Gender Policy.
- b. Ensure that all Cabinet Ministers promote and advocate for gender equality and women empowerment during deliberations and public appearances.
- c. Oversee mechanisms for improved coordination and collaboration on gender activities amongst different government Offices/Ministries/Agencies (O/M/As) and with stakeholders.
- d. Ensure and lobby for mainstreaming gender into national budgets i.e. gender responsive budgeting.
- e. Advice on the implementation of the National Action Plan of Action on GBV and related programmes.

- f. Identify and co-opt key institutions, individuals and stakeholders that can contribute to the effective functioning of the High Level Gender Advisory Committee.
- g. Prepare annual reports to Cabinet and report regularly as may be necessary to the Office of the President on the implementation of the NGPA.

The MGECW shall be the secretariat to the GAC to:

- Organise meetings
- Mobilise key stakeholders
- Take minutes and keep records of proceedings of the GAC
- Coordinate the collection and collation of data on pertinent gender issues as identified by the GAC and from stakeholders
- Assist the GAC to compile annual and semi-annual reports on the work of the GAC
- Provide any other support as required for the smooth running of the GAC

2.2 The National Gender Permanent Task Force (NGPTF)

2.2.1 Introduction

The National Gender Permanent Task Force (NGPTF) is responsible for overseeing the overall implementation of the National Gender Policy and the National Gender Plan of Action. It is the highest technical consultative body comprising of Permanent Secretaries, representatives of higher institutions of learning, key private sector institutions, State Owned Enterprises (SOEs), development partners, NGOs, faith based groups and media houses. The Chair of the NGPTF shall be the Permanent Secretary of the Ministry of Gender Equality and Child Welfare. The NGPTF shall meet once every three months and shall report to the GAC at least twice a year.

2.2.2 Composition of the NGPTF

- i. **Permanent Secretary - Ministry of Gender Equality and Child Welfare Chair**
- ii. Permanent Secretary - Office of the Prime Minister
- iii. Permanent Secretary - Ministry of Defence
- iv. Permanent Secretary – Ministry of Information and Communication Technology
- v. Permanent Secretary - Ministry of Safety and Security
- vi. Permanent Secretary - Ministry of Health and Social Services
- vii. Permanent Secretary - Ministry of Education
- viii. Permanent Secretary - Ministry of Agriculture, Water and Forestry
- ix. Permanent Secretary - Ministry of Trade and Industry

- x. Permanent Secretary- Ministry of Regional and Local Government, Housing and Rural Development
- xi. Permanent Secretary- Ministry of Labour and Social Welfare
- xii. Permanent Secretary- Ministry of Lands and Resettlement
- xiii. Permanent Secretary - Ministry of Youth, National Service, Sport and Culture
- xiv. Permanent Secretary – Ministry of Finance
- xv. Permanent Secretary – Ministry of Environment and Tourism
- xvi. Permanent Secretary – National Planning Commission
- xvii. Chairperson of UN Gender Theme Group
- xviii. Representative of the European Union Delegation
- xix. Vice Chancellors
- xx. Head of NIPAM
- xxi. Head of umbrella organisation for NGOs
- xxii. Head of Council of Churches in Namibia
- xxiii. Head of a National Media House
- xxiv. Representative of MISA National Office
- xxv. CEOs of key private sector companies
- xxvi. Heads of State Owned Enterprises

The NGPTF may co-opt any other members as necessary for the efficient and effective discharge of its roles.

2.2.3 Roles of the NGPTF

- a. Work in conjunction with the Coordination mechanism clusters, NGPTF's and other stakeholders to ensure the achievement of policy objectives outlined in the National Gender Policy.
- b. Champion national efforts on gender equality and women empowerment to the larger group of stakeholders in and outside government.
- c. Provide advice to Cabinet through the GAC and to key stakeholders on gender mainstreaming in all national policies, plans and legislations.
- d. Monitor compliance and alignment of national policies, plans and programmes to regional and international gender instruments and commitments.
- e. Advocate for the promotion of gender equality and women empowerment within O/M/As, SOEs, in the private sector and to the general public.
- f. Ensure information dissemination and gender awareness creation to promote gender equality.

- g. Lobby government, parliament and development partners for support as well as commit adequate human, financial and other resources to ensure effective implementation of agreed recommendations and gender-related activities in respective O/M/As.
- h. Ensure the implementation of the National Action Plan of Action on GBV and related activities.
- i. Support and facilitate the creation of structures and systems to ensure integration of gender activities and participation of women.
- j. Convene meetings with the GAC, CLUSTERS or with key stakeholders as necessary to draw on their expertise or provide them with relevant information.

The Coordination Mechanism Secretariat shall provide secretariat support to the NGPTF to:

- Organise meetings
- Mobilise stakeholders
- Take minutes and keep a record of proceedings of the NGPTF
- Coordinate the collection and collation of data on pertinent gender issues as identified by the NGPTF, RGPTF and other stakeholders
- Assist to compile bi-annual reports on the work of the NGPTF
- Provide any other support as required for the smooth running of the NGPTF

2.3. The National Gender Plan of Action (NGPA) Implementation Clusters

2.3.1 Introduction

The National Gender Policy (2010-2020) is to be implemented through the NGPA that is organised into six main clusters namely; GBV and Human Rights; Health, HIV and AIDS; Education and the Girl Child; Poverty, Rural and Economic Development; Governance, Peace and Security; and Media, Research, Information and Communication.

The CLUSTERS are primarily responsible for ensuring the implementation of the NGPA. They will identify and make recommendations on compliance with relevant international, regional and national laws and instruments to which Namibia is a party. Representation in CLUSTERS comprises of gender focal persons (GFPs) and representatives nominated by various government O/M/As, private sector, academic institutions, development partners, NGOs, faith based groups, media houses and civil society. Where applicable, representation in clusters shall be drawn from gender units.

Among other responsibilities to be specified by the respective CLUSTERS, the GFPs and gender units shall:

- Monitor and evaluate the implementation of gender responsive budgeting and gender mainstreaming in their respective institutions.
- Ensure that gender equality is prevailing in all aspects of all sectors and organisations including in recruitment, selection of committees, promotions and appointments.
- Discourage gender discrimination at the work places both in the public and private sectors.
- Report activities pertaining to their respective CLUSTER to the NGPTF on a bi-monthly basis, including reporting on gender based violence, sexual harassment, initiatives for women empowerment and gender composition of staff.

The Chairperson of the respective CLUSTERS shall be at most senior management level in government. The CLUSTERS shall meet at least once every two months or as frequently as necessary. Each CLUSTER shall report to the NGPTF after every second month.

2.3.2 Overall roles of clusters

- a. Ensure the implementation of the National Gender Policy, the accompanying NGPA and the NPAGBV in their respective sectors/institutions and OMAs in liaison with the Gender Permanent Task Forces and stakeholders.
- b. Ensure sector compliance with national commitments such as national development plans (NDPs), poverty reduction strategies, the Millennium Development Goals (MDGs) and international commitments as they relate to the goal of gender equality and the empowerment of women.
- c. Ensure integration and mainstreaming of gender concerns in the Ministry's/institution's policies, programmes, budgets and work plans.
- d. Review the gender policies within the cluster member organisations.
- e. Mobilise resources and influence budget allocation for gender programmes/activities.
- f. Provide relevant gender technical advice including recommending or developing capacity in gender analysis and programming in the respective sector or cluster.
- g. Identify and propose areas for gender research and generation of gender statistics (gender disaggregated data).
- h. Facilitate GBV awareness creation in the workplaces and in the country.
- i. Support gender sensitive monitoring and evaluation in respective clusters.
- j. Participate in information sharing forums organised by the NGPTF or as necessary, as well as facilitate gender awareness creation.

2.4 Roles and Composition of Specific Clusters in the NGPA

2.4.1 Cluster One: Gender Based Violence and Human Rights

2.4.1.1 Introduction

This is a technical working group on issues of gender based violence and human rights as they relate to gender equality and women empowerment. This cluster provides technical support for the implementation of the National Plan of Action on GBV. The plan focuses on the prevention of gender based violence, improvement of responses to gender based violence, research and strengthening of coordination and monitoring of interventions. Among others, this cluster addresses gender issues related to law and justice, vulnerability, gender equality in the family, male involvement in gender equality, culture and human trafficking. The cluster meets once every second month and reports to the NGPTF once every second month.

2.4.1.2 Roles of the GBV and Human Rights Cluster

- a. Advise government on the appropriate implementation of recommendations from the first and the second National Conference on Gender Based Violence held in June 2007 and 2014 and from other relevant forums and studies¹.
- b. Advise government and key stakeholders on the formulation and implementation of policies, legislation and actions to combat and prevent gender based violence, including violence against girls and boys.
- c. Ensure the implementation of strategies set out in the National Plan of Action on GBV.
- d. Assess and evaluate the status of prevention, response, research, coordination and monitoring of GBV interventions.
- e. Identify mechanisms for improved cooperation and coordination amongst different ministries and sectors of society to combat and prevent gender based violence.
- f. Identify, monitor and disseminate information on key statistics, research, policies and best practices from Namibia and other countries and make recommendations on addressing gender based violence.
- g. Build capacity for gender analysis and programming in the respective cluster.
- h. Identify and co-opt key stakeholders that can contribute to the cluster and operationalise GBV plans and recommendations.
- i. Develop a monitoring and evaluation plan for the cluster to track progress on the implementation of the strategies set out in the National Plan of Action on GBV.
- j. Contribute to the design and use of a data base on gender based violence.

¹See Annex 1: for Summary of Recommendations

2.4.1.3 Composition of GBV and Human Rights Cluster

- i. **Ministry of Gender Equality and Child Welfare - Chair**
- ii. Ministry of Defence
- iii. Ministry of Justice
- iv. Ministry of Health and Social Services
- v. Ministry of Safety and Security
- vi. Ministry of Regional and Local Government, Housing and Rural Development
- vii. Ministry of Education, Arts and Culture
- viii. Ministry of Higher Education, Training and Innovation
- ix. Office of the Ombudsman
- x. Representatives of traditional and religious leaders
- xi. Representatives of SOEs including the National Disability Council
- xii. Representatives of the private sector
- xiii. MISA National Office
- xiv. Representatives of University and Tertiary Institutions' Gender Units
- xv. Representatives of development partners, UN Agencies and Diplomatic Missions
- xvi. Representatives of NGOs, Civil Society Organisations and FBOs

2.4.2 Cluster Two: Health, HIV and AIDS

2.4.2.1 Introduction

This cluster provides gender technical support to address gender issues related to women's and men's health, including reproductive health and prevention of HIV infection, care, treatment and support. Some of the critical issues are the high maternal mortality rates, high HIV prevalence, safe motherhood and fertility. The Cluster meets once every second month and reports to the NGPTF once every second month.

2.4.2.2 Roles of the Health, HIV and AIDS Cluster

- a. Ensure the implementation of the National Gender Policy and the accompanying NGPA and NPAGBV with respect to the health sector/institutions in collaboration with the MGECSW and stakeholders.
- b. Raise awareness on the intersection between gender, HIV/AIDS and sexual and reproductive health.
- c. Ensure integration and mainstreaming of gender concerns in the government Ministry's/institution's policies, programmes, budgets and work plans.
- d. Ensure health sector compliance with national commitments such as NDPs, National HIV/AIDS Strategic Framework, the MDGs and international commitments as they relate to the goal of gender equality and women empowerment.

- e. Recommend or develop capacity in gender analysis and programming to the cluster members.
- f. Identify and propose areas for gender research and generation of gender statistics (gender disaggregated data) that is relevant to the cluster.
- g. Support gender sensitive monitoring and evaluation in the Health, HIV and AIDS cluster.
- h. Provide periodic updates and participate in the information sharing forums as necessary.
- i. Provide relevant gender technical advice and support to members of the cluster.
- j. Mobilise funds and influence budget allocation to gender programmes and activities in the sector.
- k. Review health, HIV/AIDS and SRH policies from a gender perspective.

2.4.2.3 Composition of the Health, HIV and AIDS Cluster

- i. **Ministry of Health and Social Services - Chair**
- ii. Ministry of Gender Equality and Child Welfare
- iii. Ministry of Youth, National Service, Sport and Culture
- iv. Ministry of Education
- v. Ministry of Labour and Social Welfare
- vi. National AIDS Commission
- vii. Representative of Medical Board
- viii. Representatives of Universities and Tertiary Institutions
- ix. Representatives of relevant development partners, UN Agencies and Diplomatic missions
- x. Representatives from relevant NGOs including Women's and Men's organisations
- xi. Representatives of FBOs
- xii. Representatives of relevant development partners, UN Agencies and Diplomatic missions
- xiii. Representative of Traditional Birth Attendants
- xiv. Representative of Association of Traditional Healers
- xv. Representative of Namibia Planned Parenthood Association (NAPPA)

2.4.3 Cluster Three: Education and the Girl Child

2.4.3.1 Introduction

This cluster provides technical support to reduce gender inequality in education, improve education retention and completion rates for girls and boys. It will contribute to increased access of women to vocational training, science and technology as well as promote enrolment of boys in disciplines they are hugely under-represented such as nursing, social work and the hospitality sectors. The Cluster meets once every second and reports to the NGPTF once every second months.

2.4.3.2 Roles of the Education and Girl Child Cluster

- a. Ensure the implementation of the National Gender Policy and the accompanying NGPA in the education sector/institutions in collaboration with the MGECW.
- b. Review education policies from a gender perspective.
- c. Ensure integration and mainstreaming of gender in the education sector policies, programmes, budgets and work plans.
- d. Ensure education sector compliance with national commitments such as NDPs, the MDGs and the international commitments as they relate to the goal of gender equality and women empowerment.
- e. Raise funds and influence budget allocation to gender programmes and activities.
- f. Provide relevant gender technical advice and support to members of the cluster.
- g. Recommend or develop capacity in gender analysis and programming to the cluster members
- h. Identify and propose areas for gender research and generation of gender statistics in the education sector.
- i. Institutionalise gender sensitive monitoring, evaluation and reporting in the education and girl child cluster.
- j. Liaise and coordinate with stakeholders on gender issues related to the education and girl child cluster.
- k. Provide periodic updates and participate in information sharing forums as necessary.

2.4.3.3 Composition of the Education and Girl Child Cluster

- i. Ministry of Education- Chair**
- ii. Ministry of Youth, National Service, Sport and Culture
- iii. Ministry of Health and Social Services
- iv. Ministry of Gender Equality and Child Welfare
- v. Ministry of Labour and Social Welfare
- vi. University of Namibia
- vii. Polytechnic of Namibia
- viii. International University of Management (IUM)
- ix. Namibia Institute for Public Administration and Management (NIPAM)
- x. Namibia National Teachers Union (NANTU)
- xi. Namibia Women's Association (NAWA)
- xii. Forum for African Women Educationalists-Namibia (FAWENA)
- xiii. Women Action for Development (WAD)
- xiv. Representatives of development partners, UN Agencies and Diplomatic missions
- xv. Namibia College of Open Learning (NAMCOL)
- xvi. Representative of Faith Based Organisations

- xvii. Namibia Training Authority (NTA)
- xviii. Namibia Institute for Education and Development (NIED)
- xix. Namibia National Students Organisation (NANSO)
- xx. Representative of the Namibia Planned Parenthood Association (NAPPA)

2.4.4 Cluster Four: Poverty, Rural and Economic Development

2.4.4.1 Introduction

This cluster provides technical support to address gender issues related to poverty reduction policies, plans and strategies. The Cluster is also concerned with addressing gender issues in rural transformation and in economic development of Namibia. The cluster works improve access to productive resources to enable poor women and girls to overcome poverty as well as participate and contribute fully to the economy alongside men and boys. The Cluster meets once every second month and reports to the NGPTF once every second month.

2.4.4.2 Roles of the Poverty, Rural and Economic Development Cluster

- a. Ensure the implementation of the National Gender Policy and the accompanying National Gender Plan of Action (NGPA) in the respective sectors/institutions in collaboration with the MGEWCW and key stakeholders.
- b. Ensure the integration and mainstreaming of gender concerns in the ministries’/institutions’ policies, programmes, budgets and work plans.
- c. Ensure sector compliance with national commitments such as NDPs, poverty reduction strategies, the MDGs and international commitments as they relate to the goal of gender equality.
- d. Facilitate a process for reviewing key economic policies, laws and programmes and of developing an economic empowerment programme especially for women and girls, including promoting projects and programmes which improve women’s access to credit.
- e. Provide relevant gender technical advice and support to members of the cluster.
- f. Recommend or build capacity for gender analysis and programming in the cluster.
- g. Identify and propose areas for gender research and generation of gender statistics including studies on appropriate, affordable and beneficial food, fuel and water technologies that reduce the disproportionate burden of unpaid care work.
- h. Support gender sensitive monitoring and evaluation in the respective cluster.
- i. Mobilise resources and influence budget allocation for gender programmes and activities.
- j. Develop strategies to promote the recognition of the economic value of work undertaken by women in the informal sector and devise ways for appropriate remuneration.
- k. Facilitate training of women as extension officers and managers of income generating projects to ensure their direct participation in initiatives for improving the standard of living for the poor.

1. Participate in annual information sharing forums organised by the NGPTF or as necessary.

2.4.4.3 Composition of the Poverty, Rural and Economic Development Cluster

- i. **National Planning Commission – Chair**
- ii. Ministry of Finance
- iii. Ministry of Gender Equality and Child Welfare
- iv. Ministry of Agriculture, Water and Forestry
- v. Ministry of Environment and Tourism
- vi. Ministry of Fisheries and Marine Resources
- vii. Ministry of Labour and Social Welfare
- viii. Ministry of Lands and Resettlement
- ix. Ministry of Mines and Energy
- x. Ministry of Trade and Industry
- xi. Ministry of Works and Transport
- xii. Ministry of Information and Communication Technology
- xiii. Ministry of Labour and Social Welfare/ Social Security Commission
- xiv. Ministry of Regional and Local Government, Housing and Rural Development
- xv. National Chamber of Commerce and Industry
- xvi. National Youth Council
- xvii. Representatives of relevant development partners, UN Agencies and Diplomatic missions
- xviii. Representatives of relevant NGOs and Faith Based Organisations

2.4.5 Cluster Five: Governance, Peace, Security and Disaster Management

2.4.5.1 Introduction

The purpose of this cluster is to provide technical support on gender issues in governance, peace, security, and disaster management and response. The cluster will address issues of gender equality in leadership and decision-making as well as mainstreaming gender in peace keeping operations, disaster management and response. The Cluster meets once every second month and reports to the NGPTF once every second month.

2.4.5.2 Roles of Governance, Peace, Security and Disaster Management Cluster

- a. Ensure the implementation of the National Gender Policy and the accompanying NGPA in the respective sectors/institutions in collaboration with the MGECW and stakeholders.
- b. Ensure integration and mainstreaming of gender concerns in the peace, security and disaster management sector policies, programmes, budgets and work plans.

- c. Recommend or build capacity for gender analysis and programming in the respective cluster.
- d. Identify and propose areas for gender research and produce gender statistics.
- e. Support gender sensitive monitoring and evaluation in the respective cluster.
- f. Provide periodic updates and participate in the annual information sharing forums organised by the NGPTF or as necessary.
- g. Provide relevant gender technical advice and support to members of the clusters
- h. Mobilise resources and influence budget allocation to gender programmes and activities.
- i. Review policies from a gender perspective within the clusters.

2.4.5.3 Composition of the Governance, Peace, Security and Disaster Management Cluster

- i. **Office of the Prime Minister - Chair**
- ii. Parliament of Namibia
- iii. Ministry of Foreign Affairs
- iv. Ministry of Gender Equality and Child Welfare
- v. Ministry of Defence
- vi. Ministry of Safety and Security
- vii. Ministry of Home Affairs and Immigration
- viii. Namibia Central Intelligence Services
- ix. Electoral Commission of Namibia

2.4.6 Cluster Six: Media, Research, Information and Communication

2.4.6.1 Introduction

This cluster is concerned with providing technical input on various gender issues in media, research, information and communication. It will promote implementation of gender issues in research, women's access to information and communication technology and media coverage. More aspects to consider in this cluster include handling gender issues in: media training and education, decision-making and management of the media industry, women's and girls' voices in relation to men's and boys' voices, media literacy and alternative media. The Cluster meets once every second month and reports to the NGPTF once every second month.

2.4.6.2 Roles of the Media, Research, Information and Communication Cluster

- a. Ensure the implementation of the National Gender Policy and the accompanying NGPA in the respective sectors/institutions in collaboration with the MGECW and key stakeholders.
- b. Ensure integration and mainstreaming of gender in the Ministries'/institutions' policies, programmes, budgets and work plans.

- c. Ensure sector compliance with national commitments such as NDPs, Census, National Housing, Income and Expenditure Surveys, the MDGs and international commitments as they relate to the goal of gender equality.
- d. Provide relevant gender technical advice and support to members of the cluster.
- e. Mobilise financial and human resources for cluster activities.
- f. Review policies from a gender perspective within the cluster.
- g. Ensure a supportive, positive and educative media coverage of gender issues and especially of GBV.
- h. Identify training needs and build capacity for gender analysis and programming in the cluster.
- i. Identify and propose areas for gender research and generation of gender statistics.
- j. Support gender sensitive monitoring and evaluation in the respective cluster.
- k. Provide periodic updates and participate in the annual sharing forums organised by the NGPTF or as necessary.
- l. Coordinate the dissemination of gender information to all O/M/As, stakeholders and the public through various forums.

2.4.6.3 Composition of the Media, Research, Information and Communication Cluster

- i. Ministry of Information and Communication Technology – Chair**
- ii. Ministry of Gender Equality and Child Welfare
- iii. The National Planning Commission
- iv. National Statistics Agency
- v. National Commission for Research, Science and Technology (NCSRT)
- vi. Communications Regulatory Authority of Namibia (CRAN)
- vii. Namibia Non-governmental Organisations Forum (NANGOF)
- viii. Media Institute of Southern Africa (MISA)
- ix. Representatives of Media Houses
- x. Representatives of Institutions of Higher Learning (UNAM, Polytechnic and IUM)
- xi. Representatives of relevant development partners, UN Agencies and Diplomatic missions
- xii. Representative of Research Institutions (Multi Disciplinary Research Centre – Unam)

2.5 The Regional Gender Permanent Task Force (RGPTF)

2.5.1 Introduction

The Regional Gender Permanent Task Force (RGPTF) will ensure the implementation and monitoring of the National Gender Policy, National Gender Plan of Action as well as the National

Plan of Action on GBV in the specific regions of Namibia. In conducting routine activities, the RGPTF will consult with the respective clusters, and the NGPTF within the context of decentralisation in Namibia. The RGPTF meets at least once in three months. The RGPTF reports to the NGPTF once every three months.

2.5.2 Roles of the RGPTF

- a. Collaborate with the MGECW and network with regional stakeholders to ensure the implementation of the National Gender Policy and the accompanying NGPA and the National Plan of Action on GBV in the respective regions.
- b. Ensure integration and mainstreaming of gender perspectives in the region's policies, programmes, budgets and work plans.
- c. Provide support in monitoring the impact of all policies and programmes implemented in the respective regions on women empowerment and gender equality.
- d. Engage government, the business community and development partners to mobilise financial, human and other resources to support the implementation of gender activities in the regions.
- e. Support and facilitate the creation of structures and systems to ensure integration of gender and effective participation of women and men, girls and boys in the development activities.
- f. Provide relevant gender technical advice and support to members of the region.
- g. Identify training needs and participate in capacity development for gender analysis and programming.
- h. Identify and propose areas for gender research and generation of gender statistics in the region.
- i. Disseminate information on best practices and educate the public on gender equality and women empowerment through organising information sharing events and participating in meetings organised by the GAC, the NGPTF or other Regional Permanent Gender Task Forces or by key stakeholders or as necessary.

2.5.3 Composition of RGPTF

- i. Regional Governor – Chair**
- ii. Chairperson of the Management Committee
- iii. Regional and Local Authority Councillors
- iv. Chief Regional Officers and Chief Executive Officers of Towns
- v. Head of line ministries,
- vi. Representative from Traditional Authorities
- vii. Representatives of SOEs in the respective regions
- viii. Representative of Academic Institutions based in the regions

- ix. Representatives of Civil Society Organisations based in the regions
- x. Representatives of Development Partners based in the regions
- xi. Representative from Churches
- xii. Representative from Business Communities
- xiii. Regional Staff of the Ministry of Gender Equality and Child Welfare – Secretariat