**Republic of Namibia**

NAMIBIA NATIONAL ACTION PLAN ON WOMEN PEACE AND SECURITY

Moving United Nations Security Council Resolution 1325 Forward

2019 - 2024

**Windhoek - Namibia
March 2019**
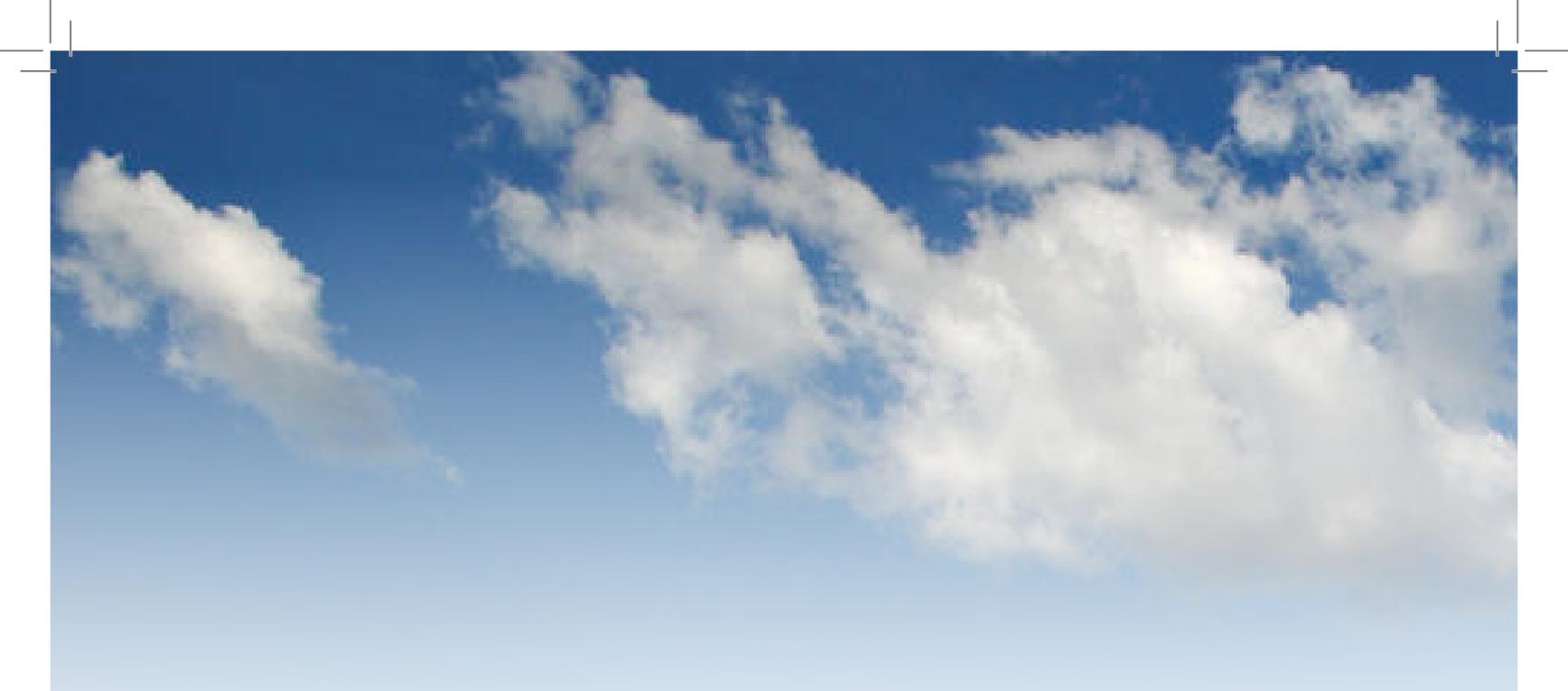
Namibia National Action Plan on Women, Peace and Security (NNAPWPS)

TABLE OF CONTENTS

INSIDE

FOREWORD BY:
Hon. Netumbo Nandi-Ndaitwah,
MP Deputy Prime Minister, Minister
of International Relations and
Cooperation

ABBREVIATIONS

AIDS	Acquired Immune Deficiency Syndrome
AU	African Union
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CSO	Civil Society Organisation
DDR	Disarmament, Demobilisation and Reintegration
DDRM	Directorate of Disaster Risk Management
DDRRR	Demobilisation, Disarmament, Repatriation, Reintegration and Resettlement
ESARO	East and Southern Africa Regional Office
GP&SC	The Governance, Peace and Security Cluster
HIV	Human Immunodeficiency Virus
IDP	Internally Displaced Persons
M&E	Monitoring and Evaluation
MOD	Ministry of Defence
MGCEW	Ministry of Gender Equality and Child Equality and Welfare
MIRCO	Ministry of International Relations and Cooperation
MSS	Ministry of Safety and Security
NAP	National Action Plan
NAMPOL	Namibian Police
NNAPWPS	Namibia National Action Plan on Women Peace and Security
NCS	Namibian Correctional Services
NDF	Namibian Defence Force
NDP	National Development Plan
NGP	National Gender Policy
NGPA	National Gender Plan of Action
NPA GBV	National Plan of Action on Gender-Based Violence
NUST	Namibia University of Science and Technology
OMAs	Offices, Ministries and Agencies
OPM	Office of the Prime Minister
OSCE	Organisation for Security and Co-operation in Europe
POC	Protection of Civilians
PRIO	Peace Research Institute Oslo
RECs	Regional Economic Communities
SADC	Southern Africa Development Community
SAMCO	South Africa Multi-Country Office
SDGs	Sustainable Development Goals
SEA	Sexual Exploitation and Abuse
SGBV	Sexual and Gender-Based Violence
TIP	Trafficking in Persons
UN	United Nations
UNDP	United Nations Development Programme
UN GTG	United Nations Gender Theme Group
UNPSOs	United Nations Peace Support Operations
UNSC	United Nations Security Council
UNSCR	United Nations Security Council Resolution
WILPF	Women's International League for Peace and Freedom
WPS	Women, Peace and Security

KEY CONCEPTS

Conflict: arises over "perceived incompatibilities of interests". Conflict can be violent or non-violent, interpersonal, intra-personal, inter and intra-group and inter and intra-state. When parties to a conflict take up arms, we enter the sphere of violent conflict[1]. There are different stages to a conflict that require corresponding tools of intervention. For example, in the build-up stage we require conflict prevention, in the crisis stage, peace-making and/or peace enforcement, whilst in the post-conflict stage the intervention measures are peace-keeping, peacebuilding and reconciliation.

Conflict Management: refers to the processes aimed at the limitation, mitigation and containment of conflict (prevention, peace-making, peacekeeping, peacebuilding).

Conflict Prevention: refers to strategies aimed at anticipating or averting conflict, for example, preventative diplomacy, early warning, and fact finding.

Disarmament, Demobilisation, Repatriation, Reintegration and Resettlement (DDRRR): "is the voluntary demobilisation and resettling of ex-combatants and the repatriation of foreign armed groups. Its purpose is to combat the "post-conflict security problem that arises when ex-combatants are left without livelihoods and support networks".[2]

Early Warning: "an instrument of conflict prevention strategies that should help to ascertain whether and when violent conflicts can be expected to occur, with the objective to prevent this from happening by way of a so called early response".[3]

Gender: refers to the learned attributes acquired during socialisation as a member of a given community. Gender identity is socially constructed and determines how men and women are perceived and how they are expected to think and act. Gender is also "an analytical tool for understanding social processes" and the "distribution of privileges, prestige, power and a range of social and economic resources."[4]

Gender Equality: "Means that men and women have equal rights, opportunities and conditions for realising their full human rights and for contributing to, and benefiting from economic, social, cultural and political development".[5]

Gender Equity: The emphasis here is on the fair treatment of women and men. "To ensure fairness, measures are often needed to compensate for historical and social disadvantages that prevent women and men from otherwise operating as equals. Such measures could include affirmative action".[6]

Gender Mainstreaming: The emphasis of this process is on "identifying gender gaps and making women's, men's, girls' and boys' concerns and experiences integral to the design, implementation, monitoring and evaluation of policies and programmes in all spheres so that they benefit equally".[7]

Gender Responsiveness: To take appropriate action to correct gender bias and discrimination in order to create a more equitable environment for men and women and to address the needs of women.

---

[1] Kegley, C and Blanton S. 2010. World Politics: Trend and Transformation. Wadsworth, Boston.
[2] UN DDR Resource Centre. unddr.org Accessed on 12 September 2016.
[3] Clingedael. nd. "Conflict Prevention and Early Warning in the Political Practice of International Organisations" Accessed at www.clingendael.org on 1 December 2017.

[4] Republic of Namibia, National Gender Policy (2010 – 2010)
[5] SADC Gender Mainstreaming Resource Kit (2009).
[6] Republic of Namibia, National Gender Policy (2010 – 2020)
[7] Republic of Namibia, National Gender Policy (2010 – 2020)

Gender Sensitivity: To be aware of how policies and programs will affect men and women differently, to ensure that women are included in particular programs or actions, and to advance equal treatment of both men and women.

Gender Roles and Responsibilities: These are tasks and responsibilities typically undertaken by either women or men as ascribed by society. "Such allocation of activities on the basis of sex is also known as the sexual division of labour and is learned and clearly understood by all members of a given society. The sexual division of labour is perhaps the most significant social structure governing gender relations".[8]

Human Security: is a paradigm that challenges traditional notions of security that focus on the state. It argues that security should be people-centred and redefines security as "freedom from fear, freedom from want, and freedom to live in dignity". Human security therefore broadens our conceptualisation of what constitutes a security threat and who can be considered as security actors.

Participation: Participation in this strategy document refers to creating equal opportunities for women and men to be represented, and to fully engage, in peace and security structures and processes.

Peace: is often viewed as the absence of war. Johan Galtung refers to this conceptualisation of peace as "negative peace" and prefers a conceptualisation of peace as: "the integration of human society" and/or "non-violent and creative conflict transformation".[9]

To have peace we therefore need to also focus on the structural conditions of society that are experienced as violent (poverty, hunger, discrimination, injustice, etc). "Positive peace" is when we move beyond the absence of war to creating the social, economic, and political conditions that enable peaceful lives.

Peacebuilding: processes aimed at resolving and transforming conflicts and enabling durable peace. It "strengthens the synergy among the related efforts of conflict prevention, peace-making, peacekeeping, recovery and development, as part of a collective and sustained effort to build lasting peace".[10]

Peacekeeping: is the deployment of military, police and civilian personnel into a post-conflict country with the consent of all parties concerned: normally by the UN/AU or Regional Economic Communities (REC's).

Peace Support Operations: is broader than peacekeeping and includes conflict prevention, peace-making, peace-keeping and peacebuilding.

Security Sector: consists of those entities that play a role in ensuring the safety of the state and its people, for example, the Defence Force, law enforcement agencies (Police, Correctional services, Justice, Immigration), and private security.

Security Sector Reform: "Refers to the process by which countries formulate or re-orient the policies, structures and capacities of institutions and groups engaged in the security sector, in order to make them more effective, efficient and responsive to democratic control and to the security and justice needs of the people".[11]

---

[8] Republic of Namibia, National Gender Policy (2010 – 2020)

[9] Galtung, J. 1969. "Violence, Peace and Peace Research". Journal of Peace Research Vol 6 No 3

Sexual and Gender-Based Violence: The acts perpetrated against women, men, girls and boys on the basis of their sex which causes or could cause them physical, sexual, psychological, emotional or economic harm. The forms of gender violence include domestic violence; sexual abuse, including rape and sexual abuse of children by family members; forced pregnancy; sexual slavery; forced marriage; traditional practices harmful to men and women; violence in armed conflict; violence in post-conflict situations; neglect; trafficking of persons particularly women and girls and emotional abuse.[12]

Trafficking in Persons: "the recruitment, transportation, transfer, harbouring or receipt of persons, by means of threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation".[13]

UNSCR 1325 National Action Plan: is a strategy or plan developed by a state to implement UNSCR 1325 and other resolutions of the Women, Peace and Security agenda. Plans should contain concrete recommendations on how women should be included in all peace and conflict related decisions and processes, and how to prevent violence against women and to protect women. Plans should contain clear goals, actions and responsibilities and mechanisms for monitoring and evaluation.[14]

Women, Peace and Security Agenda: is an agenda that recognises that women, in particular, are victims of conflict, but places emphasis on the transformative potential of including them as actors in peace and security structures and processes. "Women's agency, voice, and capacities, and a real gender perspective, are critical to local dialogues, better policies and more equitable peace deals."[15]

Traditional Security: refers to security that is focused on keeping the state safe and functional from internal and external threats.

---

[10]   United Nations Peacebuilding Support Office accessed at alliancefor peacebuilding.org 1 February 2017.

[11]   AU Policy Framework on Security Sector Reform adopted in 2011

[12]   Hrlibrary.umn.edu. Accessed on 12 September 2017.

[13]   UN Protocol to Prevent Suppress and Punish Trafficking in Persons, especially Women and Children effective since 2003.

[14]   PRIO, 2014. "OSCE Study on National Action Plans on the Implementation of the UNSCR 1325."

[15]   Peacewomen.org. Accessed on the 12 September 2017.

ACKNOWLEDGEMENT

T he development of the Namibia National Action Plan on Women, Peace and Security (NNAPWPS) has enjoyed support and contribution from various stakeholders. The Government of the Republic of Namibia would therefore like to express its gratitude to all those who facilitated and participated in the realisation of this NNAPWPS.

The government is indebted to the National Task Team, which was constituted by officers and officials from various Government Ministries, who displayed dedication throughout the development of this plan. The Ministry of Defence, Ministry of Gender Equality and Child Welfare and Ministry of International Relations and cooperation deserve specific acknowledgement for their collaboration and collective support in the development of the NAP. A special thanks to Colonel Elizabeth Penehafo Mboti and Mr Victor Shipoh for their role in coordinating the National Task Team. We acknowledge all officials at national and regional level, civil society, and community members for their strategic guidance and inputs in the many consultations that have informed the content of this NAP on Women, Peace and Security.

We are especially grateful to the UN Women South Africa Multi-Country Office (SAMCO) for the sizable financial and technical contributions provided throughout the development process. Special appreciation goes to Loveness Jambaya Nyakujarah, the UN Women SAMCO Programme Specialist, who led the team in this endeavour. Sincere gratitude to the Embassy of Norway in South Africa for their financial contribution to UN Women to make this NAP possible. Such support exhibits UN Women's obligations and commitment to gender equality and women's empowerment including towards gender inclusiveness and mainstreaming in peace and security efforts.

We are equally grateful for, and acknowledge, the technical expertise and guidance provided by Professor Cheryl Hendricks, University of Johannesburg, throughout the development of this NAP.

Due acknowledgement is given to the African Union's Office of the Envoy for Women, Peace and Security, the Southern African Development Community (SADC) Organ on Politics, Defence and Security Cooperation, other UN agencies, and development partners for financial, and technical support and inputs throughout the process.

Finally, we salute all men and women in uniform for the formidable role they play in maintaining and safeguarding our territorial integrity and national security. We thus dedicate this National Action Plan on Women, Peace and Security to their efforts and struggle.

> *We acknowledge all officials at national and regional level, civil society, and community members for their strategic guidance and inputs in the many consultations that have informed the content of this NAP on Women, Peace and Security.*

FOREWORD

"The necessity to develop a National Action Plan on Women, Peace and Security derives out of Namibia's national, continental and international commitments."

On 31st October 2000 the United Nations Security Council (UNSC), under the Presidency of Namibia, adopted resolution 1325. This landmark resolution recognises and affirms the crucial role women play in the prevention and management of conflicts as well as their roles in post-conflict peacebuilding.

UNSC Resolution 1325 (2000) was preceded by the Windhoek Declaration on Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations, adopted on 31 May 2000, and reflects the growing awareness of the role of women in peace and security following the Beijing Conference. By adopting UNSCR 1325 the international community acknowledged and agreed that women's participation in peace processes is pivotal to the attainment of sustainable peace and security.

UNSCR 1325 strongly recommends that the different needs and perspectives of women be considered in managing and resolving armed conflicts, the need to protect women and girls from violence and the impact of conflicts, and to ensure women's effective participation in decision-making structures and relief and recovery efforts. This ground-breaking resolution has therefore put a spotlight on, and raised international understanding of, the perilous issues that women and girls face during and after conflicts and has increased the commitment to women's empowerment at national and global levels.

Since the adoption of this resolution, and other relevant subsequent resolutions on WPS by the UNSC, there has been an increase in the number of women rising to positions of political leadership and emerging as key actors in the peace and security sector. The overall number of women in UN peacekeeping missions, especially those deployed from Africa, has also increased, although still low proportionally compared to men.

There is a perception that the women's peace and security agenda, particularly UNSCR 1325, only speaks to conflict and post conflict countries, thus the development of National Action Plans for its implementation is only relevant in these contexts.

I am strongly convinced that the suite of resolutions is applicable to all situations (non-conflict, conflict, and post-conflict) for it promotes the equal participation of women and men in peace processes and development efforts at all levels, and further calls for the provision of equal opportunity and enjoyment of economic and social justice by all.

The Women, Peace and Security agenda serves as a prevention measure as well as a mechanism for addressing the peace and security concerns when countries, such as Namibia, participate in peacemaking, peacekeeping and peacebuilding beyond their borders.

The Government of the Republic of Namibia recognises that implementing UN Agenda 2030 and the African Union's Agenda 2063 requires that the women, peace and security agenda be mainstreamed in all development plans and aspirations. The necessity to develop a National Action Plan on Women, Peace and Security derives out of Namibia's national, continental and international commitments.

I wish to use this opportunity to commend all the relevant stakeholders, including government institutions, civil society organisations, and our development partners whose contributions by way of ideas, experiences, time, effort, expertise, moral and financial support has made the preparation of this National Plan of Action possible.

Hon. Netumbo Nandi-Ndaitwah, MP
Deputy Prime Minister
Minister of International Relations and Cooperation

PREFACE

T he Government of the Republic of Namibia has repeatedly affirmed its commitments towards sustainable peace. This achievement to develop a National Action Plan on Women, Peace and Security is another step in the right direction.

Namibia's National Action Plan (NAP) on Women, Peace and Security is based on the four pillars of UNSCR 1325, namely, participation, prevention, protection, and relief and recovery, applied to its national context. It addresses women as both actors and victims within conflict and non-conflict situations. The overall goal of this NAP is to have a safe and peaceful Namibia where all women, men, girls and boys have equal rights without fear, want and live in dignity.

The NAP priority areas are:
- Participation of women in political and security decision making;
- Participation of women in peace and security structures;
- Participation of civil society in peace and security;
- Prevention of conflict and all forms of violence against women and children;
- Prevention of impunity for sexual and gender-based violence;
- Prevention of sexual and gender-based violence through policy programming and implementation;
- Protection of women and children in conflict and non-conflict situations;
- Protection of women and children against sexual and gender-based violence;
- Promotion of women's participation in relief and recovery efforts.

The NAP therefore aims at strengthening women's influence and meaningful participation in peace processes, including in peace negotiations and mediation, as well as in broader peacebuilding and state building.

This will mean creating an environment conducive for women's participation, empowering women through education and continuous capacity building and training, institutionalising mechanisms to protect them from violence, and working in collaboration with continental and international intergovernmental organisations and development partners.

The NAP has a strong emphasis on the promotion of women and children's full enjoyment of their human rights and reinforces gender equality as intrinsic components in preventing violence against women and children in peacetime as well as during and in the aftermath of conflicts.

The NAP also articulates the need to confront emerging issues, trends and threats to peace and security, such as climate change, cyber security, radicalization, and trafficking in persons, among others. The effective implementation of, and accountability for, the NAP requires a monitoring and evaluation plan and a robust co-ordination mechanism.

The Government of the Republic of Namibia will ensure that these instruments are in place and that regular reporting is undertaken and documented to realize the objectives of this plan.

> **"** We therefore urge all accounting officers, officials and civil society to offer the support that will be required throughout the cycle of this action plan so that Namibia can indeed be a country in which all enjoy freedom, peace, security and stability. **"**

Penda Ya Ndakolo, MP
Minister of Defence

Doreen Sioka, MP
Minister of Gender Equality
& Child Welfare

Ambassador Selma Ashipala-Musavyi, Executive Director, Ministry of International Relations and Cooperation

Following the introduction of the theme [women's peace and security], what followed then was a minute of silence followed by a mix of laughter, plain astonishment accompanied by sophisticated ridicule. I am narrating this not for self-aggrandizement, but rather to substantiate that 1325 didn't come on a silver platter. The feeling then was that the topic of choice has no place in the UNSC (United Nations Security Council) but should rather be discussed by the third committee under the General Assembly. However, due to our insistence, the push from civil society organizations and other Member States in our camp, the Security Council eventually deliberated on the topic (and) UNSC Resolution 1325 was adopted, and the rest is history. Ambassador Selma Ashipala-Musavyi, Executive Director, Ministry of International Relations and Cooperation

Namibia is at the forefront of advocacy on women's inclusion into peace and security processes. Namibia was instrumental in the development and adoption of the Windhoek Declaration and Namibia Plan of Action on Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations, in May 2000. The United Nations Security Council Resolution1325 was unanimously adopted in October 2000 when Namibia presided over the Security Council. Namibia has therefore been a key actor in redefining the security of women as a peace and security issue that needs to be addressed by the highest international peace and security body, the United Nations Security Council (UNSC). Since the adoption of the resolution, the UNSC has deliberated on Women, Peace and Security (WPS) on an annual basis and produced many more supporting resolutions (see appendix).

[16] Peacewomen.org accessed March 2018: http://www.peacewomen.org/member-states

Nearly two decades post the adoption of UNSCR1325 there has been substantial progress in the implementation of the WPS agenda, globally. The principle of women's participation in peace processes is now accepted as fundamental to building sustainable peace.

There are many intergovernmental and national policy frameworks in place to promote women's peace and security. Seventy-three countries now have National Action Plans (NAPs)[16] on WPS, and nineteen of these countries are in Africa. Many countries are now developing their second or third NAP (for example, Nigeria and Norway) and we have seen improvement in the monitoring and evaluation of, and accountability for, implementing the WPS agenda.

However, despite these achievements, women remain vulnerable to Sexual and Gender Based Violence (SGBV) in conflict and non-conflict situations and remain marginalised from peace and security decision-making structures and processes. Much more still needs to be done to substantively give effect to creating greater security for women and girls and to increase their participation in peace and security globally, continentally, regionally, and nationally.

Namibia has demonstrated leadership in terms of putting into practice its commitments to the WPS frameworks and to realising the larger quest for gender equality. It has a comprehensive gender policy that includes a specific focus on WPS. Notwithstanding the achievement of the Gender Policy on mainstreaming WPS, Namibia did not have a stand-alone NAP.

The development of a stand-alone NAP on WPS enables direct and sustained attention to mainstreaming gender into the peace and security sector, to track and collate gender disaggregated data for women in the peace and security sector, and to monitor and evaluate the implementation of the WPS agenda. A NAP is an important framework for Namibia to further advance its

goal of gender equality in the society as a whole and in the peace and security sector in particular.

The WPS agenda promotes women's participation in peace and security, the prevention of all forms of violence against women and girls, and the protection of women in conflict and non-conflict situations. UNSCR 1325 has been augmented by a number of other resolutions that go beyond the peace-keeping context which had originally framed the resolution (see international frameworks in the next section and appendix).

New peace and security challenges have also emerged internationally and need to be assessed and addressed for their impact on women; for example, cyber security, human trafficking in person, climate change, radicalisation, large numbers of refugees, and internally displaced persons (IDPs), among others.

Namibia is not immune to these challenges and it should therefore adopt a proactive and preventative approach for countering these perils. Its NAP therefore includes measures to meet the objectives contained in the suite of WPS resolutions, and seeks to address the challenges of the current security environment, including relevant emerging issues. Namibia's security challenges are predominantly in the realm of human security, rather than those associated with armed conflict. These human security challenges, however, have a direct impact on the dignity and livelihood of women.

The need to situate women as both victims and actors and to develop gender sensitive and gender responsive peace and security policies and programming is central to the WPS agenda. Women in their diversity, eighteen years post the adoption of UNSCR 1325, continue to bear the brunt of gender based violence, inequality, poverty, climate change and skewed land and natural resource distribution that impact on their human security and impede national social cohesion.

The 2015 UN Women Global Study on the Implementation of the Women, Peace and Security Agenda: Preventing Conflict, Transforming Justice and Securing the Peace noted the importance of NAPs and the success and challenges of achieving the objectives of UNSCR 1325.

The Global study contends that women's engagement in peace and security increases the likelihood of successful peace mediation and negotiation efforts, increases the effectiveness and efficiency of humanitarian assistance and accelerates economic revitalisation.[17]

The study asserts that when women sit at the peace table there is a 20 per cent increase in the probability of a peace agreement lasting two years and a 35 per cent increase in the probability of a peace agreement lasting 15 years.[18] Further, the report shows that women's rights to education, health, land and productive assets, rights of participation, decision-making and leadership in village or community matters, are strongly linked to women's security.

However, the report reveals that progress in terms of including women into peace making and peace-keeping is insufficient, and many countries still need to adopt NAPs.

Although Namibia has not had a NAP, until now, it has made substantive progress in mainstreaming gender into the security sector and in dealing with the security challenges that confront women in the country. More can, and should, however, be done in this regard as elaborated upon in the situational analysis and implementation matrix.

This NAP sets the framework to accelerate the efforts to realise the aspirations of UNSCR 1325, relevant subsequent resolutions and related national, continental and international gender instruments, and to contribute towards enhanced peace, security and dignity for all.

17   United Nations (2015). Preventing Conflict, Transforming Justice and Securing the Peace: A Global Study on the Implementing the United Nations Security Council Resolution 1325.
18   United Nations (2015). Preventing Conflict, Transforming Justice and Securing the Peace: A Global Study on the Implementing the United Nations Security Council Resolution 1325.

2 POLICIES AND LEGAL FRAMEWORKS ON WPS

2.1. International Frameworks

There is a concerted international effort to mitigate the impact of conflict on women and to provide for more representative and inclusive peace and security structures and processes. In this regard the UN Security Council adopted Resolutions 1325 (2000), 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015) and 2272 (2016).

Collectively these resolutions promote the participation of women in peace and security processes and decision-making structures, the formation of partnerships with women's civil society organisations, the prevention of all forms of violence against women, the protection of women during conflict and non-conflict situations, and relief and recovery for those displaced by natural disasters or violence.

These resolutions urge all duty bearers to address the needs of women as victims, to draw on their experiences as actors and to create an enabling environment for women to meaningfully participate in creating more sustainable peace and security for all.

The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) adopted General Recommendation 30 on Women in Conflict Prevention, Conflict and Post Conflict Situations which reinforces and strengthens the implementation of the UNSC WPS resolutions as signatories are bound to report on their progress.

The recommendation provides guidance to states on the "legislative, policy and other appropriate measures to ensure full compliance with their obligations under the Convention to protect, respect and fulfil women's human rights."[19]

These resolutions and recommendations are further buttressed by the Sustainable Development Goals (SDGs), adopted in 2015. Goal 16 calls on UN Member States to create more just, peaceful and inclusive societies, while Goal 5 highlights that "gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world."[20] The International Legal and Policy Frameworks therefore informs the development of continental, regional and national WPS frameworks.

2.2. Continental Frameworks

Article 4 (I) of the Constitutive Act of the African Union (2001) identifies the promotion of gender equality as one of its governing principles.

In this regard, the AU adopted the gender parity principle in 2002. The AU's Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women (Maputo Protocol) (2003), the Solemn Declaration of Gender Equality in Africa (2004), the Common Defence and Security Policy (2004), the AU Gender Policy (2009) and Agenda 2063 (2015) all speak to the need for increased participation of women in peace and security.

---

[19] CEDAW General Recommendation No. 30 on Women in Conflict Prevention, Conflict and Post Conflict Situations, 18 October 2013.
[20] www.un.org/sustainabledevelopment/gender-equality/ accessed on 29 May 2016.

The appointment of an AU Special Envoy on Women, Peace and Security, Ms. Benita Diop; the development of a Gender, Peace and Security Programme (2015-2020); the formation of an African Women's Mediation Network; and the development of a Continental Results Framework are key attempts by the AU to deal with the issue of women's peace and security in Africa. All African countries are bound by these frameworks.

2.3. Regional Frameworks

Article 28 of the Southern Africa Development Community (SADC) Protocol on Gender and Development calls for the implementation of UNSCR 1325. It urges State Parties to "put in place measures to ensure equal representation and participation in key decision-making positions in conflict resolution, and peacebuilding, in accordance with UNSCR 1325". It also states that: "State Parties, during times of armed and other forms of conflict take such steps as are necessary to prevent and eliminate incidences of human rights abuses, especially of women and children, and ensure that the perpetrators of such abuses are brought to justice before a court of jurisdiction".[21] SADC adopted a Regional Strategy on Women Peace and Security in June 2017. This Strategy calls on all SADC countries to adhere to the objectives of UNSCR 1325 and to adopt NAPs.

2.4. National Frameworks

Namibia has displayed the political will to create gender equality, ensure gender mainstreaming in the security sector, and to prevent violence against women.

Its Constitution (1990), Labour Act and Social Security Act (1992 and 11 of 2007), Employment Act (1998), Affirmative Action Act (1998), Combating Rape Act 8 (2000), Combating of Domestic Violence Act 4 (2003), Security Sector legislation such as the Defence Act (ACT 1 of 2000), Defence Policy (2011), Police Act 19 (1990), Vision 2030, National Development Plan (NDP5), the Harambee Prosperity Plan, (2015) National Gender Policy (2010-2020) and National Plan of Action On Gender Based Violence (2012-2016) are all frameworks that address gender equality, gender mainstreaming and the protection of women.

Namibia's Vision 2030 notes that Namibia will be a "just, moral tolerant and safe society with legislative, economic and social structures in place to eliminate marginalisation and ensure peace and equity between women and men, the diverse ethnic groups, and people of different ages, interest and abilities." The driving force of Vision 2030 is Education Science and Technology, Health and Development, Sustainable Agriculture, Peace and Social Justice, and Gender Equality.[22]

Namibia's Gender Policy outlines strategies for women's inclusion in the peace and security sector such as:

1) Ensure gender mainstreaming in peacekeeping, peacebuilding and natural disaster management;

---

[21] SADC. 2008. SADC Protocol on Gender and Development.

[22] Namibia Vision 2030 Foreword by Dr Sam Nujoma.

2) Sensitise forces participating in peace-keeping missions on gender issues and ensure that gender sensitisation is part of the preparation of troops and police who are participating in peace-keeping missions;

3) Create favourable work environments for women in police and defence forces and encourage women to consider career paths in these areas;

4) Develop an engendered Emergency and Management Unit;

5) Ensure the continuity of family and community life during disaster time, and develop structures to meet the needs of men, women and children;

6) Advocate for more women to be included in peace-keeping missions at all levels of decision-making and peace-keeping processes;

7) Ensure that personnel being deployed to conflict areas are aware of the causes of conflict and effective strategies of conflict management;

8) Ensure measures are in place to punish members of the Namibian peace-keeping forces and other peace-keepers present in Namibia who are violating human rights, including violations such as sexual exploitation, rape or other forms of gender-based violence.[23]

The Defence Policy (2011) states that "every section of the Namibian society is represented in the rank and file of the Namibian Defence Force. The structure and composition of the NDF shall be a reflection of this national character."[24] Further, Chapter 7, Specific Objective 9, of the Defence Policy states that: "The Namibian Defence Force had, since its establishment, made women part of the workforce. Its commitment to making the military career attractive to women shall be reinforced to ensure that women are accorded equal and equitable employment opportunities within the structures and hierarchy of the MOD and NDF."[25]

To realise the objective of gender mainstreaming, the NDF developed a Gender Mainstreaming Action Plan. All security sector institutions would do well to have gender mainstreaming action plans and gender policies and they need to ensure that these are regularly updated.

The existing frameworks and policies in Namibia collectively translate into tangible gains for women in decision-making and in the security sector. At 23% women representation, Namibia is amongst the countries with the highest proportion of women in the Defence Force in SADC.

The National Gender Coordination Mechanism was established to ensure coherence across the different sectors for realising gender equality and women's empowerment. It is chaired by the Office of the Prime Minister (OPM). The adoption of this NAP on Women, Peace and Security by the government of Namibia is a complimentary action to meet its international and regional obligations and its domestic policy frameworks.

---

[23] Namibia Ministry of Gender Equality and Child Welfare. 2010. National Gender Policy (2010-2020).

[24] Ministry of Defence, 2011. Defence Policy.

[25] Ibid

3.1. Background

The Republic of Namibia is situated in the south-western part of Africa and shares borders with Angola in the north, Zambia in the northeast, Botswana in the east, South Africa in the south and south-east and the Atlantic Coast to the west.

The Namib Desert, from which the country derived its name, borders the Atlantic coast and covers a length of 2000 km² from north-western South Africa all the way to Angola and is known to be the oldest desert in the world.

Namibia was colonised by both the Germans (1904-1915) and Apartheid South Africa (1919-1990) respectively: the latter administering it as a "protectorate" until a guerrilla war erupted in 1966 leading to independence on the 21st of March 1990.

NAMIBIA POLITICAL MAP
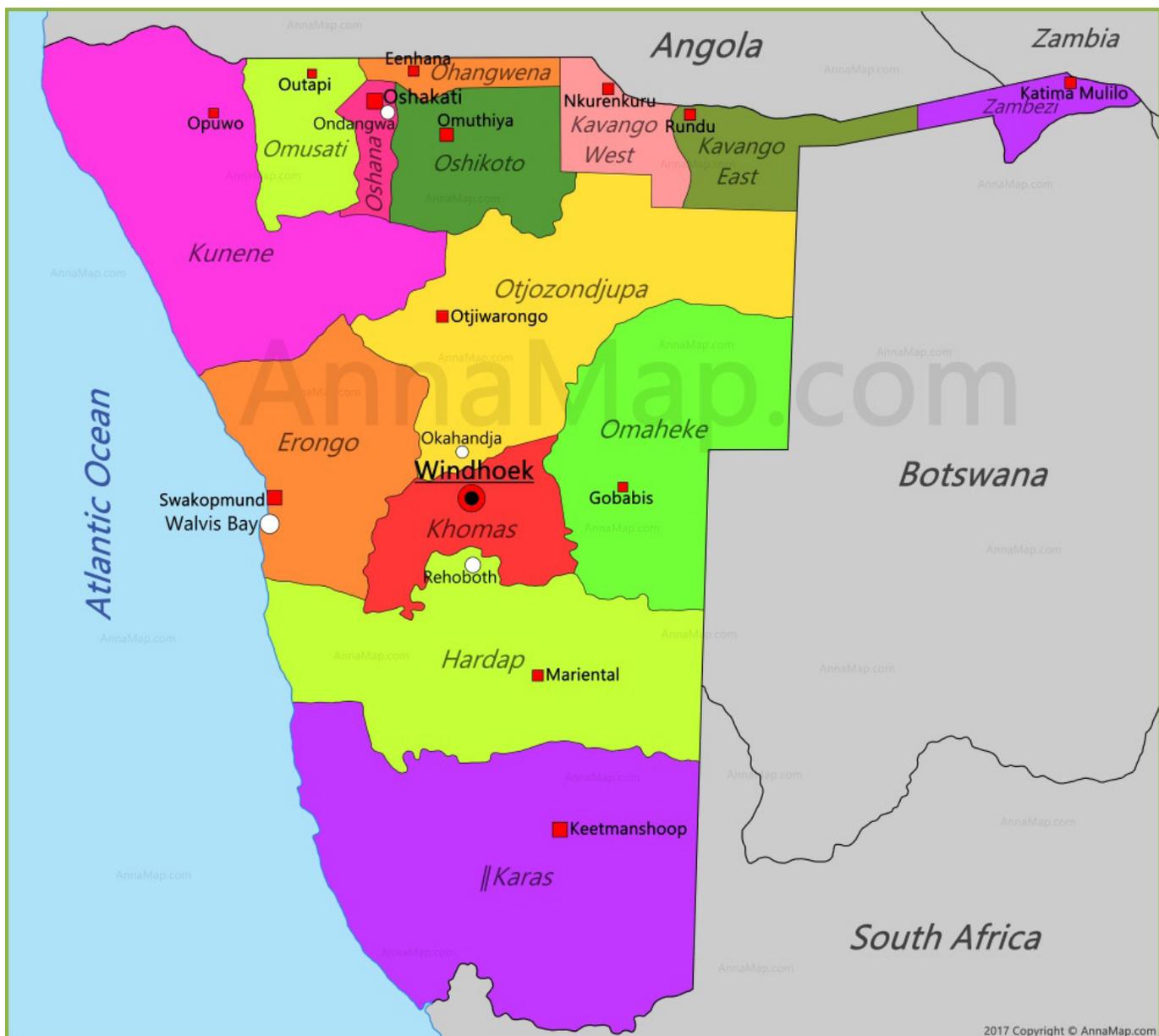
The Constitution, adopted in 1990, sets the foundation of the nation's common values and provides the guiding principles according to which the State may exercise its power. It guarantees freedom of expression and movement and the protection of human rights.

The preamble of the Constitution highlights the people of Namibia's desire to "promote among themselves the dignity of the individual and the unity and integrity of the Namibian nation among, and in, association with the nations of the world".

The Republic of Namibia is led by an elected government and is a stable, peaceful, multi-party democracy with a relatively strong civil society (See the Global Peace Index, 2017). It is a relatively safe and modern country with the second lowest population density of 2.6 per square kilometre and 2,1 million people (and the second- highest per-capita income in Sub-Sahara Africa). The population is increasingly urbanised, with estimated at 43% in 2011.

Namibia is a multi-ethnic country in which the rights of all are equally respected. The gender distribution is 51.6% female and 48.4% male. With a real GDP growth rate of 4.3% [26] in 2015, Namibia is classified as an upper middle income developing country. A large percentage of households, 44%, are headed by females. Namibia is endowed with rich natural resources such as diamonds, uranium, gold, copper, amongst other, and marine resources.

3.2.   Peace and Security

Post the democratisation of South Africa, traditional threats to Namibia's security declined substantially. After independence it has had to primarily deal with the spill-over of the Angolan civil war, and in 1998 it deployed troops in support of the Government of the Democratic Republic of Congo (DRC), alongside Angola and Zimbabwe.[27]

Vision 2030 identifies the threats to Namibia as predominantly non-traditional forms of conflict and unconventional warfare.

In 2009 the World Bank Report[28] noted that Climate Change is a serious threat to Namibia because of the country's dependence on agriculture and natural resources. A combination of rising sea levels, droughts and floods increase its susceptibility to conflict and humanitarian disasters. These factors not only contribute to rising food prices, but floods coupled with poor access to sanitation can lead to cholera outbreaks.

Another report commissioned by Namibia's Directorate of Environmental Affairs also listed environmental issues as a major cause for concern, most notably, the depletion of water resources, desertification, loss of biodiversity and the decline of marine fisheries.[29]

> "Namibia's economy slowed substantially in 2016 yielding "significant negative spill-overs to many sectors of the economy, including external trade and public finance."

Namibia's economy slowed substantially in 2016 yielding "significant negative spill-overs to many sectors of the economy, including external trade and public finance."[30] Poverty, inequality and unemployment are key concerns in Namibia, where it is estimated that 39% of the population live below $3.10 per day and where the Gini coefficient was 0.597 in 2010.[31] The unemployment rate for Namibia was 36% in 2016 (women constituted 38% of those who were unemployed) , The National Planning Commission's (2015) report on poverty shows that rural northern regions of Kavango, Oshikoto, Zambezi, Kunene and Ohangwena are the poorest in the country with more than one third of the population living in poverty.

26   Republic of Namibia National Planning Commission (2015). Poverty and Deprivation in Namibia
27   Lindike, B, Kapaama, P and Blaauw, L. 2007 "Namibia" in Cawthra, G, Du Pisani, A and Omari, A(eds) Security and Democracy in Southern Africa. Johannesburg, Wits University Press.

28   World Bank Country Brief: Namibia 2009.
29   Beyers, B. 1997. "Environmental Threats and Opportunities in Namibia: A Comprehensive Assessment" Research Discussion Paper No 21. Namibia Directorate of Environmental Affairs.
30   World Bank. 2017. "The World Bank in Namibia" (accessed at worldbank.org)
31   Ibid

The Commission's report further states that food security is also a major threat for the country where a third of the population has been in need of humanitarian assistance in this regard.[32]

The threat of cyber-crime is a global concern and Namibia is not an exception. To combat this risk, the Government of Namibia is in the process of developing a law on electronic transactions and cybercrime.

Although Namibia is viewed as a low risk country for terrorism, it is prudent for the country to strengthen its border security (land, sea and air).

Namibia is, however, at risk of being used as a transit route for drugs and has to continue to strictly enforce its anti-drug laws.[33]

3.3. Women, Peace and Security Challenges

> **"Namibians recognise the link between peace and gender equality because of the many years of struggle for independence in which women participated fully" – Deputy Prime Minister Netumbo Nandi-ndaitwah, speaking at the UN Security Council in October 2015.**

The consultative processes for the development of the NAP on Women Peace and Security in Namibia highlighted many of the peace and security challenges confronting women. Respondents highlighted that there was a gap between the comprehensive policy frameworks and mechanisms developed by the Government of Namibia and its implementation. Policies are not always backed by adequate resources required to effectively implement, monitor and evaluate national programmes, and coordinating mechanisms at national and local levels did not always function optimally.

AU African Gender Scorecard 2015 (where 10 represents gender parity)			
Theme	Sector	Namibia's Score	
Economic Empowerment	Business	5	
	Access to Land	8	
	Access to Credit	8	
	Employment	8	
Political Empowerment	Women in Politics and Decision-making	5	
Social Empowerment	Education	12	
	Health	10	
Stand Alone Indicators	Proportion of Households within 15 minutes of a source of drinking water	Urban	95.2%
		Rural	57.6%
	Access to improved sanitation facilities	Urban	56.1%
		Rural	16.9%
	Maternal Mortality Ratio (per 100 000 live births)	2005	250
		2013	130

Source: Cited in the Legal Assistance Centre. Namibia Gender Analysis 2017, Prepared for the EU Delegation to Namibia July 2017 pg. 19.

---

[32] National Planning Commission Report op cit
[33] Namibia 2017 Crime and Safety Report. (accessed at osac.gov)

A key issue raised was the low level of women's representation especially in key decision-making structures in both the public and private sectors. While Namibia has made great strides with the representation of women in parliament (41%), and ranked 11th in the world in this regard, only 26% (7 out of 27) of the cabinet ministers were women in 2017.[34] Women's representation at regional level is also low with only 16% of the regional councillors being women in 2015. Local authorities are however approaching gender parity, with 48% representation of women.[35]

According to an AfroBarometer (2015) report, Namibians expressed high levels of support for women in political leadership with "80% agreeing that women should have the same chance of being elected to political office as men."[36] Women are also represented in the top foreign mission positions where there were 11 (36%) women and 20 men in 2017.

Gender based violence and the high prevalence of Human Immunodeficiency Virus (HIV) and Acquired Immuno Deficiency Syndrome (AIDS) were also raised as key issues in need of redress. These challenges have their roots in gender-based inequalities, gender stereotypes, patriarchal social norms and attitudes and harmful cultural practices. Forced marriages (of children and adults) are still prevalent in some regions.

Even though there is comprehensive legislation and action plans to deter gender-based violence there is a low level of successful prosecution of its perpetrators. The reporting of GBV and SGBV cases is also sometimes hampered by long distances to police stations and gender protection units. Alcohol and drug abuse, especially by male perpetrators, heighten the insecurities faced by women and girls.

The Afrobarometer (2015) reported that 14% of women and 8% of men indicated that they, or family members, had experienced gender-based violence in the previous year. Moreover, 48% of women respondents to their survey felt unsafe walking in their neighbourhoods.[37]

The lack of access to land and other productive resources further contribute to the vulnerability of women (only 21% of women owned a piece of land in 2013). Most of women access land ownership through inheritance (family, becoming a widow, or through divorce). Namibia's National Land Policy (1998) does provide for equal rights for all its citizens across a range of tenure systems.[38]

In addition, in a global context of shrinking official development assistance and austerity measures, many women's organisations are faced with inadequate funding reducing their ability to augment the delivery of services by government.

Access to social grants was also raised as an issue as many rural based citizens do not have the proper required documentation. High rates of teenage pregnancies, high school dropout rates, absent fathers, and child-headed households were also highlighted in the consultative processes.

Trafficking in persons is among one of the emerging challenges and/or threat confronting Namibia, with a country being used as a source, transit and destination hub for the scourge. To address the scourge, the government has developed a multi sectoral Trafficking in Persons Co-ordination Mechanism, which consists of all relevant stakeholders, with a national Committee chaired by the Deputy Prime Minister.

---

34 Inter Parliamentary Union and UN Women. 2017. Women in Politics 2017.
35 Legal Assistance Centre. Namibia Gender Analysis 2017, Prepared for the EU Delegation to Namibia July 2017 pg 27.
36 Shejavali N. 2015. Afrobarometer, Dispatch no 22, Institute for Public Policy Research

37 Ibid

The efficiency of the mechanism and mitigating framework is hindered by among others, little awareness of the subject especially in rural areas, inadequate capacity to investigate, prosecute and convict traffickers, insufficient shelters to accommodate victims, and insufficient funding allocated to deal with this scourge.

In an effort to remedy the situation and to effectively deal with the source the government enacted the Combating of Trafficking in Persons Act 1 of 2018.

The provision of peace and security is not limited to the citizens of Namibia only. Namibia has in place a refugee camp, namely, Osire Refugee Camp (situated 200km North of Windhoek).

As of June 2017, there were 3223 refugees in the Osire Refugee camp the majority of whom are women (47.5%) and girls (9.5%). See table 1 on gender representation of refugees at Osire Refugee Camp. The majority of these refugees are from the Great Lakes Region.

Table 1: Number of Refugees in Osire Refugee Camp: June 2017

Male	1197	37.1%	
Female	1530	47.5%	
Boys (aged 17 and below)	191	5.9%	
Girls	305	9.5%	
Total	3223		

Source: Ministry of Home Affairs and Immigration, Osire Refugee Camp, Namibia.

During interviews conducted with officials at the refugee camp, by researchers from the Namibia University of Science and Technology (NUST), in 2017, the main concerns of women refugees were identified as: insufficient access to education, teenage pregnancy, prostitution, forced marriages, and GBV.

38 GIZ, 2013. "Strengthening Women's Rights to Land: Namibia" [Accessed at https://europa.eu/capacity4dev/file/17187/download?token=Cjj2y1vG]

3.4. Women in the Security Sector

Overall, Namibia has made inroads in increasing the representation of women in the peace and security sector. With female representation, in 2017, at 23% in Defence (Figure 3.1), 38% in Police Force (Figures 3.2) and 44% in Correctional Service (Figure 3.3), Namibia is amongst the countries with the highest levels of women representation in the security sector in the SADC region. South Africa has reached 30% for women in the Defence Force and 35% for women in the Police.

These gains need to be safeguarded. However, at management level, female representation in Namibia's security sector drops to 14% in the Namibian Defence Force and 21% in the Namibian Police Force (NAMPOL).

As part of the implementation of the NAP on Women Peace and Security, deliberate steps need to be taken to increase women's representation in the security sector, especially at decision-making levels. This is in line with the 50/50 SADC Gender Protocol, AU Continental Results Framework for Women Peace and Security and the SDG targets to be achieved by 2030.

Figure 3.2 Female and Male Representation in Namibian Police Force

38%
62%
■ Female
■ Male

Figure 3.3 Female and Male Representation in the Namibian Correctional Service

44%
56%
■ Female
■ Male
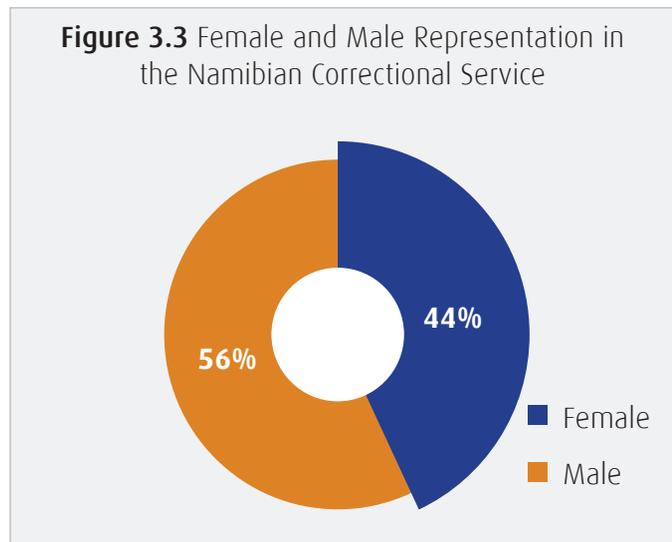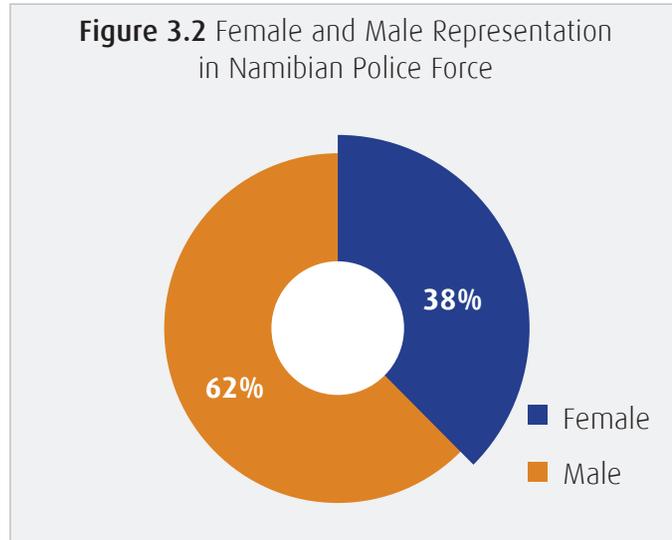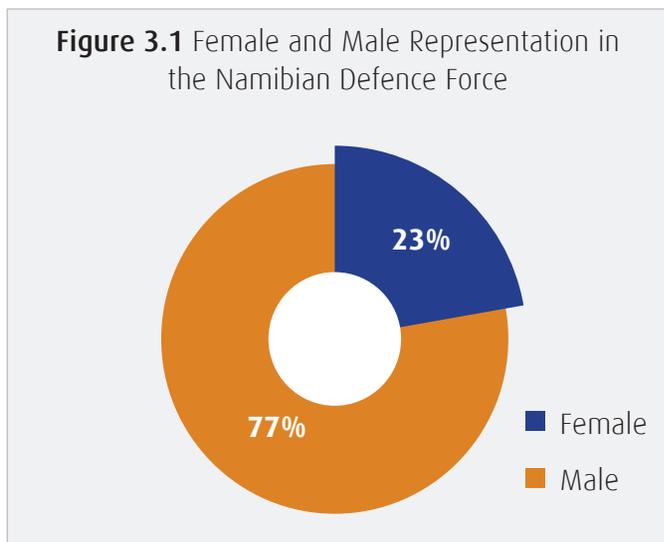
Namibia does well in the deployment of women in peace support operations. Of its overall peacekeepers deployed in 2016, 33% were women and 67% were men. Out of the eight (8) Namibian Correctional Services offices deployed to UN Peacekeeping missions in Liberia, Sudan, (Darfur) and South Sudan, three of them were women, this makes up 62.5% of women deployed. The police had 33% representation of women in their deployments, and the Defence Force 13.5% (five of 37 peacekeepers).

Figure 3.1 Female and Male Representation in the Namibian Defence Force

23%
77%
■ Female
■ Male

Figure 3.4 NDF officers developed in UNPOS in 2016

| | | | | |
| UNAMID - DAFUR | UNMISS - SOUTH SUDAN | UNISFA - ABEYI | UNMIL - LIBERIA | UNOCIC - COTE D'IVOIRE |

Female: 10, 0, 0, 50, 0
Male: 90, 100, 100, 50, 100

■ Female ■ Male
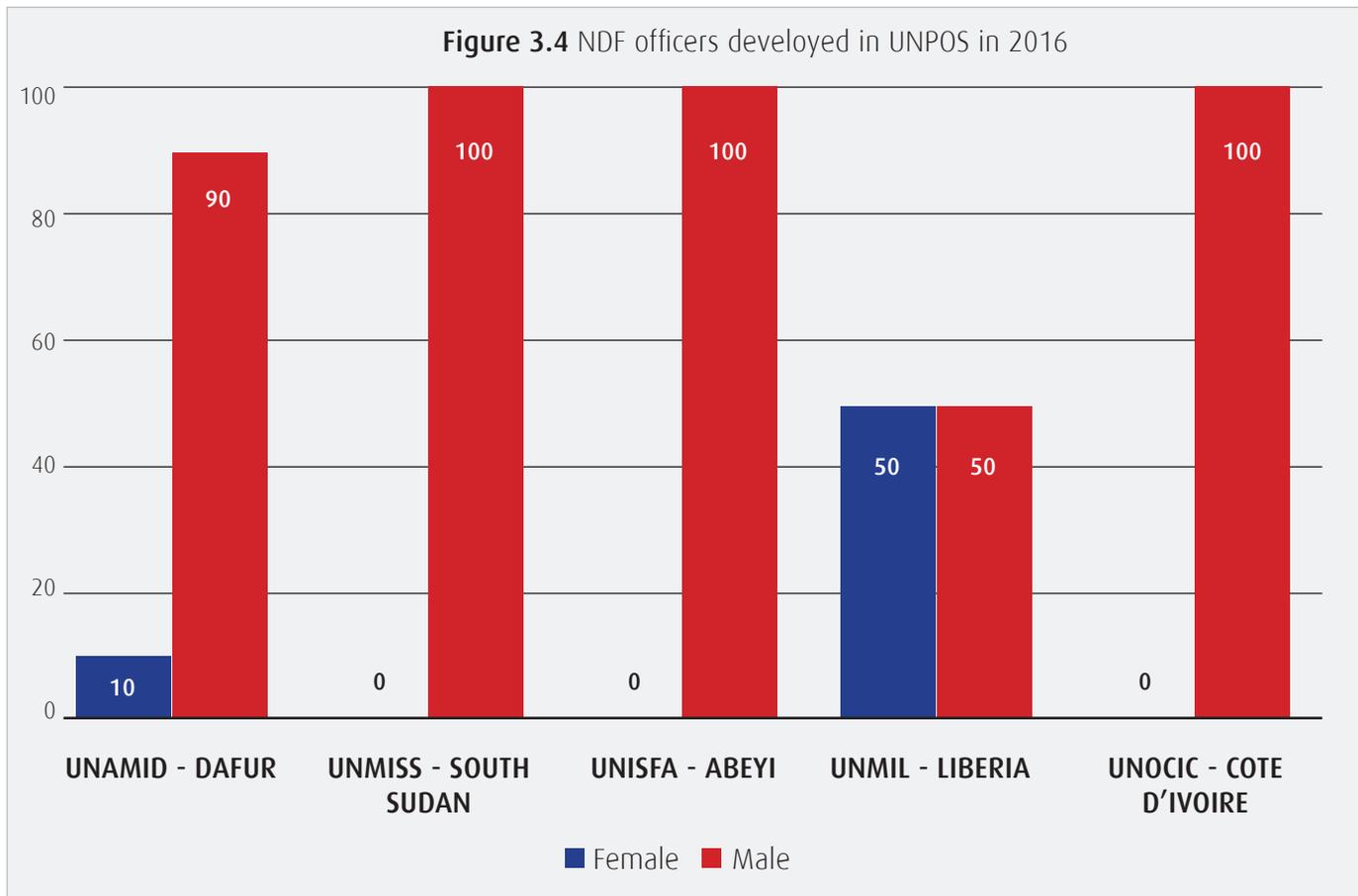
Figure 1: Women deployed in peacekeeping missions

It will be important to understand the barriers that are preventing women's equal representation and participation in peace and security structures and processes. The challenges most cited by Namibian women who have participated in peace support operations are "bad working conditions", "family issues", "sexual harassment" and "the belief that women could not carry out or issue instructions." [39]

Although many of these issues pertain to the mission environment itself, the Namibian security sector can do much more to prepare and equip peacekeepers for the challenges they will confront in these peace operations. This current action plan is aimed at addressing some of these challenges so that there is an enabling environment for the full participation of women in peace missions.

---

[39] Interviews conducted by NUST researchers as background for this NAP.

NAMIBIA NATIONAL ACTION PLAN ON WPS

4.1. Why a National Action Plan on Women, Peace and Security for Namibia

A National Action Plan serves as a strategy that "translates the objectives of UNSCR 1325 into national and local realities."[40] It articulates some of the key women peace and security challenges facing the country and the ways in which the government will seek redress, most notably in terms of the key pillars of UNSCR 1325, namely, Participation, Prevention, Protection and Relief and Recovery. It enables the State to mainstream gender into conflict prevention, peace-making, peacekeeping and peace-building.

It is an instrument that defines the priorities, guides implementation, and facilitates the monitoring and reporting on the WPS agenda, nationally. It is anticipated that this will galvanise government and citizens into action as well as co-ordinate their activities, promote greater visibility, policy coherence, ownership, transparency and accountability for including women into peace and security, and for having a more gender sensitive and responsive security sector.

The Government of Namibia, in conjunction with civil society, endeavoured to use the process to prioritise the internal and external peace and security challenges that directly impact on women. It is important to note that National Action Plans are not the panacea for dealing with gender inequality, sexual and gender-based violence and mainstreaming gender into peace and security structures. They should be seen as part of a wider range of tools that Namibia has to deal with these issues.

This NAP on Women Peace and Security therefore complements and buttresses the other mechanisms and frameworks developed to deal with specific issues, for example, the National Action Plan on Gender Based Violence.

---

[40]   See Women's International League for Peace and Freedom
        (accessed at wilpf.org)

4.2. Process for the Development of the NAP on WPS in Namibia

Developing a National Action Plan (NAP) on Women, Peace and Security (WPS) in Namibia
A Process Outline

Advocacy and formal commitment to embark on NAP process
April 2016

First consultative meeting of the leadership of MOD/ NDF and key government structures
September 2016

Appointment of expert to facilitate development of the NAP
January 2017

Consultative meeting with accounting officers of key government ministries
January 2017

Stakeholder's Validation Meeting
7 July 2018

2016 — 2017 — 2018 — 2019

Task Team constituted (MOD as Chair; MGECW and MICRO as co-Chairs, UN technical advisor)
September 2016

Consultative conference with key ministries, agencies and security institutions
Nov 30 - 1 Dec 2016

Desktop study on national legal frameworks and policies and qualitative research with affected stakeholders
March - June 2017

Multi-Stakeholder consultative meeting (Including Civil Society and Academia)
July 2017

Drafting of NAP
August 2017 - June 2018.

Adoption of NAP Feb 2019

MOD: Ministry of Defence
MGECW: Ministry of Gender Equality and Child Welfare
MICRO: Ministry of International Relations and Cooperation

Advocacy and discussions to embark on a process for the development of the Namibia National Action Plan on Women, Peace and Security started at the end of 2015. By April 2016 a formal commitment was made to embark on the process; the work began with a meeting of the National Task Team on 5th October 2016 and concluded with a validation work-shop in April 2018.

This inclusive process entailed consultations with the government ministries, security sector institutions, traditional authorities, the military, women's organisations, faith-based organisations, civil society, and youth organisations. The stakeholders received valuable inputs and contributions from development partners, shared lessons and experiences with other countries that have developed, or are in the process of developing NAPs, for example, Kenya, Ghana, Sierra Leone and South Africa.

The UN Women South Africa Multi Country Office (SAMCO) gave technical assistance while the AU, SADC, UNDP, UN-Gender Theme Group (GTG), were all contributors to this NAP. This Namibia National Action Plan on Women Peace and Security is therefore the result of a wide and lengthy consultative process to ensure representation, participation and ownership of the plan.

Following advocacy and formal commitment to embark on this process, in April 2016, the leadership of the Ministry of Defence (MOD) / Namibian Defence Force (NDF) in collaboration with the Ministry of Gender Equality and Child Welfare (MGECW) held the first consultative meeting on the 6th September 2016 at Safari Hotel in Windhoek. Senior officers from the Ministry of International Relations and Cooperation (MIRCO), Ministry of Safety and Security (MSS) and Chiefs of Security institutions were in attendance.

The meeting aimed at developing a common understanding of the WPS agenda across security institutions and contextualising the provisions of UNSCR 1325 (2000) to national realities and outline a roadmap for developing the NAP.

A Task Team chaired by MOD, and co-chaired by MGECW and MIRCO with members from other government structures such as OPM, Ministry of Safety and Security (MSS), Ministry of Home Affairs and Ministry of Urban and Rural Development was constituted. Following the constitution of the Task Team and an appointment of an expert, a consultative workshop was convened in Swakopmund from 30 November – 1st December 2016.

This workshop brought together key government Ministries and Agencies, Senior Officers from security institutions (Defence, Police, Correctional services and Intelligence), development partners and international guests. The workshop was supported by UN agencies, especially UN Women SAMCO and UN GTG, the Africa Union's Office of the Special Envoy on Women, Peace and Security, and the SADC Organ on Politics and Defence and the Gender Unit.

Several Task Team meetings were held since January 2017 until the end of the project with key moments in between. On the 30th of May 2017 a consultative meeting was held with the accounting officers of the relevant government ministries in order to update them on progress and planning. The government with support from UN Women SAMCO, convened a Multi-Stakeholder consultative meeting in Swakopmund, from 19 to 21 July 2017. This conference brought together high-level representatives from the Ministries, Intergovernmental Organisations, security sector personnel (including those served as peacekeepers), civil society including women's groups and academia.

The inputs for the matrix were largely drawn from these engagements and consultations. Primary and secondary data were collected through a desk top study and interviews with peacekeepers, refugees, traditional authorities, civil society and regional focus groups, by the Namibia University of Science and Technology (NUST).

This data further informs the situational analysis and matrix of this NAP. Finally, a stakeholder's validation meeting was held in June 2018 to ensure consensus on the NAP and its forwarding for adoption by Cabinet.

The UN Women SAMCO technical advisor and an expert, facilitated and guided the development of the NAP. This included guiding the process of the collation of inputs through regional and national consultations, high level stakeholder engagements, interviews with those engaged in, and affected by, conflict situations, and drafting and finalisation of the NAP. Outreach was also facilitated through participation in international conferences and media exposure.

4.3. Guiding Principles of the NNAPWPS

· Strive for Gender Equity and Gender Equality;

· Promote Inclusivity;

· Enhance Dignity;

· Promote Social Justice;

· Ensure Accountability;

· Advance Transparency;

· Uphold Professionalism,

· Nurture Local Ownership; and

· Promotion and Protection of Human Rights.

4.4. Goal

A safe and peaceful Namibia where all women, men, girls and boys have equal rights and live without fear or want and in dignity.

4.5. Objectives

1) To implement the agreed international, continental, regional and national legal and policy frameworks on women, peace and security;
2) To mainstream gender into Namibia's Peace and Security structures and processes;
3) To ensure that women are accorded equal representation and participate fully in key decision-making positions in peace building processes;
4) To prevent violence against women and protect women in conflict and non-conflict situations;
5) To facilitate access to justice and an end to impunity for women in conflict and non-conflict situations;
6) To facilitate the monitoring and evaluation of progress on implementing the women, peace and security agenda;
7) To promote a peaceful and inclusive society.

4.6. Priority Areas of the NNAPWPS

PARTICIPATION

· Participation of women in political and security decision making

· Participation of women in peace and security structures;

· Participation of civil society in peace and security structures

PREVENTION

· Prevention of conflict and all forms of violence against women and girls

· Prevention of impunity for SGBV

· Prevention of SGBV through policy programming and implementation

PROTECTION

· Protection of women and children in conflict situations

· Protection of women and children against SGBV

RELIEF AND RECOVERY

· Women's participation in relief and recovery efforts

· Gender sensitive relief and recovery efforts

IMPLEMENTATION PLAN

Pillar 1: Participation

Priority Area 1: Participation of Women in Political and Security Decision-Making

Strategic Objective	Activity	Expected Outcome	Indicators and Means of Verification	Timeframe	Key Actors
1. To increase women's representation and participation in the intergovernmental organizations conflict management processes (UN, AU, and SADC)	Advocacy by political leaders in intergovernmental forums for implementing WPS Identify, train and deploy a critical mass of capable women to the peace and security structures of intergovernmental organisations.	More inclusive peace processes. An increased number of women deployed to international peace and security structures and processes. A pipeline (database) of women trained to effectively participate in international peace and security.	Number of women trained. Number of women appointed to key positions in the UN, AU and SADC security structures. National annually published gender audits and reports of international intergovernmental organisations.	2019 - 2024	Lead • Office of the Prime Minister (OPM) • Ministry of International Relations and Cooperation (MIRCO) Others • OMAs • Security Sector Service Chiefs
2. To increase women's representation and participation in decision-making structures	Increase women's representation to 50% in cabinet, parliament, regional and local government. Appoint women to strategic positions in the peace and security sector, for example, as Ministers, Service Chiefs, Permanent Secretaries/ Director Generals, and in relevant parliamentary oversight committees. Provide greater opportunity for civil society to participate in the awareness raising and promotion of women's participation in decision-making structures	Gender representative national decision-making structures. Greater participation of women in national security sector decision-making.	Number of women in cabinet and parliament. Number of women in key positions in the security sector. Verification through national annually published gender audits. Number of activities/ programmes that civil society has participated in on women's representation in decision-making	2019 – 2024	Lead Presidency Others • OPM • Ministries • Political Parties Lead: Ministry of Gender Equality and Child Welfare (MGECW) Others: • Women's organisations • Traditional authorities

IMPLEMENTATION PLAN

PILLAR 1: PARTICIPATION

PRIORITY AREA 2: Participation of Women in Peace and Security Structures

Strategic Objective	Activity	Expected Outcome	Indicators and Means of Verification	Timeframe	Key Actors
1. To mainstream a gender perspective in security sector legislation	Review existing security sector legislation (acts, policies, regulations) to ensure gender sensitivity.	Legislation that supports a gender representative and gender responsive security sector.	Number of legislation reviewed and updated.	By 2024	Lead Security SectorsMinistries
	Initiate security sector reviews and issue directives that are gender responsive and/or inclusive.	Security sector institutions that are inclusive, representative and fit for purpose.	Existence of gender inclusive reviews and directives.		Others • Service Chiefs • Permanent Secretaries • Commanders • Civilian oversight bodies • Relevant civil society Institutions
2. Increased representation and meaningful participation of women in national security sector institutions	Develop and/or review recruitment, retention and promotion policies to foster equitable representation.	Increased level of participation of women in security sector institutions.	Number of policies developed or reviewed and amended. Verification of the above through national gender audits.	2019 - 2021	Lead • Security Sectors • Ministries • Service Chiefs
	Develop, review and update institutional action plans to increase the number of women and create an enabling environment for their advancement.		Existence of action plans and amendments to action plans. Number of women in security sector institutions are increased by 40%.	2019 - 2021 2023	Lead • Gender Department/Divisions in security institutions
	Support Women's Networks and information sharing in the security sector institutions.	Information sharing, support and mentoring for women in security sector institutions.	Existence and sharing of Women's Networks in the security sector.	2019	Lead • Security Sectors • Ministries • Service Chiefs
	Host a biennial conference for women in the security sector and collaborate with SADC in this regard.		Reports of biennial conference.	2019	Lead • MOD Other • MGECW • MSS • Gender Department/ Division in Security Institutions.

PRIORITY AREA 2: Participation of Women in Peace and Security Structures

Objective	Activities	Outcomes	Indicators	Timeframe	Responsible
3. To increase women's representation and strengthen their participation in peace processes	Train and increase the number of women in conflict prevention (e.g. early warning, fact finding, and preventative diplomacy).	Gender equitable and inclusive conflict management structures and processes	Increased percentage of women in conflict prevention, peace-making, and peacebuilding.	By 2021	Lead • OPM • Service Chiefs • MIRCO
	Develop a pool of trained mediators, negotiators and deploy them accordingly	More sustainable peace processes	Women's deployment to peace support operations increased by 20%.	2021	Other • OMAs • Civil Society organisations
	Deploy gender equitable peacekeeping contingents.		Number of women trained and number of capacity building programmes/ initiatives in place.		
	Train and deploy gender advisors in mission areas.				Lead
	Advocate that mission areas are equipped with appropriate facilities for the presence of women peacekeepers.		Verification tracked through current baseline and subsequent annual gender audits	2019-2022	MOD MSS Others
	Train, capacitate and include women in gender responsive peacebuilding operations				OMAs

IMPLEMENTATION PLAN

PILLAR 1: PARTICIPATION

PRIORITY AREA 3: Participation of Civil Society in Peace and Security

Strategic Objective	Activity	Expected Outcome	Indicators and Means of Verification	Timeframe	Key Actors
1. Increase civil society awareness on, and capacity to track the implementation of, WPS commitments	Build the capacity of civil society to enable them to track progress on the implementation of the NAP.	Increased national awareness on NAP and larger WPS agenda.	Number of advocacy campaigns conducted.	2019 - 2024	Lead Ministry of Gender Equality and Child Welfare (MGECW) Others Civil Society
	Conduct advocacy campaigns to promote international, regional and national instruments on the WPS agenda Have an annual meeting between government, civil society and the media to assess progress on the implementation of the NAP.	Greater accountability for the implementation of the NAP.	Existence of annual forums.	2019 - 2024	Lead Ministry of Gender Equality & Child Welfare
2. Strengthen civil society, especially women's groups, to engage in local and national peace processes	At least one training session annually for community-based women's groups on conflict management	Increased pool of local peacebuilders	Number of trainings conducted	2017-2024	Lead Ministry of Gender Others Civil society organisations

IMPLEMENTATION PLAN

PILLAR 2: PREVENTION

PRIORITY AREA 1: Prevention of Conflict and all Forms of Violence Against Women and Children

Strategic Objective	Activity	Expected Outcome	Indicators and Means of Verification	Timeframe	Key Actors
1. Prevention of conflict at all levels	Develop early warning capability that extends from the local to the national level and includes women's participation.	Continuous peaceful and safe environment.	Existence of early warning mechanisms at all levels.	2019 - 2024	Lead Namibia Central Intelligence Service Others • Ministry of Defence • Ministry of Safety and Security • OMAs • Civil Society
		Improved early warning systems and capability to respond timeously.	Increased number of women engaged in conflict prevention.		
	Develop capacity to track and counter violent extremism.	Gender representative peace structure.			
	Include women in local and national peace structures (e.g. peace committees, dialogues, national reconciliation committees				
2. To reduce the prevalence of Sexual and Gender-Based Violence and Sexual Exploitation and Abuse	Conduct broad based national campaigns and initiatives to increase awareness on SGBV and how to prevent it.	Enhanced knowledge on the prevention, protection and prosecution of perpetrators SGBV.	Number of awareness campaigns by stakeholders. SGBV cases reduced	2019 - 2022	Lead MGECWW Others • Ministry of Safety and Security • Civil society
	Mobilise key stakeholders, community based organisations and traditional authorities in efforts to prevent SGBV.	Greater impact of SGBV programming	Means of verification: Police reports and annual gender audits Increased number of stakeholders engaged in SGBV activities and an increase in joint programs and campaigns on SGBV.		
	Coordinate and harmonise programs and activities on SGBV.	Reduction of harmful cultural and sexual practices.	Number of reported incidents of harmful genital mutilation reduced.	2019 – 2024	Lead MGECW Others • Ministry of Safety & Security • Civil Society • Traditional Authorities
	Identify and discourage the use of harmful cultural and sexual practices (e.g. use of herbs on genitals, genital cutting) that perpetuate SGBV.		Number of reported incidents of child and forced marriages reduced.		

IMPLEMENTATION PLAN

PILLAR 2: PREVENTION

PRIORITY AREA 1: Prevention of Conflict and all Forms of Violence Against Women and Children

Strategic Objective	Activity	Expected Outcome	Indicators and Means of Verification	Timeframe	Key Actors
	Ban child and forced marriages.		Research reports on the nature and extent of harmful cultural practice and child and forced marriages.		
	Conduct campaigns that highlight the role of men and traditional authorities in countering SGBV.	Reduction of harmful cultural and sexual practices.	National gender audit.		Lead MGECW Others • OMAs • Civil Society • Traditional authorities
	Increase number of trainings of men and boys on violent masculinity and eliminate values that promote patriarchy.	Increased involvement of men, boys and traditional authorities on countering SGBV.	Number of campaigns targeting men, boys and traditional authorities	2019 – 2024	Lead MGECW Others • Civil Society • Traditional Authorities
	Continuously train police, immigration, correctional and military on SGBV and on Sexual Exploitation and Abuse (SEA).	Improved understanding by men on the construction of masculinity and the conditions that foster violence against women.	Number of training targeting men and boys on masculinity	2019 - 2024	Lead MGECW Others • Civil Society
		Improved capacity to respond to SGBV, SEA and sexual harassment	Number of training sessions conducted	2019-2024	Lead Security Sector Service Chiefs Others • Civil Society • International Organisations • MHAI • MGECW

IMPLEMENTATION PLAN

PILLAR 2: PREVENTION

PRIORITY AREA 2: Prevention of Impunity for SGBV

Strategic Objective	Activity	Expected Outcome	Indicators and Means of Verification	Timeframe	Key Actors
1. To improve access to justice for victims of SGBV	Increase and strengthen specialised courts to deal with violence against women and children.	Safe, secure and peaceful environment with a high respect for the rule of law.	Number and quality of specialised courts in existence.	2019 - 2024	Lead Ministry of Justice Others • MGECW • Ministry of Safety and Security
	Train and capacitate justice sector officials to ensure higher prosecution rates for SGBV.	Improved gender justice.	Number of justice sector officials trained on SGBV, SEA and Sexual Harassment.		
	Ensure that perpetrators are tried by courts of competent jurisdiction and handed appropriate sentences.				
	Provide adequate legal aid services for women and children.				
	Adopt a zero-tolerance policy for security personnel and peacekeepers on sexual harassment and violence against women		Existence of Zero Tolerance policy and/or code of conduct.	2020	Lead • Ministry of Defence • Ministry of Safety and Security Others • Security Sector Service Chiefs • Civil society • Intergovernmental organisations
	Prosecute and sentence peacekeepers who are found guilty of SEA, SGBV and sexual harassment accordingly.		Number of peacekeepers found guilty of SGBV and SEA that are sentenced.	2020	Lead • MOD and Ministry of Safety and Security • Ministry of Justice

IMPLEMENTATION PLAN

PILLAR 2: PREVENTION

PRIORITY AREA 3: Prevention of SGBV Through Policy Programming and Implementation

Strategic Objective	Activity	Expected Outcome	Indicators and Means of Verification	Timeframe	Kay Actors
Effective implementation of the National Development Plan 5, National Gender Policy (NGP) (2010-2020) and the updated National Plan of Action on Gender-Based Violence	Tracking of implementation through national gender audit and annual consultative meeting to assess progress on NAP. Coordinate implementation of NGP, NPAGBV, NDP5, and NAP.	Women and children are more safe and secure.	Existence of National Gender Audit. Reports of Annual Consultative Meeting. Annual reports of the National Co-ordination mechanism.	2019-2024	Lead • MGECW Others • Gender Advisory Committee • Civil Society

IMPLEMENTATION

PILLAR 3: PROTECTION

PRIORITY AREA 1: Protection of Women and Children in Conflict Situations

Strategic Objective	Activity	Expected Outcome	Indicators and Means of Verification	Timeframe	Kay Actors
1. The Protection of Civilians in Peace Support Operations	Assist in the provision of physical protection to women and children in peace support operations where Namibia deploys. Assist in the provision of humanitarian support to women and children in conflict situations.	Greater protection for women and children in conflict areas.	Number of operations carried out to protect civilians (women and children in particular) in mission areas. Verification through end-of-mission Reports. Types of humanitarian support provided to women and children in conflict situations.	2019 - 2024	Lead Contingent Commanders to the mission in collaboration with Force Commanders Others Humanitarian agencies
	Advocate at intergovernmental organisations for the POC in conflict situations.	More responsive interventions for the POC.	Number of interventions by intergovernmental organisations mentioning the need for POC. Tracking of interventions.	2019 - 2024	Lead MIRCO Others • Ministers of Security Sector • Permanent Secretaries • Service Chiefs • Civil society

IMPLEMENTATION

PILLAR 3: PROTECTION

PRIORITY AREA 1: Protection of Women and Children in Conflict Situations

Strategic Objective	Activity	Expected Outcome	Indicators and Means of Verification	Timeframe	Kay Actors
2. To Engage in solidarity/ support missions with AU Special Envoy on WPS, SADC Organ and SADC Gender Unit.	Collaboration with AU and SADC in their support missions to women and children in conflict countries.	Improved awareness of the situation of women and children in conflict situations. Enhanced Response to address the plight of women and children in conflict situations. Advancement of women's inclusion into peace processes.	Number of engagements in missions with AU and SADC. Number of women and children who benefit from humanitarian assistance.	2019 - 2024	Lead MIRCO Others • MGECW • Civil Society

IMPLEMENTATION PLAN

PILLAR 3: PROTECTION

PRIORITY AREA 2: Protection of Women and Children Against SGBV

Strategic Objective	Activity	Expected Outcome	Indicators and Means of Verification	Timeframe	Kay Actors
1. Increased institutional capacity to combat SGBV	Implement the revised National GBV Action Plan and other relevant frameworks.	Increased capacity to protect women against SGBV.	Evaluations of the implementation of the National GBV Action Plan.	2022	Lead MGECW Others Civil Society
	Strengthen specialised units (e.g. gender investigating units) that concentrate on eliminating GBV and ensure their coordination. Strengthen the capacity to combat cyber-based GBV crimes.		Number of interventions undertaken to strengthen the units (e.g. capacity building, infrastructure, resources).	2021	Lead Ministry of Safety and Security Others • Safety and Security Service Chief • MGECW • Civil Society organisations working on SGBV • Media

IMPLEMENTATION PLAN

PILLAR 3: PROTECTION

PRIORITY AREA 2: Protection of Women and Children Against SGBV

Strategic Objective	Activity	Expected Outcome	Indicators and Means of Verification	Timeframe	Kay Actors
2. Provide support services for the protection of women from, and victims of, SGBV	Establish, revive and/or increase the number of women and children's homes and safety facilities (including for victims of trafficking in persons).	Increased support services for victims of SGBV and TIP.	Number of safety facilities existing.	2020	Lead
			Number and quality of support services.		MGECW
					Others
	Strengthen psychological and social support for victims of crime.				Civil Society
3. Effective response to incidents of trafficking in persons	Conduct a Situational Analysis on the nature and extent of trafficking in persons.	Increased information on, and broader dissemination of, the nature and extent of TIP in Namibia.	Research Report	2020	Lead
					MGECW
					Others
					• Ministry of Safety and Security • Ministry of Home Affairs and Immigration • Civil Society

IMPLEMENTATION PLAN

PILLAR 3: PROTECTION

PRIORITY AREA 2: Protection of Women and Children Against SGBV

Strategic Objective	Activity	Expected Outcome	Indicators and Means of Verification	Timeframe	Kay Actors
	Domesticate international instruments on Trafficking in Persons, such as the SADC Protocol. Draft specific national legislation on trafficking in persons.	Legislation to combat TIP.	Existence of National TIP legislation.	2024	Lead MGECW Others • Ministry of Safety and Security • Ministry of Home Affairs and Immigration • Civil Society
	Raise general awareness on TIP and access to support service providers.	Information on TIP support services popularised.	Number and type of awareness campaigns. Annual Gender Audit	2019 - 2024	Lead MGECW Others • Ministry of Safety and Security • Ministry of Home Affairs and Immigration • Civil Society
	Capacitate service providers involved in victim support and witness protection.	Trained service providers for improved service delivery to victims of TIP.	Number of capacity building initiatives. Annual Gender Audit	2019 - 2024	Lead MGECW Others • Ministry of Safety and Security • Ministry of Home Affairs and Immigration • Civil Society

IMPLEMENTATION PLAN

PILLAR 3: PROTECTION

PRIORITY AREA 3: Protection of Women's Human Security and Human Rights

Strategic Objective	Activity	Expected Outcome	Indicators and Means of Verification	Timeframe	Kay Actors
1. Provide access to adequate health care services for women, e.g., reproductive health	Carry out campaigns and institutional support to health facilities for reducing maternal mortality rates. Increase support for the national outreach campaign to provide health service to rural communities (e.g. mobile clinics).	Improve women's access to health care facilities.	Number of awareness campaigns conducted. Number of initiatives to strengthen institutional capacity for reducing maternal mortality and overall reproductive health. Number of outreach initiatives for access to health services. Verification through National gender audit.	2021	Lead Ministry of Health Others MGECW Civil Society
2 .Promote sustainable livelihoods for women	Provision of equal land rights for women and men. Advocate for equal opportunity for access to productive resources such as mining, fishing, agriculture. Advocate for food security (readily available, nutritionally adequate and safe food) for women and men. Increase access to micro lending saving societies for women.	Decrease women's vulnerability	Existence of legislation for equal land rights for men and women. Number of advocacy campaigns conducted.	2024 2020	Lead MGECW Others • Civil Society • Traditional Authorities

IMPLEMENTATION PLAN

PILLAR 3: PROTECTION

PRIORITY AREA 3: Protection of Women's Human Security and Human Rights

Strategic Objective	Activity	Expected Outcome	Indicators and Means of Verification	Timeframe	Kay Actors
3. The promotion and protection of human and women's rights	Capacity building initiatives for human and women's rights defenders or organisations. Advocacy for the protection of human and women's rights defenders	Protection of human and women's rights. Increased effectiveness of human and women's rights defenders or organisations.	Number of capacity building initiatives conducted. Number of advocacy campaigns conducted.	2019-2024	Lead MGECW Others Civil society

IMPLEMENTATION PLAN

PILLAR 3: RELIEF AND RECOVERY

PRIORITY AREA 1: Women's Participation in Relief and Recovery Efforts

Strategic Objective	Activity	Expected Outcome	Indicators and Means of Verification	Timeframe	Kay Actors
1. Increase women's representation in relief and recovery decision-making structures	Gender balanced representation in the Directorate of Disaster Risk Management (DDRM) decision-making structures. Generate baseline data on women's role in relief and recovery structures and processes.	Gender representative and responsive relief and recovery structures and efforts.	Number of women in DDRM. Baseline study conducted	2020	Lead OPM Others DDRM
2. To enhance women's capacities to meaningfully participate in relief and recovery efforts	Awareness creation to sensitize as well as obtain training priority needs Train women on disaster management and humanitarian interventions to ensure relevant knowledge, gender sensitivity and capacity to implement.	Knowledgeable society on disaster management and humanitarian interventions	Number of awareness sessions and trainings conducted.	2020	Lead OPM Others MOD MSS MGECW Civil Society

IMPLEMENTATION PLAN

PILLAR 3: RELIEF AND RECOVERY

PRIORITY AREA 2: Gender Sensitive Relief and Recovery Efforts

Strategic Objective	Activity	Expected Outcome	Indicators and Means of Verification	Timeframe	Kay Actors
1. To ensure women's and girls' relief and recovery needs are met when natural and human-made disasters occur	Strengthen the capacity of the DDRM structures at local, regional and national levels to respond to natural and human-made disasters. Review and update policies to ensure gender sensitive relief and recovery efforts. Review early warning indicators to ensure gender sensitivity.	Appropriate relief and recovery for women and girls when disasters strike.	DDRM structures at local, national and regional levels have adequate human and financial resources. Number of capacity building initiatives undertaken at all levels. Reports of service provision during DDRM operations. Existence of updated policies. Existence of updated gender sensitive early warning indicators.	2020	Lead OPM Others • DDRM • Civil society • Traditional authorities • Regional council
2. To ensure women and children's needs are met in refugee and IDP camps	Strengthen the measures to protect women and children in refugee and IDP camps and restore their sense of dignity (e.g. deployment of a gender advisor). Provide adequate health, shelter, nutrition and sanitation. Provide adequate psycho-social support services.	Increased protection for women and children in refugee and IDP camps.	Number and quality of the measures to protect women and children in refugee and IDP camps. Reports from refugee and IDP camps and annual gender audit. Increased access to adequate facilities and provisions. Existence of psycho social support services.	2020	Lead Ministry of Home Affairs Others • Civil society • Regional Councils

5 MEANS OF IMPLEMENTATION

5.1. National Coordination Mechanisms - Gender, Governance, Peace, Security and Disaster Management Cluster

The MGCEW has a mandate to advance gender equality and socio-economic development of women and men and the well-being of children in Namibia. In line with this mandate, the MGECW has established a national coordination mechanism for gender equality and women empowerment that oversees the coordination, monitoring (implementation) and evaluation of the National Gender Policy and National Gender Plan of Action 2010 - 2020 (NGPA) and the accompanying National Plan of Action on Gender Based Violence (NPAGBV).

The Coordination Mechanism for the Implementation of the National Gender Policy (2010-2020) was adopted by the Cabinet of the Republic of Namibia in 2013. The Coordination Mechanism frames its implementation through six 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 relevance of gender equality to peace and security is reflected within the Gender, Governance, Peace, Security and Disaster Management Cluster, which is chaired by the Office of the Prime Minister. Through this Cluster the government has committed itself to mainstreaming gender in peace-keeping activities and promoting the participation of women in institutions and decision-making bodies that are involved in peace-keeping and crisis prevention missions.

Thus, the implementation of the NAP on WPS will be done through the existing national mechanisms with all relevant stakeholders supporting the Ministry of Gender Equality and Child Welfare as a custodian for advancing gender equality and socio-economic development of women and men and the well-being of children in Namibia.

For effective implementation of the NAP, there should be proper national mechanisms to enforce the coordination, monitoring, evaluation and reporting of the NAP and the WPS agenda in particular.

The Gender, Governance, Peace, Security and Disaster Management Cluster chaired by the OPM at national level and by Governors at regional level, will expand its terms of reference to provide guidance and support to the MGECW and the national implementation mechanism in its coordinating role.

It will establish the required structures and staffing to ensure effective implementation, that is, coordination, monitoring, evaluation and reporting on WPS agenda. The National Action Plan will include a budget for the coordination structure.

5.2 Monitoring and Evaluation for the NNAPWPS

The Namibia NAP on WPS will be accompanied by a monitoring and evaluation plan, to be used by different stakeholders. All implementing partners have a responsibility to report on their activities. Monitoring will be the responsibility of MGECW in collaboration with relevant stakeholders and clusters.

In 2018, the AU developed an AU Continental Results Framework. Therefore, Namibia has aligned her outcome indicators to the framework where relevant.

The monitoring and evaluation plan should clearly identify goals and objectives of the Action Plan. The monitoring plan will help track progress on implementation of the Action Plan.

The following key elements should be considered when developing the monitoring and evaluation plan:

- Develop a tracking mechanism that facilitates annual reporting;
- Develop a reporting template that can be used by different stakeholders against an agreed set of indicators;
- Schedule a mid-term review;
- Schedule a comprehensive review at the end of five years; and
- Allocation of budget by different institutions/OMAs towards the implementation of the Action Plan.

Progress on the implementation of the Action Plan will be monitored annually to:

- The challenges faced by stakeholders in the implementation of the Action Plan;
- Proposals of possible solutions to these challenges; and
- Documenting successes and planning for possible replication.
- This monitoring and reporting framework will enable Namibia to also meet its regional, continental and international reporting obligation for women, peace and security commitments.

5.3.   Budget

The Government of Namibia is proud to be the third country in the SADC region to develop a National Action Plan on UN SCR 1325. Since sponsoring Resolution 1325 in the Security Council in 2000, Namibia has consistently developed policies and programmes towards women's security and empowerment through the various government Offices, Ministries and Agencies (O/M/As). In line with our global commitment to women's empowerment and peace and security in particular, it is incumbent to come up with a comprehensive strategy to address women's peace & security.

This strategy, the National Action Plan on UN SCR 1325 (2019 – 2024) is the collective effort of O/M/As, civil society organisations, and our development partners, including SADC and UN Agencies.

In compliance with Government's commitment to gender responsive budgeting, the NAP will be funded from government resources. Assistance would also be sought from the development partners and the private sector to bridge the resource gap. The NAP will allow Namibia to comprehensively report on the progress on the implementation of UN-SCR 1325 and the recently developed Continental Monitoring Framework for WPS commitments of the African Union Commission adopted in 2018.

Activities related to women's peace and security are not additions to the priorities in our national development plans and budget frameworks. Rather, the National Action Plan has extracted those priorities and consolidated them into a single framework for effective coordination, implementation, monitoring, evaluation and reporting of the results.

The NAP should therefore be integrated into current activities of all O/M/As as articulated in Cabinet Decision No. 2nd/11.03.14/007.

The Namibia Cabinet Decision No. 2nd/11.03.14/007 directed all O/M/As in Namibia to comply with Gender Responsive Budgeting (GRB) Guidelines.

Subsequently, the Ministry of Finance (MoF) Treasury Circular/Budget Circular for the 2015/2016 Budget and the 2015/16-2017/18 Medium Term Expenditure Framework (MTEF) emphasized in paragraph 12, that budget proposals for O/M/As are to adhere to GRB Guidelines as per Cabinet Decision No. 2nd/11.03.14/007. The Treasury circular requested O/M/As to seek guidance from the Ministry of Gender Equality and Child Welfare (MGECW) to comply with the guidelines.

As a follow-up, the MGECW with support of the United Nations Development Programme (UNDP) commissioned an analysis of the respective budgets and MTEF proposals in 2015 for seven Ministries, which collectively are allocated about 70% of the total expenditure budget to assess progress in the implementation of the Cabinet Directive on GRB and adherence to Paragraph 12 of the Budget Call Circular.

The analysis was to come up with strategies for addressing any challenges found and map out means of strengthening GRB in Namibia.

Government resources projected for this period will not be sufficient to fund all the identified activities that seek to reduce gaps in gender equality and women's rights over a five-year period.

We call upon development partners and the private sector to support areas that are catalytic in nature to sustain the momentum to drive successful implementation of the NAP.

5.4. Funding and Partnerships

Comprehensive implementation of this NAP demands stakeholders' compliance with Government's commitments to Gender Responsive Budgeting (GRB) across-the-board. All O/M/As therefore ought to abide by the Government Cabinet Decision No. 2nd/11.05.14/007 which directed all O/M/A to comply with gender responsive budgeting, the Ministry of Finance Treasury Circular /Budget Circular for 2015/2016 and the 2015/16-2017/18 Medium Term Expenditure Framework (MTEF). For this NAP to become a fairly and equitably transformative action plan it requires political and financial support. Hence, NAP activities should be integrated into the Government budgeting process and all stakeholders are to provide financial, human and material resources to transform the state of women, peace and security in Namibia.

Development Partners will serve in a partnership capacity by providing technical, funding and advisory assistance throughout the implementation of this NAP.

6. ANNEXURES

Annex 6.1: The National Gender Coordination Mechanism for Gender Equality and Women Empowerment in Namibia
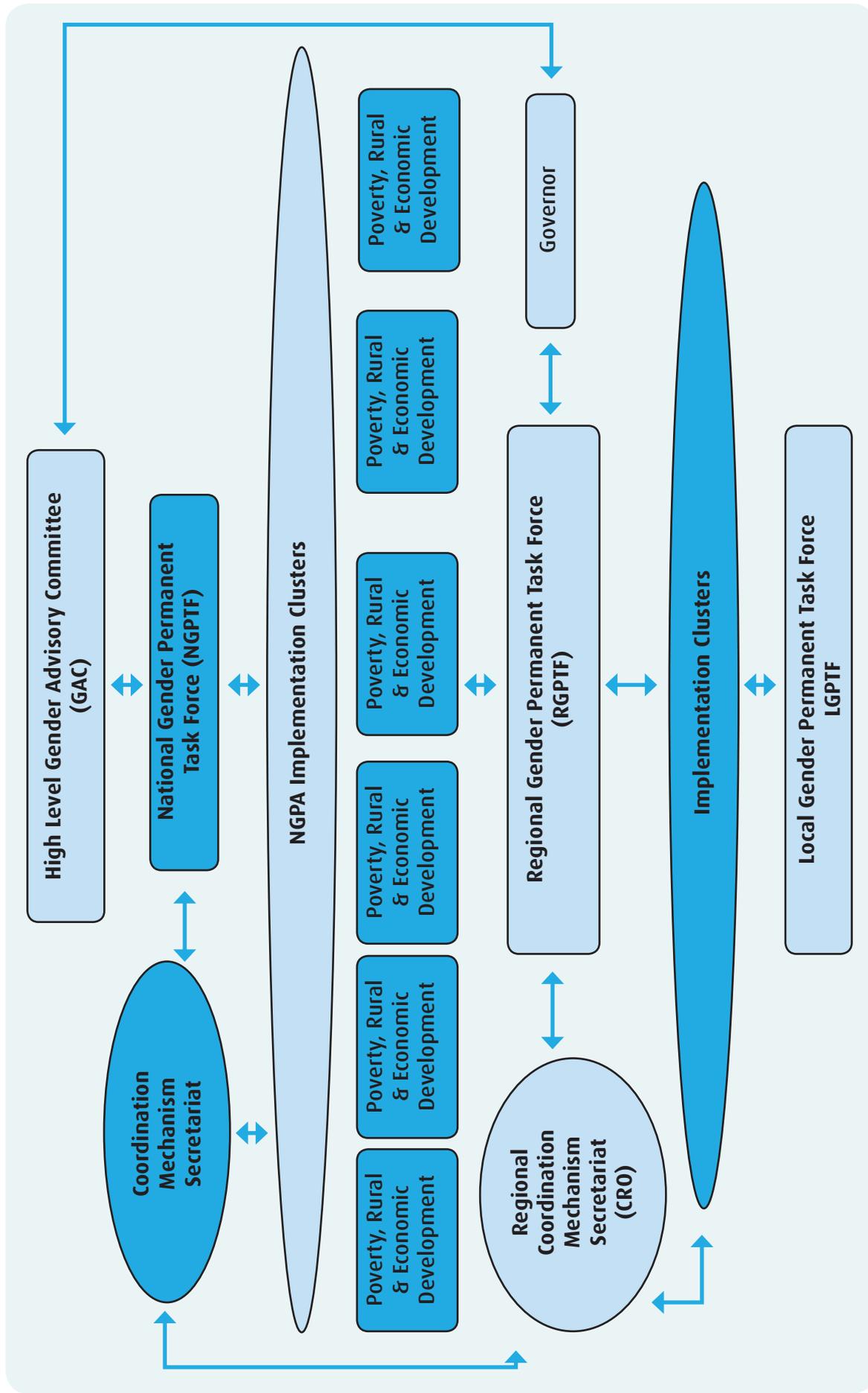
Source: Ministry of Gender Equality and Child Welfare Coordination Mechanism for the implementation of the National Gender policy (2010-2020), 2015

High Level Gender Advisory Committee (GAC)

National Gender Permanent Task Force (NGPTF)

NGPA Implementation Clusters

Poverty, Rural & Economic Development

Poverty, Rural & Economic Development

Poverty, Rural & Economic Development

Poverty, Rural & Economic Development

Poverty, Rural & Economic Development

Poverty, Rural & Economic Development

Governor

Coordination Mechanism Secretariat

Regional Coordination Mechanism Secretariat (CRO)

Regional Gender Permanent Task Force (RGPTF)

Implementation Clusters

Local Gender Permanent Task Force LGPTF

Budget Estimate
Required

Estimate budget required for the implementation of the NNAPWPS 2019 - 2024				
S/N	FY		N$	U$
1.	FY 2019/2020		N$ 6, 205 400	U$ 600 000
2.	FY 2020/2121		N$ 9, 308 100	U$ 900 000
3.	FY 2021/2022		N$ 7, 756 750	U$ 750 000
4.	FY 2022/2023		N$ 3, 102 700	U$ 300 000
5.	FY 2023/2024		N$ 4, 645 050	U$ 450 000
Grand Total			N$ 31, 027000	U$ 3, 000 000

UN Resolution 1325
on women, peace & security

In 2000,
UN Security Council resolution 1325
recognised that
war impacts women differently

It stressed the need to
**increase women's participation**
in peace talks
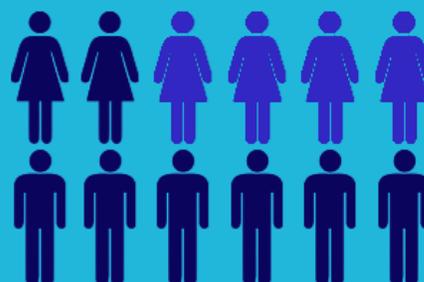
9% of negotiators
at peace talks were women
from **1992 to 2011**

National Action Plan On Women,
Peace & Security

PHOTO GALLERY

Photo Gallery

Some participants at the NAP Multi-Stakeholders Consultative Conference, July 2017, Swakopmund, Namibia.
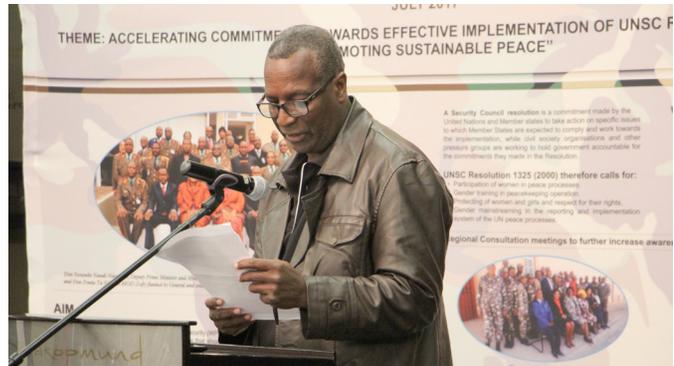
Representatives from Civil Society Organisations speaking at the Multi-Stakeholders Consultative Conference, July 2017, Swakopmund, Namibia.

National Action Plan On Women, Peace & Security
Photo Gallery

Some participants at the NAP Multi-Stakeholders Consultative Conference, July 2017, Swakopmund, Namibia.

Mr A Iilonga DPS (MOD) (4th left), briefing Ms Izeduwa Derex-Brings UN-Women Regional Director ESARO (3rd left), Ms Anne Githuku - Shongwe UN-SAMCO (2nd left) while R Adm SS Hangula (Chairperson of the National TTF) (4th right) and some members of the National Technical Task Force listening.

Professor Cheryl Hendricks NAP Technical Expert (standing) talking to participants during the National stakeholder's consultative meeting, July 2017, Swakopmund

Photo Gallery

Participants at the officaial opening of NAP Multi-Stakehlders Conference, July 2017, Swakopmund

Colonel Elizabeth Penehafo Mboti NAP Coordinator speaking at the Multi-Stakeholders Conference, July 2017, Swakopmund

A female UNAMID Peacekeeper (NDF) engage locals on daily patrols at a village near Khartoum, in Darfur Region

A female UNAMID Peacekeeper (NCS) interacts with IDP in Darfur during a routine daily patrol in the AOR

Participants at the NAP Multi-Stakeholders Consultative Conference, July 2017, Swakopmund, Namibia.

NOTES

NOTES

Republic of Namibia

Namibia National Action Plan on Women, Peace and Security

*Moving United Nations Security Council
Resolution 1325 Forward*

2019 - 2024