

**Workshop
on
Gender Budgeting
for Women in Politics**

Oshikati

14th to 15th July 2006

implemented by: Namibian Elected Women's Forum (NEWF)
with the support of : Friedrich-Ebert-Stiftung (FES)

In collaboration with: The Ministry of Gender Affairs and Child Welfare
The National Assembly of Namibia

Conducted by: Ms Muchimba Sikumba-Dils
Gender consultant.

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List of participants:

Name	Position	Institution
1. Ms. Muchimba Sikumba-Dils	Gender Consultant	Independent
2. Ms. Sylvia Mundjindi	Project Officer	FES
3. Ms. Agnes Mukono	Secretary	National Assembly
4. Ms. Susanne Dietl	Intern	FES
5. Hon. Lotto Kwashomuwa	Councillor	Oshana Regional Council
6. Hon. Patricia Kashupuulwa	Councillor	Ongwediva Town Council
7. Hon. Angelina Angula	Councillor	Ongwediva Town Council
8. Hon. Beathe K. Tobias	Councillor	Outapi Town Council
9. Hon. Belinda Orr	Councillor	Khorixas Town Council
10. Hon. Bertha M. Kanime	Councillor	Okahao Town Council
11. Hon. C.N. Iiyambula	Councillor	Okahao Town Council
12. Mrs. C. Mbala-Liswaniso	MGECW	Khamas
13. Hon. Engenesia Tjaritje	Councillor, D. Chair	Kamanjab Village Council
14. Hon. Eser Ndapwa Kavela	Councillor	Eenhana Town Council
15. Hon. Febronia Shapaka	Councillor	Ruacana Village Council
16. Hon. Fina Job	Councillor	Outjo Town Council
17. Hon. Hilda N. T. Haipinge	Mayor	Okahao Town Council
18. Hon. Hilme Hauliyondjaba	Councillor	Helao Nafidi Town Council
19. Hon. Hilya N. Shinana	Councillor	Oshikuku Village Council
20. Hon. Johanna Haindongo	Councillor	Outapi Town Council
21. Hon. Julia Katoole	Councillor	Okahao Town Council
22. Hon. Justine Gomes	Councillor	Outjo Town Council
23. Hon. Kahimbona A. Musaso	Councillor	Opuwao Town Council
24. Hon. Kaiya Shililifa	Councillor	Tsumeb Town Council
25. Hon. Kavalela M. Mutaleni	Councillor	Ongwediva Town Council
26. Hon. L. Shivolo	Councillor	Oshakati Town Council
27. Hon. Lettie Tuutaleni	Councillor	Ondangwa Town Council
28. Hon. Linda Mbwale	Councillor	Ruacana Village Council
29. Mrs. Mary Maswahu	Prime Minister's Off.	Khomas
30. Hon. M. N. Shivute	Councillor	Oshikuku Town Council
31. Hon. Nchunga Loide	Councillor	Outapi Town Council
32. Hon. Ndamona Hainyemba	Deputy Mayor	Outapi Town Council
33. Hon. Priscila Nashandi	Councillor	Ondangwa Town Council
34. Hon. Shonena Eunike	Councillor	Eenhana Town Council
35. Hon. Anna Shihwandu	Councillor	Oshikuku Village Council
36. Hon. Christophina Uutoni	Councillor	Ruacana Village Council
37. Ms. Maria Lileka	Media	The Namibian
38. Ms. Dorothea Tjaritje	Councillor	Kamanjab Village Council

Background

Following meetings and contact with the Parliament management team, there was a request to conduct training of women in politics to strengthen their capacity in budgeting from a gender perspective. This was expressed as a priority activity by the government of Namibia in its decentralization process and involvement of women and women's issues in all aspects of the decision making process. Within its capacity building plan, it is projected to carry out gender mainstreaming training of women in the leadership structures in all the regions of Namibia. Given the vastness of the country this strategy will train some regions in a joint or cluster manner.

The Oshakati training covered the Oshana regions therein marking the beginning of the country wide training. The training is projected to go over a two year period with partnership between FES and the Namibia Elected Women's Forum, and the Minister of Gender Affairs and Child Welfare.

Objective:

1. To empower women in politics, at local level, with skills in gender budgeting,
2. To strengthen the capacity of women leaders to participate in the decentralized budgeting and national budgeting processes.
3. To ensure that gender is taken into account in all levels and stages of leadership processes.

Activities

Presentation and facilitation of discussions and debate

The greater part of the material for workshop was conducted through presentation given by power point prepared and presented by the facilitator Ms. Muchimba Sikumba-Dils a consultant from Mozambique, find attached the presentation annexed. The presentation was composed of the following topics and subjects:

- Gender Mainstreaming definition and Concepts:
 - sex
 - gender
 - division of labor
 - gender equality
 - gender equity
- Why Gender Mainstream, Namibia situation analysis
 - National commitment to mainstream gender and empower women
 - Commitment to international conventions and protocols
 - Justification of gender mainstreaming in Namibia: **A situation analysis of Namibia's 10 key areas of concern**
 - . Gender and Reproductive Health
 - . Gender Balance in power and Decision Making
 - . The Girl Child
 - . Information, Education and Communication:
 - . Gender Balance in Education and Training:
 - . Gender and Economic Empowerment:

- . Gender and the Management of Environment:
 - . Violence Against Women and Children: both boys and girls are abused, but the majority of the victims are girls.
 - . Gender and Legal Affairs:
 - . Gender, Poverty and Rural Development.
- . Gender analysis tools:
- A Participatory Gender Quality Audit
 - **Gender Budgeting (GB)**
 - . Key components to gender budgeting
 - . Why Gender Budgeting?
 - . Key steps to gender budgeting
 - . Outcomes of GB work
 - . GB Monitoring-Gender Sensitive Indicators
 - . Inputs-Outputs GB indicators
 - . Sum -up

Dialogue and debate

During the course of the presentations, participants raised questions and observations on the topic issues. Clarifications were given through responses by the participants themselves or the facilitator. Most of the questions on issues arose from the participants relating to their real situations giving examples on governance and budget allocations, domestic and child violence. Participants also cited examples and concerns on domestic violence and the rights of women. They were all sensitized on the need to strengthen collective action to root out these negative practices and build on the local capacities to root out negative incidents in their local areas.

Gender Analysis:

A practical example e.g. Outjo Municipality on its staff composition, a gender perspective:

This exercise was used to illustrate the difference in numbers of men and women staff employed at the Outjo Municipality highlighting the gender imbalance in the staff composition. We listed the number of women from the total number of employees in each sector and level of management at the municipality:

- Town Council: 2 women out of a total 7 staff.
- CEO: 0 women out of a total 7 staff
- Senior management: 0 women out of a staff of 2
- Middle management level: 0 out of 4 staff
- Junior staff, clerks, secretaries and general staff: 6 out of 64
- OVERALL TOTAL: 8 women out of 82 staff members of Outjo Municipality representing approximately 10% of the Outjo Municipality staff are women and 90% are men.

This exercise served to illustrate an real life example of the imbalance that exists in staff composition in one of the municipalities and how a gender analysis exercise can help point out and highlight the discrepancies between equal employment of men and women in government sectors.

In addressing the gender imbalances, it is therefore necessary to analyze employee data. In order to carry out this analysis it is necessary to segregate data between male and female and then work out the percentage of women against men employed in the sector.

Brainstorming

Why are women getting infected, in greater numbers, by HIV/AIDS?

Participants took time to reflect on why figures reflect higher figures of infection of the HIV/AIDS. Through a brainstorming session the following points were pointed out to be some of the main contributing factors to the escalating rates of HIV/AIDS infections among women in Namibia:

- Low levels of education and ignorance among women limits access to information safe sex and choices,
- Social and cultural practices such as arranged or forced marriages that undermine a woman's choice and control over her sexuality,
- Poverty amongst the urban and rural poor can lead to girls and women to opt for prostitution, promiscuous, risky behavior and sexual exploitation as a source of income,
- Women's poor or a lack of negotiating power and control over their bodies leaves them vulnerable to the whims of their partners and the use of protection methods such as condoms,
- Abuse, violence, rape exposes women to infection,
- Lack of access to condoms especially in the rural and poor areas,
- Lack of access to the femidom (female condom) in general.
- Poor sensitization of men on women's concerns on sexuality.

Recommendations and Observations:

At the close of the workshop, a number of observations and recommendations were brought up by the participants. These are directed to senior decision making organs for their considerations.

- Participants requested more information on the Namibian **Elected Women's Forum** in the form of brochures or other written material. They requested a better understanding of the objectives, membership, structure at local, regional and national level.
- Meme. Kashupuulwa gave a brief on the last Elected Women's Forum meeting that was held in Swakopmund.
- Meme. Basson, the new elected leader needs to be briefed on procedures and follow-up activities.
- It was proposed that each region needs to have its own coordinator that knows and understands the local dynamics.
- All participants should get a copy of the "National Gender Mainstreaming Program" of the Ministry of Gender Affairs and Child Welfare in order to further familiarize themselves and continue to disseminate the government's policy on gender at the grass roots level.
- The translation of the "National Gender Mainstreaming Program" in the local language for its greater outreach and usability at local levels,

- Guidelines on information flow between the Ministry of Gender Affairs and Child Welfare in order to improve and smooth communication between the grass roots, local, regional levels with the central government structures.
- Funding for induction courses and guidelines on project document writing at local level in order to strengthen their capacities to elaborate local projects and secure funding be it from government or other partner donor agencies such as FES.
- Need for continued training and capacity building of elected women in leadership at the local and regional levels,
- The Ministry of Gender Affairs and Child Welfare to strengthen the capacity of local leadership structures on gender mainstreaming issues (training of trainers),
- Great appreciation was expressed for bringing in a specialized facilitator from outside to train and build the capacity of the region's women leaders on gender issues and particularly gender budgeting.
- Participants committed to follow-up this training with concrete activities and action in order to sensitize budgeting processes and mainstream gender at all levels in the local government level.

Vote of thanks

The Ministry of Gender Affairs and Child Welfare and the Namibia Parliament representatives thanked the participants for their positive turn-up and enthusiasm right through the workshop.

The Friedrich-Ebert- Stiftung (FES) expressed thanks to the facilitator and participants for the high level of engagement. They expressed that this has been a good investment and good value for their money given the quality of participation and interaction and appreciation expressed by the participants. Gender training and sensitization activities will continue to the other regions of Namibia before a second round of training can be considered for the Oshana region.

Results

1. A total of 32 mostly Councillors, a mayor and deputy mayor from the Oshana region have been trained during this workshop. At the end of this event, all participants expressed great satisfaction for the content covered and felt encouraged to follow up with concrete activities on the ground upon return to their work places and constituencies.
2. Dissemination of information on government policy on gender mainstreaming and women empowerment was achieved by making reference to the Namibian Government's Gender Mainstreaming Program of the Ministry of Gender Affairs and Child Welfare. The participants recommended that this document be distributed to them for continued reference and use on the local level.
3. The workshop in the Oshana region is the first of accomplishment in a planned series of training that is projected to cover the entire country of its women leaders. This first experience will serve as a reference point and learning point (lessons learnt) for the future sessions in the remaining regions.

Annexe

Welcoming remarks by Hon. Katrina Shimbulu, Deputy Mayor for Oshakati Town,

“Esteemed Master of ceremony,
Esteemed Governor of the Oshana Region, Hon. Clemens Kashuupulwa,
Esteemed Representative of the Friedrich Ebert Stiftung, Ms. Sylvia Mundjindi,
Esteemed Representative of the Ministry of Gender Equality and Child Welfare, Mrs.
Christine Mbala-Liswaniso, Regional and Local Councillors, Members of the media
present here, Ladies and Gentlemen.

It gives me great pleasure and an honor to welcome you all to this very important workshop that is undoubtedly a welcome addition to our campaign to ensure that women are given the rights due to them.

This event is a further stepping stone on our way to bring about equality in our society. It is encouraging to see that you spared neither time nor effort to be present at this occasion and make your contribution to the success to the long journey to women’s upliftment.

What makes this gathering even more special is not the fact that we are talking about gender equality. We have been doing that for a long time now. This gathering is special because it deals with the subject of budgeting for equality since the best of ideas cannot materialize without money.

It is encouraging to not that women are taking the lead in the information campaign on gender responsive budgeting. This way gender responsive budgeting will be much easier since women know best where their financial shortcomings are. The whole society needs to take part in the process of putting aside special for women’s programs, but the process can best succeed if headed by women themselves.

There is often talk of there not being enough money for tackling development projects. Be that as it may, it is necessary that we use the scarce financial resources we have properly by putting our money where it can generate the best long term benefits.

Such benefits will be derived if women are turned into productive citizens. Therefore the country must invest more in the areas where the inferior position of women if felt the most. It is indeed a very happy fact that the society has started talking about gender sensitive budgeting. I think that this is a concept that is strange to many of our countrymen and women.

Therefore, it is important that we have meetings such as this where we can discuss the concept and agree on what kind of gender sensitive budgeting we would like to see. There after, it will be our duty to take the message out on the street for everyone else to become aware of it.

We can safely say that we have already scored successes with the campaign to sensitize the society about gender issues. Therefore, there is no doubt that even in the case of ensuring gender awareness in budgeting we can only be successful. This meeting will go down in history as the beginning of that success story.

It is therefore my wish that our deliberations here will go a long way in achieving the objectives of women’s emancipation that we have set for ourselves. A journey of a thousand miles starts with a single step, the saying goes.

At that note I welcome you all to this historical gathering and wish you all the strength and energy in the deliberations. I thank you.”

Welcoming remarks read by Hon. Hon. Lotto Kwashomuwa Councillor for Oshana Regional Council on behalf of Hon. Clemens H. KASHUUPULWA,

“It is my distinct honor to warmly welcome all participants in Oshana Region and indeed to this important meeting, the Forum of Elected Women, now to be held in our region. It makes me happy for our region to be chosen among other regions as the appropriate venue for the Year 2006, for the hosting of Forum of Elected Women.

I am aware that there are still many challenges that are facing Namibia to achieve gender balance in its political and managerial leadership. However, it is my expectation that after 16 years of national independence, this meeting will go a long way in the history of Namibia as having mapped a plan of action that will lead Namibia into a drastic change, that will culminate in many women to be elected as members of parliament, governors and regional Councillors in the forthcoming national, regional and local authorities elections.

Namibia has ample time to achieve these millennium goals. The ball is in our hands with progressive men and women taking a lead in gender awareness creation throughout the country. For the past few years, Namibia exhibited some type of “window dressing” with women only taking a lead behind the slogans of feminist principles. By so doing we missed our pace in our gender leadership advocacy process.

Namibia can only achieve gender balance in leadership if men and women work together in the struggle of women emancipation just as we did in the struggle for national independence. However, there must be a harmonious gender environment as the basis from where to take off first. The political approach of condemning and pointing fingers at innocent men when some undesirable men indulge into criminal activities against women is not helpful. By so doing, we scare the majority of progressive men who wish to participate in the struggle for gender leadership balance and thereby prolong Namibia to achieve its millennium gender balance in leadership by the year 2030.

Indeed, this meeting is being held at the right time, where women in political leadership are increasing in local authorities, National Assembly, National Council and to a certain extent in Regional Council establishments. This indicates that Namibia is in the right direction to achieve Gender balance in the leadership positions. However, as elected women at all levels, we must also promote a friendly and supportive environment in which we maintain the status quo we have achieved so far and work hard to sustain such status quo for generations to come.

Of vital importance to mention here is that, as elected women, let us not expect the government to take a lead in our noble cause of gender balance in leadership. The government, through its policies and legal frame work has already created a friendly environment where we should advocate for gender balance in leadership freely. We must show the public, the capabilities, capacity building and political will to acquire such important position in the local authorities, national assembly, national council and regional councils through team work, hard work and political maturity to have a strong leadership in Namibia that can take the nation towards the attainment of vision 2030.

Once again, I hereby wish to welcome all of you to the Oshana Region. Please feel at home and have a pleasant stay in our region.

I thank you.

Closing remarks by Hon. Katrina Shimbulu, Deputy Mayor for Oshakati Town

Honorable Councillors,
The Master of Ceremony,
The facilitator Ms. Muchimba,
Representative from the Prime Ministers Office
Representative from the Minister of Gender Affairs and Child Welfare,
Representative of the National Assembly
Representative from Friedrich Ebert Stiftung.

First of all I would like to thank the Ministry of Gender Affairs and Child Welfare and the Friedrich Ebert Stiftung for organizing the get together function. Not only has it given us a chance to mix other honorable Councillors but also to receive knowledge and build our capacity in the dignified manner.

I am basically speaking on behalf of the participants who were attending the gender and budgeting workshop/consultative conference.

The gender and budgeting consultative conference was very beneficial to us and has broadened our knowledge as far as gender and budgeting verses our concerns. The main objective of the conference is to provide the participants with gender and budgeting concepts, values, processes, rules, analysis, organizations and behavior that translate public and private preferences and goals into action in order to influence gender and budgeting qualities.

The major subjects covered during the conference included the process of gender and budgeting management, sustainable development and environmental impact assessment of projects, programs and policies, economic analysis of gender and budgeting resources and impacts, gender and budgeting policy formulation and instruments or tools for implementation, budget quality standards, legal and regulatory framework for gender and budgeting management.

Most of the subjects covered had practical sessions which gave us a chance to have a feel of professionalism in the budgeting management arena.

Before we came here, some of us were just looking at the budget and treating it in a “business as usual” manner. After undergoing the gender and budgeting workshop, we have realized that we have a long way to go towards creating a better gender and budgeting good environment conducive. However, Mrs Muchimba we want to assure you that whatever we learnt here or gathered during the conference we will try to our best to put it in practice.

Lastly, I want to thank the National Assembly for organizing the workshop and our sponsors for making it possible for us to attend the workshop.

To my fellow honorable Councillors and participants, it is really sad that we are going to part. You know, we started getting used to each other but now the time has come for all of us to go back home. I wish you a nice trip home. And I also urge you to try to network and share ideas in future, who knows, this might be the beginning of a good and gender budgeting friendly partnership.

Thank you very much.

Kathrine Shimbulu, Deputy Mayor Oshakati Town Council.

Closing remarks by Hon. Councillor Patricia KASHUUPULWA: The Namibian Elected Women's Forum Coordinator of Oshana, Omusati and Ohangwena Regions

“Director of ceremonies, allow me first to express my sincere appreciation to the organizers of this very important workshop, and of course to Fredrich Ebert Stiftung the mother of successful. Fellow women, it is evident world wide that our male partners remain the masters and principal drivers of all the most crucial positions in any field being social, economic or political.

Women in general and Namibian elected women's forum in particular has a very crucial role to play in order to reverse the situation to 50/50 or even 90% in favor of women. The later will only happen if we all work very hard to achieve the goals of the forum, we need to expand the forum deep into remote areas to cater for our colleagues and make every Namibian woman a beneficiary of the forum's initiative.

I must say that, in Namibia we are very lucky to have a government which is very much committed to uplifting of women's rights, the platform is there is up to us to use it at it's maximum.

Director of ceremonies, all we need to do as women is to respect ourselves, have self confidence and vote ourselves to political positions instead of giving our votes to others as it happen in all election since 1989 up to now. Let us contribute to all the deliberations and leave this facilities with one aim and objective of women leading with 90% in all fields of life come 1st January 2010.

I thank you.