CIRCULAR INTEGRATED AQUACULTURE-HORTICULTURE SYSTEMS FOR CLIMATE RESILIENCE IN NAMIBIA (NAMIGREEN) PROJECT GEF ID: 11371

DRAFT GENDER ASSESSMNENT AND ACTION PLAN
SUBMITTED: JANUARY 2025

GEF AGENCY: UNDP & FAO NAMIBIA
EXECUTING AGENCIES: MINISTRY OF FISHERIES AND MARINE RESOURCES & MINISTRY OF AGRICULTURE WATER AND LAND REFORM

Food and Agriculture Organization of the United Nations

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ACRONYMS

AMTA	Agro-Marketing and Trade Agency
CBO	Community-Based Organisation
CSO	Civil Society Organisations
DAIF	Directorate of Aquaculture and Inland Fisheries
DAPEES	Directorate of Agricultural Extension and Engineering Services
DLR	Directorate of Land Reform
DWRM	Department of Water Resources Management
FAO	Food and Agriculture Organization
GIZ	The Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH
GoN	Government of Namibia
GRM	Grievance Resolution Mechanism
IAC	Inland Aquaculture Centre
KIFI	Kamutjonga Inland Fisheries Institute
MAWLR	Ministry of Agriculture, Water and Land Reform
MFMR	Ministry of Fisheries and Marine Resources
MGEPESW	Ministry of Gender Equality, Poverty Eradication and Social Welfare
MHSS	Ministry of Health and Social Services
MICT	Ministry of Information and Communication Technology
MURD	Ministry of Urban and Rural Development
NAB	Namibia Agronomic Board
NBC	Namibia Broadcasting Corporation
NGO	Non-governmental Organisation
NPC	National Planning Commission
NSA	Namibia Statistics Agency
NSI	Namibia Standards Institution
OECD	Organisation for Economic Co-operation and Development
PPG	Project Preparation Grant
SADC	Southern Africa Development Community
SEP	Stakeholder Engagement Plan
SES	Social Environmental Standards
PPG	Project Preparation Grant
UNDP	United Nations Development Programme
UNDP GEF	UNDP Global Environment Facility
WAD	Women Action for Development

1. INTRODUCTION

1. About the Project

In February 2024, the Global Environment Facility (GEF) Council approved the Project Identification Form (PIF) for the full-sized project titled "Circular Integrated Aquaculture-Horticulture Systems for Climate Resilience in Namibia (NamiGreen) (PIMS 9796) (GEF ID: 11371)" to be implemented through the United Nations Development Programme (UNDP) and the Food and Agriculture Organization (FAO). The NamiGreen project is a Child Project under the GEF-8 Food Systems Integrated Programme, which aims to contribute concrete ways to the transformation of food systems and promote sustainability in food production, ultimately reducing the environmental impact of agriculture.[1] The objective of the NamiGreen project is to enhance the resilience to climate change by integrating inland aquaculture with horticulture production to improve food supply, income diversification and value chain development at the community and household levels, while at the same time addressing environmental challenges. The project has four (4) components and their corresponding outcomes (refer **Figure 1** below).

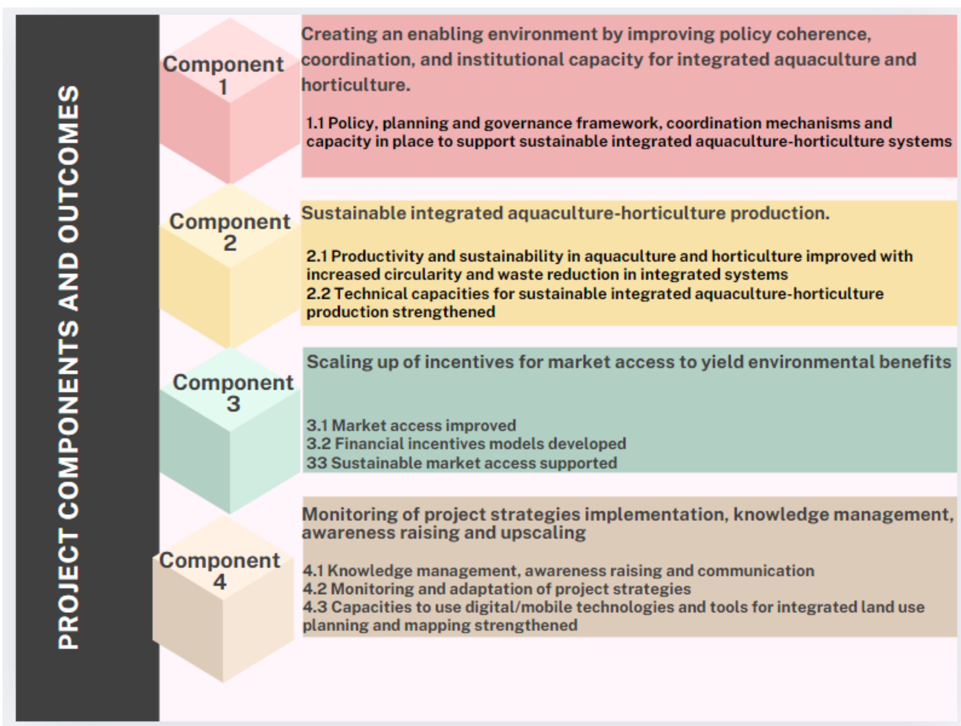

Figure 1: Project Components and their Corresponding Outcomes

[1] https://www.thegef.org/sites/default/files/documents/2022-04/GEF_R.08_29_Rev.01_GEF8_Programming_Directions.pdf

Through the components and their corresponding outcomes, outputs and activities, the project will support climate resilient livelihoods for a population of approximately 30,000 people (15,000 men and 15,000 women). It will span about 23,000 hectares across four demonstration areas, each with specific demonstration sites. The demonstration areas are Calueque-Oshakati Canal (Omusati Region), Kavango River (Kavango East and West Regions), Aminius (Omaheke Region) and Neckartal Dam (//Karas Region). The project represents a paradigm shift and transformative approach towards resilient and sustainable food systems by diversifying livelihoods sources to mitigate climate risks, vulnerability and economic precariousness. It aims to promote sustainable habitats for economically valuable inland fish species, enhance soil and water conservation, leverage digital technologies, create green jobs, develop sustainable value chains, promote and multi-shareholder partnerships. In the process the project will address barriers such as limited access to markets, access to finance, energy infrastructures, implements and inputs for the optimal use of climate-smart agriculture and aquaculture and untapped value chains in the aquaculture and horticulture sectors. At the same time, the project will address environment challenges of land degradation, overgrazing, overfishing, loss of biodiversity, and inefficient water use.

2. Policy Requirements for the Gender Assessment and Action Plan

The Gender Assessment and Action Plan (GAAP) is in line with the commitments and requirements of both GEF and UNDP to advance gender equality across all supported projects and programmes. The GEF Policy on Gender Equality requires that gender analyses which identify gender differences, impacts, and opportunities to address gender gaps and empower women are undertaken for all supported projects. The GEF further requires that the gender analysis is accompanied by gender-responsive measures clearly outlined in a Gender Action Plan (GAP) that includes actions, indicators, targets and resources needed for implementation.[2] UNDP, is equally committed to promoting gender equality and empowering women. Through its Gender Equality Strategy, UNDP promotes inclusive and equitable societies by focusing on three key directions of change: structural transformation and leaving no one behind and building resilience.[3]

[2] GEF, ‘Policy on Gender Equality’ (GEF, 2017), https://www.thegef.org/sites/default/files/documents/Gender_Equality_Policy.pdf.
[3] UNDP, ‘Gender Equality Strategy 2022-2025’ (UNDP, 2022), file:///C:/Users/rnghitevelekwa/Downloads/UNDP_Gender_Equality_Strategy_2022-2025_EN_V2.pdf.

2. GENERAL OVERVIEW OF GENDER (IN) EQUALITY IN NAMIBIA

2.1 Gender (In)Equality Indices

Various indices have been developed over the years to assess gender equality and inequality on a global scale. These include the Gender Development Index (GDI) and Gender Inequality Index (GII) [4] by the United Nations Development Programme (UNDP), the Global Gender Gap Index (GGGI)[5] by the World Economic Forum (WEF) and the Social Institutions and Gender Index (SIGI)[6] by the Organisation for Economic Co-operation and Development (OECD). At the African Union level, gender equality and women's empowerment are measured through the Africa Gender Index (AGI), and the AU African Gender Scorecard.

2.1.1 Gender Development Index (GDI)

The GDI measures gender inequalities in human development by comparing the Human Development Index (HDI) indicators—life expectancy, education, and income per capita—between men and women. A GDI value closer to 1 reflects a narrower gender gap, indicating greater gender equality in these dimensions. In 2022, Namibia ranked 142nd out of 191 countries on the Human Development Index (HDI) with a Gender Development Index (GDI) value of 1.006, placing it in Group 1 (countries with high equality in HDI achievements between women and men). Life expectancy at birth is 61.7 for female and 54.6 for male reflecting some disparities in health and longevity. The expected years of schooling is 11.7 for female and 11.8 for male and the mean years of school is 7.5 for female and 7.0 for male, reflecting minimal gender gap with only slight differences. The estimated Gross National Income per Capita is 7,827 for female and 10,673 for male, reflects notable income disparities, with men earning substantially more than women.

2.1.2 Gender Inequality Index (GII)

The GII measures inequalities between men and women across three key dimensions, each with specific indicators. These dimensions are reproductive health (measured by maternal mortality and adolescent birth rate), empowerment (assessed through the percentage of parliamentary seats held by women and the proportion of the population with at least some secondary education, disaggregated by gender), and labour market participation (assessed through the labour force participation rate, disaggregated by gender). A low GII value represent low inequality between men and women, whereas a high value indicates greater inequality. The GII for Namibia is 0.450 and the country ranks 112th out of 193 countries. The maternal mortality ratio is 215 deaths per 100,000 live births and the adolescent birth rate is 63.1 births per 1,000 women ages 15–19, which is relatively high and concerning. The share of seats in parliament is 35.6% held by women, indicating progress but still far from parity. The population

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[4] UNDP, 'Human Development Report 2023/2024: Reimagining Cooperation in a Polarized World' (New York: UNDP, 2024), https://hdr.undp.org/system/files/documents/global-report-document/hdr2023-24reporten.pdf.

[5] World Economic Forum, 'Global Gender Gap Report' (Geneva, Switzerland: World Economic Forum, 2024), https://www3.weforum.org/docs/WEF_GGGR_2024.pdf.

[6] OECD, 'SIGI 2023 Global Report: Gender Equality in Times of Crisis, Social Institutions and Gender Index', (Paris, France: OECD, 2023), https://doi.org/10.1787/4607b7c7-en.

with at least some secondary education is 42.1 of female and 45.0% of male ages 25 and older, showing a minimal gender gap. However, disparities persist in economic participation, where the labour force participation rate is 54.1% for women compared to 61.2% for men.

2.1.3 Global Gender Gap Index (GGGI)

The GGGI measures the state of gender parity across four key dimensions: Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment. 0.00 represent inequality and 1.00 represent equality. Namibia is a global leader in gender equality, ranking 8th worldwide and 1st in Sub-Saharan Africa with a Gender Parity Index score of 0.805, reflecting progress by having closed 80.5% of its gender gap. The country edges closer to gender parity, having closed 80.5% of its gender gap. In economic participation and opportunity, Namibia ranks 17th, with a score of 0.783. 53.2% of senior leadership roles are held by women, there is 67.6% parity in estimated earned income, and a gender-balanced technical and professional workforce. For political empowerment, Namibia ranks 21, with a score of 0.456. Currently Namibia has a female Vice President, and a female Prime Minister, and in the eminent political transition, the country will make history by having its first female President.

2.1.4 Social Institutions and Gender Index (SIGI)

The SIGI measures discrimination against women in social institutions across 179 countries. SIGI focuses on the formal and informal laws, attitudes, and practices that limit women's rights and opportunities. Indicators in the dimension of 'discrimination in the family' include child marriage, household responsibilities, divorce and inheritance. Indicators in 'restricted physical integrity' include violence against women, female genital mutilation, missing women and reproductive autonomy. In terms of 'restricted access to productive and financial resources', indicators include access to land assets, access to non-land assets, access to financial services and workplace rights. Lastly, 'restricted civil liberties' include citizenship rights, freedom of movement, political voice and access to justice. The scores range from 0 to 100, with 0 indicating no discrimination and 100 indicating absolute discrimination. Across all the dimensions and their associated indicators, Namibia falls into the Low Level of Discrimination in Social Institutions with an overall score of 28 and by dimension with a score of 26 of discrimination in the family, 49 for restricted physical integrity, 26 for restricted access to productive and financial resources and 5 for Restricted civil liberties. Namibia scored high in restricted physical integrity, a reflection of the high levels of gender-based violence.

2.1.5 Africa Gender Index (AGI)

The African Gender Index (AGI)[7] was introduced by the Africa Development Bank and measures gender equality and women's empowerment across 54 African countries using three dimensions: economic, social, and empowerment and representation. The economic dimension measures gender parity in labour force participation, wages, and access to resources, the social dimension measures gender parity in education completion, literacy, and health

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[7] African Development Bank and United Nations Economic Commission for Africa, 'Africa Gender Index: African Women in Times of Crisis' (African Development Bank and United Nations Economic Commission for Africa, 2024), file:///C:/Users/rnghitevelekwa/Downloads/241108-africa_gender_index_report_2023_v11.pdf.

outcomes and the empowerment and representation dimension measures the participation of men and women in decision-making roles within politics, government, and enterprises. The AGI uses a scale of 0 to 1, representing the ratio of women to men (indicated in percentages). A score of 1 (100%) represents perfect gender equality. A score below 1 shows gender inequality against women, while a score above 1 indicates that men are lagging behind. Namibia is Africa's leader on gender equality and women empowerment. It is amongst the two leading countries (the other being Lesotho) performing well on the AGI with an overall score of 0.883, and in the different dimensions: economic 0.841, social 1.268 and empowerment and representation 0.645.

2.1.6 African Union Gender Scorecard

The Africa Union Gender Scorecard[8] was introduced by the African Union Commission (AUC) and assesses the progress of African countries in implementing regional and global normative frameworks and documents on women's rights, including the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol), the Universal Declaration of Human Rights, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), Security Council Resolution 1325 (2000) on Women, Peace and Security, the Dakar and Beijing Platforms for Action the Solemn Declaration on Gender Equality in Africa and the African Union Strategy for Gender Equality and Women' Empowerment (GEWE). Namibia is one of the top countries achieving gender parity with an overall score of 1.03.

2.2 Gender (In)Equality Across Different Socio-Economic Indicators

Namibia's estimated population in 2023 was 3 022 401 comprising of 1 474 224 (49%) males and 1 548 177 (51%) females, with a sex ratio of 95 males per 100 females. As reflected through the global and regional indices above, Namibia has made significant progress towards gender equality and women empowerment. In the dimension of education, the literacy rate for the population aged 15 years and above is at 90.4 for male and 92.7 for female on a national level. In the project demonstration areas (at regional level) - //Karas 97.1 male, 97.4 female (above national averages); Kavango East 91.9 male, 92.7 female; Kavango West 89.0 male, 91.3 female; Omaheke 80.0 male, 83.9 female; and Omusati 88.6 male and 91.1 female. Household headed-ship also reflects gender dynamics, with 51.0% of households in Namibia headed by males and 49.0% by females. In the project demonstration areas (at regional level), the distribution varies: //Karas – 55.5% male-headed and 44.5% female-headed; Kavango East – 47.0% male-headed and 53.0% female-headed; Kavango West – 54.8% male-headed and 45.5% female-headed; Omaheke – 60.9% male-headed and 39.1% female-headed; and Omusati – 41.7% male-headed and 58.3% female-headed.[9] Women constitute 51% of Namibia's labour force. Regionally, participation rates in the project demonstration areas are as follows: //Karas – 2% female and 3% male; Kavango East – 3% female and 5% male; Kavango West – 2% female and 2% male; Omaheke – 1% female and 2% male; and Omusati – 5% female and 7% male. Of the employed persons in Namibia, 23% are employed in Agriculture, Forestry and Fishing. 24.9% of the total male population and 21.2% of the total female population are engaged in Agriculture, Forestry and Fishing. Informal employment accounts for

[8] African Union, 'The African Union Gender Scorecard' (African Union, 2021), https://au.int/sites/default/files/documents/42730-doc-01_UNWOMEN_-_AU_Gender_Scorecard_Report_-_English_Version_-_Final_for_Web.pdf.

[9] Demographic statistics derived from Namibia Statistics Agency, 'NAMIBIA 2023 POPULATION AND HOUSING CENSUS' (Windhoek Namibia: Namibia Statistics Agency, 2024), file:///C:/Users/rnghitevelekwa/Downloads/2023-Population-and-Housing-Census-Main-Report-28-Oct-2024.pdf.

57.7% of total employment, with 54.1% of employed males and 61.2% of employed females working in the informal sector, indicating a high prevalence of informal employment among women compared to men. The unemployment rate stands at 33.4%, affecting 32.5% of the male labour force and 34.3% of the female labour force.[10] In term of poverty, 43.3% percent of the population of Namibia are multidimensionally poor. Multidimensional poverty is higher among female-headed households (with a rate of 46%), than male-headed households (with a rate of 41%). In the project demonstration areas, Kavango West and Kavango East are amongst the regions where multidimensional poverty is highest at 79.6% and 70.0%, respectively. //Karas, Omaheke and Omusati are at 19.6%, 51.4% and 50.7%, respectively.[11]

2.3 Gender-Responsiveness of the Legal and Policy Framework

2.3.1 International Instruments Promoting Gender Equality and Women Empowerment

International Law treaties and agreements that support gender equality and women's empowerment
Namibia has signed several global and regional protocols and instruments on promoting gender equality and women empowerment. These include the SADC Declaration on Gender and Development and its Addendum on the Prevention and Eradication of Violence against Women and Children; Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (the "Maputo Protocol"); the Convention on the Rights of the Child; the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa; the Beijing Declaration and Platform for Action (BPFA); the Convention on the Elimination of All Forms of discrimination Against Women (CEDAW), and its Optional Protocol; the UN Convention against Transnational Crime, and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, (the Palermo Protocol); the UN Security Council Resolution 1325 on Women, Peace and Security; the International Conference on Population and Development; the Universal Declaration on Human Rights (UDHR); the International Covenant on Civil and Political Rights (ICCPR) and International Covenant on Economic, Social and Cultural Rights (ICESCR). and the ILO's Equal Remuneration Convention, 1951 (No. 100) 2010.

[10] Labour force statistics derived from Namibia Statistics Agency, 'The Namibia Labour Force Survey 2018 Report' (Windhoek: Namibia Statistics Agency, 2019).
[11] Poverty statistics derived from Namibia Statistics Agency, 'Namibia Multidimensional Poverty Index Report' (Windhoek, Namibia: Namibia Statistics Agency, 2021).

2.3.2 National Policies and Laws Promoting Gender Equality and Women Empowerment

Law/Policy Name	Year Adopted	Key Provisions
Namibian Constitution	1990	Provides for non-discrimination on the basis of sex and acknowledges that women suffered particular discrimination and that they need to be encouraged and enabled to reach equality.
National Development Plans	Every 5 Years	Addresses poverty eradication and inequality (including gender inequality).
Vision 2030		Addresses long-term development for Namibia ensuring gender equality and women empowerment.
National Gender Policy 2010 -2020 (being updated)	2020	Overriding instrument on ensuring gender mainstreaming, women empowerment and overall gender equality in all sectors in Namibia.
National Water Policy White Paper (2000)		The policy recognises the willingness of many Namibians, especially women, to increase the amount of food grown at home and ensure household food security. The policy recognises the challenges of lack of water for irrigation purposes. In line with its principle of balancing equity and efficiency, the policy promises to give prominence to the need for equitable access to water resources, and among other things, to eradicate gender discrimination.
Local Authorities Act, 1996 (Act No. 23 of 1992)	1992	Requires that 30% of people on every party list at local authorities' level must be women.
Married Persons Equality Act, 1996 (Act No. 1 of 1996)	1996	Eliminated the discriminatory Roman-Dutch concept of marital power applicable to civil marriage
Co-operatives Act, 1996 (Act No. 23 of 1996)	1996	Guarantees that membership must be irrespective of gender and other social status.
Affirmative Action (Employment) Act, 1998 (Act No. 29 of 1998)	1998	Ensure that persons in designated groups (including women) enjoy equal employment opportunities at all levels of employment and are equitably represented in the workforce of a relevant employer.
Traditional Authorities Act, 2002 (Act no. 25 of 2000)	2000	Provides to promote gender equality with regards to positions of leadership
Communal Land Reform Act, 2002 (Act No 5 of 2002)	2002	Provides for equal access to land for men and women, safeguards the rights of widows to remain on the land after the passing of their spouses. Guarantees a quota of women for communal land boards' membership.
National Agricultural Policy (1995)	1995	Recognises the existence of social norms and values relating to women and gender discrimination and calls for them to be repealed and a gender responsive agricultural development.
National Aquaculture Master Plan for Namibia 2013 - 2023	2013	Ensure transformation and increase social inclusion with emphasis on women and youth.
Social Security Act 34 (1994)	1994	Provides for maternity benefits
Labour Act (2007)	2007	Applies to all employees, makes provision for paid maternity leave; compassionate leave for death or serious illness and has a strong provision on sexual harassment.
Affirmative Action (Employment) Act, 1998	1998	Seeks to bring about greater gender representativeness in the workplace and employment equity.
Combating of Rape Act 8 of 2000	2000	Criminalises sex with minors and recognizes marital rape
Combating of Domestic Violence Act 4 of 2003	2003	Sets out the forms of and protections against violence in domestic relationships;

2.3.3 Institutional Framework for Advancing Gender Equality and Women Empowerment

Namibia has put in place several institutions to coordinate the gender mainstreaming, promote gender equality and women empowerment. The Ministry of Gender Equality, Poverty Eradication and Social Welfare (MGEPESW) is main government institution mandated to oversee gender mainstreaming. To ensure gender mainstreaming across all government ministries, Gender Focal Points have been designated. Additionally, there is also the National Gender Mainstreaming Task Force to ensure a multi-sectoral approach in gender mainstreaming. In addition to gender responsive institutional structures, Namibia has also instituted Gender Responsive Budgeting to mainstream gender in the budgeting process.

3. Gender in the Context of Horticulture and Aquaculture

3.1 Representation, Participation and Division of Labour

In the aquaculture sector, women and men are differently representated, participation and engage in different areas, stages and activities of the entire value chain – from ownership, farming, provision of labour, market and trade. In most privately owned fish farms are owned by men, while women have relatively greater representation in community-based fish farming projects. In terms of the division of labour, women are predominantly involved as workers engaged in feeding, water monitoring, watering and cleaning, fishing/harvesting activities. According to the Census of Agriculture for the Communal Sector for 2013/14, women represented 53% of the workers in aquaculture.[12] Of the total workforce, 38% of the workers were involved in feeding activities (with 37% being men and 38% women); 31% of the workers were involved in harvesting/fishing activities (with 30% being men and 32% women); 16% were involved in water monitoring (with 17% being men and 15% being women) and 9% in water and cleaning (with 10% men and 9% women). At the post-harvest stage (processing, marketing and trading) women are predominant – although often in the informal sector. The low visibility and participation of women at ownership level should not obscure the recognition of the role that women play in the sector and therefore their capacity needs at the different stage they are involved as actors in – including in income generation and value addition. It is also similarly argued elsewhere that "women play an essential role in small-scale fisheries, yet their contributions often go unnoticed or undervalued."[13] They source fish to provide their households with protein and dry them for future use – about 90% of partial harvest is for own consumption at household level and generally, women are responsible for the reproductive activities in the househols, including ensuring food provisioning.[34] Women are also key actors in the supply of raw materials (millet, maize, beans) for fish feeds and hold potential to becoming small-scale producers of fish feeds. Generally, it is acknoledged that "the economic benefits that come with empowering women and when women are given equal access to resources, training, and opportunities, they become powerful contributors to the growth and sustainability of communities. Hence investing in women means investing in economic prosperity for all.

[12] Namibia Statistics Agency, 'Namibia Census of Agriculture 2013/14 Communal Sector Revised Report' (Windhoek: Namibia Statistics Agency, 2019).
[13] https://www.fao.org/namibia/news/detail-events/en/c/1644046/

According to the Namibia Agronomic Board (NAB), there are 1,105 registered horticulture farmers in Namibia, of which only 332 are women, whihc means that women make up approximately 30% of horticulture farmers, while men account for about 70%..[14][15] About 40% of actively producing horticulture farms are registered under women. Like in aquaculture, while there is some gender representation in the privately owned horticultural projects, women are observed to dominate in most of the community-based projects. Women are represented and participate as owners of horticultural projects, as workers, as informal traders and as actors engaged in value addition. According to the NAB, while women may own fewer farms, they are significantly involved in production activities, even on farms owned by men. In many of the horticultural projects visited during the PPG phase, the workers are dominated by women so as informal traders/street vendors. They are also actively involved in horticultural associations as members, taking up majority of the memberships.

3.2 Access and control

Access to land, reliable water supply, and production inputs are key for aquaculture and horticultural production. Namibia has made significant progress in promoting equitable land access through the Communal Land Reform Act and other reforms. While the country has a history of discriminatory customary practices limiting women's access to land, legislation reforms after independence (in 1990) have helped narrow the gender gap in communal land rights and security of tenure.[16] Women, whether married or unmarried, have equal land rights as men. By 2018, 95,917 of the estimated 245,000 existing customary land rights and 43,599 new customary land rights had been registered, with 40% under women.[17] Despite these statutory provisions, pockets of inequality persist. For instance, certain customary practices, such as matrilineal inheritance systems, undermine women's rights to land and productive resources, often enabling property grabbing.[18] Traditional Authorities are mandated by the Communal Land Reform Action to administer communal land including control access to land and allocation of land. In terms of access to water, NamWater oversees bulk water infrastructure management, while the Ministry of Agriculture, Water and Land Reform oversee river-based and underground water resources. In principle, both men and women can extract water from these sources, but limited access to the resources required for water extraction disproportionately affects women.

3.3 Power and Decision Making

Currently, Namibia is a world leader in women's representation in political decision-making. The country has made great strides towards women's representation in politics especially at the national level. The country has committed itself to achieve 50% female representation in political decision-making and is close to achieving this target. In

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[14] https://www.thevillager.com.na/top-stories/2024/women-own-30-of-namibian-farms/#:~:text=By%3A%20Hertha%20Ekandjo%20Recent%20data%20from%20the%20Namibia,compared%20to%20their%20male%20counterparts.%20According%20to%20the%E2%80%A6

[15] Please note that there are many other horticultural producers that are not formally registered with NAB and are therefore excluded from these statistics.

[16] Ndapewa Nakanyete et al., 'Communal Land Tenure Security for Widows in the Eenhana Constituency of the Ohangwena Region, Namibia', *Journal of International Women's Studies* 21, no. 1 (24 February 2020): 131–47.

[17] Romie Nghitevelekwa, *Securing Land Rights: Communal Land Reform in Namibia* (Windhoek: University of Namibia Press, 2020).

[18] Wolfgang Werner, 'Land Governance on Communal Land in Namibia' (Windhoek, Namibia: Legal Assistance Centre, 2021).

parliament, male members make up 54% (52 members), while female members account for 46% (44 members). Leadership roles include a male Speaker and a female Deputy Speaker of parliament. The Cabinet comprises 22 Ministers (13 male and 9 female) and 20 Deputy Ministers (4 male and 16 female). At the local government level, women constitute 48% of elected representatives. At senior government level (Senior Management and Executive Directors' levels, women are underrepresented with 36% and 9% respectively).[19] Similar to access to and rights over land, patterns of discriminatory customary practices have historically restricted women's power and participation in decision making processes at the household, community and government levels. There are gender gaps in the traditional authorities' governance structures. Traditional authorities, which are the key institutional structures at community level and responsible for land allocation, are extremely gendered – whereby men dominate, and women are underrepresented. Amongst the efforts to advance gender equality in institutional structures mandated for land governance setting a quota for the membership of on the Communal Land Boards, which are responsible for ratifying statutory rights on communal land rights. According to the Communal Land Reform Act which provides for land boards, at least four members must be women: (i) two representing the farming community, (ii) two women who have expertise relevant to the functions of a board.[20] This is an effort to close the gender gap in an otherwise men dominated social landscape.

3.4 Gendered Capacity Needs, Skills, Knowledge Level

In the project demonstration areas, capacity needs, skills and knowledge levels vary between men and women. The training, education, literacy and knowledge levels of men and women are differentiated because of different backgrounds and access to formal education. But generally, they fall within moderate levels. While both men and women have equal access to basic education, disparities exist in tertiary and vocational education with majority only having at least secondary education. Gender disparities exist in particular in relation to technical knowledge and skills in horticulture in terms of managing pests, diseases, soil fertility, irrigation methods, access and the use of improved seeds. Women often face disproportionate barriers in accessing opportunities to build their capacities in these areas. In terms of aquaculture capacity and skills needs exist in terms of water quality monitoring, fish health management, feed formulation, and general pond maintenance. Without these skills and knowledge, women engaged in aquaculture struggle to maintain optimal conditions for fish farming, and thus productivity is often lower resulting in harvesting for mere household consumption and not deliver financial returns, and as observed in many fish farms, there are prolong times in inactivity. Time constraints due to women's traditional gender roles of reproductive activities such as caregiving and other household responsibilities often constrain women in participating in capacity building activities and/or attending training events that are especially away from their areas or that are carried out during the time women are supposed to be undertaking reproductive chores. These constraints perpetuate gender disparities in skills, knowledge and therefore, technical proficiency and ability to adopt new horticultural practices. As such, as the project organises capacity building and trainings events, women's time constraints should be considered. Technology-related capacities also exist for example in terms of access to solar powered generators for extracting water (in the Canal, Kavango River, Neckartal Dam) and or/ from the Spring). Women face disproportionate barriers in accessing including access to resources needed to acquire these technologies. There is also limited capacity for value addition and marketing opportunities. There is a need for

[19] Republic of Namibia (2018) Employment Equity Commission: Annual Report 2017/2018.
[20] Republic of Namibia, 'Communal Land Reform Act', Pub. L. No. 5 (2002).

developing capacities of both men and women, ensuring equity, with start-up enterprises to enable them to access financing to sustain expand their operations.

3.5 Gender Action Plan and Gender Responsive Result Framework

Gender Action Plan				
PROJECT OBJECTIVE: TO ENHANCE THE RESILIENCE AND SUSTAINABILITY OF FOOD SYSTEMS IN SELECTED AREAS IN NAMIBIA THROUGH INTEGRATED AQUACULTURE-HORTICULTURE PRACTICES TO SUPPORT ALTERNATIVE PROTEIN SOURCES AND DIVERSIFICATION OF LIVELIHOOD BY REDUCING OVER-RELIANCE ON LIVESTOCK PRODUCTION				
COMPONENT 1: CREATING AN ENABLING ENVIRONMENT BY IMPROVING POLICY COHERENCE, COORDINATION, AND INSTITUTIONAL CAPACITY FOR INTEGRATED AQUACULTURE-HORTICULTURE				
OUTCOME 1.1: POLICY, PLANNING AND GOVERNANCE FRAMEWORK, COORDINATION MECHANISMS AND INSTITUTIONAL CAPACITY IN PLACE TO SUPPORT THE TRANSFORMATION TOWARDS SUSTAINABLE INTEGRATED AQUACULTURE-HORTICULTURE SYSTEMS				
Output 1.1.1 Improved gender-responsive policy and planning frameworks that support sustainable integrated aquaculture-horticulture systems				
Gender-related Activities	**Indicators**	**Targets**	**Budget**	**Responsible Parties**
Facilitate gender-inclusive review of relevant plans, policies on integrated aquaculture-horticulture and circular economy principles	Number of women participating in policy reviews	At least 40% of participants in the review workshops are women		PMU Gender Focal Person
	Evidence of gender-sensitive analysis and provisions in the updated plans and policies	Final recommendations of plans and policy reviews explicitly address gender-specific challenges, promote gender equality and women empowerment		PMU Gender Focal Person
	Number of gender-specific recommendations incorporated into revised plans and policies	All revised plans and policies include gender-responsive provisions directly addressing equity in aquaculture-horticulture and circular economy systems		PMU Gender Focal Person
Integrate requirements of gender analysis in the study of existing relevant legal and policy instruments and their institutionalisation conducted to identify possibilities of adaptions and/or enhancements to better support the aquaculture-horticulture	Gender considerations explicitly included in the study's terms of reference.	Study scope integrates gender analysis as a core component.		PMU Gender Focal Person
	Number of gender-specific gaps, barriers, and opportunities identified in the legal and policy review.	Gender-specific gaps and barriers identified in the study.		PMU Gender Focal Person, Commissioned Consultants, MAWLR, MFMR
	Number of gender-responsive recommendations proposed for adapting or improving legal and policy instruments.	Recommendations explicitly focusing on addressing gender inequalities and promoting equity in aquaculture-horticulture systems		PMU Gender Focal Person, Commissioned Consultants, MAWLR, MFMR

Output 1.1.2 Enhanced gender-responsive governance frameworks through improved coordination mechanisms and institutional capacity development and training to support gender integration in integrated aquaculture-horticulture production systems

Gender-related Activities	Indicators	Targets	Budget	Responsible Parties
Assess capacity building needs for both male and female fish farmers and horticultural producers across the value chain of the integrated aquaculture - horticulture system.	Percentage of female and male fish farmers and horticultural producers consulted in the capacity needs assessments.	At least 50% female representation among participants in the capacity needs assessments across all demonstration areas.		PMU Gender Focal Person Commissioned Consultants
	Number of gender-specific capacity gaps identified in the aquaculture-horticulture value chain (disaggregated by gender).	A comprehensive list of capacity gaps across the value chain of the integrated aquaculture - horticulture system.		
Develop gender inclusive, sensitive and responsive training packages to address the capacity needs	Number of trainings and capacity-building events tailored to the identified needs developed and undertaken.	At least 2 gender-responsive trainings and capacity-building activities proposed (in all the level/stages of the value chain)		PMU Gender Focal Person, Commissioned Consultants
	Number of female and male fish farmers and horticultural producers participating in trainings and capacity building activities and any other trainings courses on land use assessment and mapping for suitability analysis using GIS	At least 50% female representation among participants participating in the capacity building activities and all trainings across all demonstration areas.		
Supporting gender inclusive capacity building activities for extension service officials	Percentage of female extension service officers participating in capacity building activities	At least 50% female representation among extension services officers participating in capacity building activities		PMU Gender Focal Person, Commissioned Consultants, MAWLR, MFMR
Advocate for gender inclusive inter-ministerial/inter-organisational committee/inter-institutional committees	Number of female members in the inter-ministerial/inter-organisational committee/inter-institutional committees	At least 40% female members in the inter-ministerial/inter-organisational committee/inter-institutional committees		PMU Gender Focal Person, Commissioned Consultants, MAWLR, MFMR
COMPONENT 2: SUSTAINABLE INTEGRATED AQUACULTURE-HORTICULTURE PRODUCTION				
OUTCOME 2.1: PRODUCTIVITY AND SUSTAINABILITY IN AQUACULTURE AND HORTICULTURE WITH INCREASED CIRCULARITY AND WASTE REDUCTION IN INTEGRATED SYSTEMS ENGAGEMENT IMPROVED				
OUTPUT: 2.1.1: IMPROVED PRODUCTIVITY AND SUSTAINABILITY IN AQUACULTURE AND AGRICULTURE WITH INCREASED CIRCULARITY AND WASTE REDUCTION IN INTEGRATED SYSTEMS				

Gender-related Activities	Indicators	Targets	Budget	Responsible Parties
Support gender inclusive demonstration projects showcasing value of increased circularity and waste reduction in integrated systems	Number of demonstration projects farmers (disaggregated by gender) supported	At least 40% of demonstration projects supported owned by women		PMU Gender Focal Person MAWLR, MFMR Commissioned Consultants
	Number of demonstration projects' farmers (disaggregated by gender) trained in circularity and waste reduction in integrated systems	100% of female farmers participating in demonstration projects		
	Number of workers trained in circularity and waste reduction in integrated systems	At least 60% workers trained are women, ensuring representation from marginalized and indigenous peoples communities		
	Number of community members (disaggregated by gender) reached through awareness and knowledge-sharing events related circularity and waste reduction in integrated systems	At least 50% of community members involved are women		
OUTPUT 2.1.2 GENDER-INCLUSIVE VIABLE PRODUCTION MODELS FOR CAGE CULTURE AND LAND-BASED AQUACULTURE IN PARTNERSHIP WITH THE PRIVATE SECTOR TO EMPOWER LOCAL COMMUNITIES, BOTH MEN AND WOMEN (INCLUDING SPECIES, FACILITIES, HUSBANDRY, AND INPUTS)				
Gender-related Activities	**Indicators**	**Targets**	**Budget**	**Responsible Parties**
Facilitate and support the participation of both men and women in the process of co-creating viable production models for cage culture and land-based aquaculture with private sector	Number of community members participating in the co-creation processes	At least 50% participation by women		PMU Gender Focal Person MAWLR, MFMR Commissioned Consultants
Organise targeted awareness raising workshops and capacity-building sessions on viable production models for cage culture and land-based aquaculture	Number of awareness raising workshops and capacity building sessions	At least 50% of the trainees are women		
2.1.3 CREATION OF GREEN JOBS THROUGH RESKILLING AND UPSKILLING OF WOMEN, YOUTH AND MEN AND INDIGENOUS PEOPLE TO APPLY AQUACULTURE-HORTICULTURE PRODUCTION PRINCIPLES AND SYSTEM THROUGH LEAD FARMERS, EXCHANGE VISITS AND EXTENSION SERVICES				
Gender-related Activities	**Indicators**	**Targets**	**Budget**	**Responsible Parties**
Organise capacity building activities for reskilling and upskilling of women, youth and men and indigenous people to apply aquaculture-horticulture production	Number of capacity building activities for reskilling and upskilling of women, youth and men and indigenous people to	At least 50% participants are women		PMU Gender Focal Person MAWLR, MFMR Commissioned Consultants

principles and system through lead farmers, exchange visits and extension services	apply aquaculture-horticulture production principles and system through lead farmers, exchange visits and extension services			
	Number of exchange visits conducted	At least 50% participants are female		
COMPONENT 2.2: CAPACITIES FOR SUSTAINABLE INTEGRATED AQUACULTURE-HORTICULTURE PRODUCTION STRENGTHENED				
2.2.1 GENDER RESPONSIVE TRAINING AND CAPACITY DEVELOPMENT INCLUDING SUSTAINABLE FISH PRODUCTION AND HARVESTING PRACTICES				
Gender-related Activities	**Indicators**	**Targets**	**Budget**	**Responsible Parties**
Undertaking gender inclusive training courses for local farmers on sustainable fish production and harvesting and farm-based fish feeds production	Number of training courses on sustainable fish production and harvesting and farm-based fish feeds production conducted	At least 50% participants are women		PMU Gender Focal Person MAWLR, MFMR Commissioned Consultants
	Number of participants (disaggregated by gender) demonstrating improved knowledge and involved in feeds production	At least 20% are women		
Conduct trainings for lead and project farmers on sustainable aquaculture-horticulture production and harvesting practices	Number of trainings on sustainable aquaculture-horticulture production and harvesting practices	At least 100% of female farmers trained		
COMPONENT 3: SCALING UP OF INCENTIVES FOR MARKET ACCESS TO YIELD ENVIRONMENTAL BENEFITS				
OUTCOME 3.1: ACCESS TO MARKETS IMPROVED				
3.1.1: SUPPORT TO ESTABLISHMENT OF NEW AND IMPROVEMENT OF EXISTING HATCHERIES AND, ESPECIALLY BROOD STOCK FOR THE CATFISH AND TILAPIA SPECIES				
Gender-related Activities	**Indicators**	**Targets**	**Budget**	**Responsible Parties**
Conduct gender inclusive trainings on innovative breeding methods on aquaculture and train aquaculture farmers	Number of aquaculture farmers trained on innovative breeding methods on aquaculture and train aquaculture farmers	At least 100% of female farmers trained		PMU Gender Focal Person MAWLR, MFMR Commissioned Consultants
OUTPUT 3.1.2: DEVELOP MARKET PENETRATION STRATEGIES, MARKET ACCESS INCLUDING SUSTAINABLE DEMAND-SUPPLY				
Gender-related Activities	**Indicators**	**Targets**	**Budget**	**Responsible Parties**
Support local farmers both men and women to supply raw materials/ingredients for fish feed	Number of local farmers supplying raw materials for fish feed (disaggregated by gender)	At least 40% of suppliers are women.		PMU Gender Focal Person MAWLR, MFMR

Organise gender inclusive trainings on value addition, agro-processing, producing herbs and spices	Number of training sessions on value addition, agro-processing, and herb/spice production conducted	At least 60% of participants are women.		Commissioned Consultants
	Number trainees adopting agro-processing or value addition techniques within one year	At least 30% of women participants report improved income or improved business opportunities post-training.		
Facilitate market access for trainees	Proportion of trainees with stable market access	At least 40% of trained women		
Provide support to informal traders and markets, prioritizing women traders	Number of informal traders and markets supported (disaggregated by gender).	At least 50% of supported informal traders are women.		
Support gender inclusive project offtake agreements	Number of gender-inclusive offtake agreements established	At 50% of suppliers in the offtake agreements are women		
OUTCOME 3.1 FINANCIAL OPPORTUNITIES IMPROVED				
OUTPUT 3.1.1 IMPLEMENT WASTE REDUCTION IN POST-HARVEST PROCESSES SUCH AS REFRIGERATION AND VALUE ADDITION TO AVOID SPOILAGE				
Gender-related Activities	**Indicators**	**Targets**	**Budget**	**Responsible Parties**
Support gender inclusive access to cooler rooms for farmers, producers and traders	Number of farmers, producers and traders with access to cooler rooms	At least 50% female representation		PMU Gender Focal Person MAWLR, MFMR Commissioned Consultants
Facilitate transport solutions for both male and female farmers, producers and traders	Number of farmers, producers and traders with access to transport solutions	At least 40% female farmers with transport solutions		
Provide gender inclusive trainings to help farmers plan and synchronize harvesting and marketing days	Number of trainings conducted	At least 50% women farmers		
Organize gender-inclusive trainings focussing on hygienic fish preservation methods	Number of trainings conducted	At least 50% women farmers		
	Proportion of trainees adopting freezing, drying, smoking, or canning methods after training	At least 40% of trained women		
OUTPUT 3.2.2: IMPLEMENT BLOCKCHAIN-SUPPORTED TRACEABILITY, CERTIFICATION, AND LABELLING SYSTEMS FOR SMES/MSMES				
Gender-related Activities	**Indicators**	**Targets**	**Budget**	**Responsible Parties**
Organize gender-inclusive capacity-building workshops for SMEs/MSMEs on the use of blockchain technology for traceability, certification, and labelling.	Number of SMEs/MSMEs owners (disaggregated by gender) trained on blockchain-supported systems	At least 40% women participants		PMU Gender Focal Person MAWLR, MFMR Commissioned Consultants

Gender inclusive support to SMEs/MSMEs in acquiring certifications and traceability systems	Number of SMEs/MSMEs owners successfully implementing traceability, certification, and labelling systems	At least 40% of SMEs/MSMEs owned by women		
OUTPUT 3.2.3: PROVISION OF INCENTIVES TO PRODUCE AFFORDABLE, CONSISTENT, UNINTERRUPTED, CONTINUOUS AND SUSTAINABLE FISH FEED SUPPLY THROUGH A PPP; INCUBATION INITIATIVE TAKING INTO CONSIDERATION; APPROPRIATE, LOCALLY SUITABLE PRODUCTION METHODS				
Gender-related Activities	**Indicators**	**Targets**	**Budget**	**Responsible Parties**
Provide gender inclusive targeted support to local enterprises engaged in fish feed production	Number of local enterprises engaged in fish feed production supported	At least 100% of female fish feed producers trained		PMU Gender Focal Person MAWLR, MFMR Commissioned Consultants
OUTCOME 3.3: RAISE AWARENESS AND IMPROVE CAPACITY FOR BETTER MARKET ACCESS				
OUTPUT 3.3.1: DEVELOP BUSINESS PLANS AND TRAINING FOR SMES INCLUDING PROVISION OF INCLUSIVE START-UP GRANTS				
Gender-related Activities	**Indicators**	**Targets**	**Budget**	**Responsible Parties**
Integrate gender in the small-scale farmer support programme/start-up grant (including in the requirements for accessing the grant – gender specific criteria)	Number and nature of gender considerations in the small-scale farmers support programme/start-up-grant (including in the requirements for accessing the grant – gender specific criteria)	At least one gender-responsive requirements/criteria is included in the grant application procedures		PMU Gender Focal Person MAWLR, MFMR Commissioned Consultants
	Proportion of grants awarded to women	At least 40% of grants awarded to women farmers		
OUTPUT 3.3.2: MOBILISE RESOURCES FOR ALL PROJECT SITES IDENTIFYING FINANCIAL BARRIERS, FINANCIAL SUSTAINABILITY, AND CROSS-CUTTING/OVERLAPPING BARRIERS FOR GENDER, YOUTH AND INDIGENOUS PEOPLES INCLUDING MATCHMAKING OF FINANCE				
Gender-related Activities	**Indicators**	**Targets**	**Budget**	**Responsible Parties**
Facilitate gender sensitive and responsive resource mobilization	Proportion of resources mobilized allocated to gender-responsive interventions and/or addressing gender barriers	At least 40% of resources mobilized allocated to address gender-specific financial barriers and promote inclusivity		PMU Gender Focal Person MAWLR, MFMR Commissioned Consultants
OUTPUT 3.3.3: AWARENESS RAISING ON ENVIRONMENTAL & NUTRITION BENEFITS OF FISH-BASED NUTRITION (PRIVATE & PUBLIC DEMAND)				
Gender-related Activities	**Indicators**	**Targets**	**Budget**	**Responsible Parties**
Undertake gender inclusive awareness campaigns on the environmental and nutritional benefits of fish-based nutrition	Number of awareness campaigns on the environmental and nutritional benefits of fish-based nutrition	At least 60% participants in awareness-raising on fish-based nutrition are women		PMU Gender Focal Person MAWLR, MFMR Commissioned Consultants
COMPONENT 3: MONITORING OF PROJECT STRATEGIES IMPLEMENTATION, KNOWLEDGE MANAGEMENT, AWARENESS RAISING AND UPSCALING				

4.1: KNOWLEDGE MANAGEMENT, AWARENESS RAISING AND COMMUNICATION				
4.1.1: KNOWLEDGE GENERATION, SHARING, AND LEARNING AS A BASIS TO IDENTIFY AND IMPLEMENT INTEGRATED FOOD SYSTEMS				
Advocate for the establishment of gender inclusive Multi-Stakeholder Partnership Platform for Integrated Food Systems	Multi-Stakeholder Partnership Platform for Integrated Food Systems	An established quota for female representation		PMU Gender Focal Person MAWLR, MFMR Commissioned Consultants
4.1.2: SHARING OF KNOWLEDGE BETWEEN KEY STAKEHOLDERS, INCLUDING LOCAL COMMUNITIES, REGIONAL GOVERNMENT AGENCIES, NGOS, AND THE PRIVATE SECTOR, WITH A VIEW TO PROMOTING A MULTI-SECTORIAL, INTEGRATED APPROACH RESILIENCE OUTCOME				
Facilitate gender inclusive knowledge sharing sessions	Number of knowledge sharing sessions held	At least 50% of participants are female		PMU Gender Focal Person MAWLR, MFMR Commissioned Consultants
Establish a system for the collection and analysis of gender-disaggregated data to assess the impact of the project	Number and nature of gender-disaggregated data collected and analyzed.	100% of project reports include gender disaggregated specific data		PMU
Establish a system to document and track gender-disaggregated data on the representation of men and women in the integrated aquaculture-horticulture systems	Gender-disaggregated data on the representation of men and women in the integrated aquaculture-horticulture systems			PMU
4.2: MONITORING AND ADAPTATION OF PROJECT STRATEGIES				
4.2.1: MONITORING OF CLIMATE CHANGE EFFECTS ON THE AGROECOLOGY INCLUDING INLAND AQUACULTURE AND SMALL-SCALE FISHERIES				
Conducting gender inclusive trainings and monitoring of CC impacts on integrated systems	Number of trainings on monitoring and number of monitoring of CC impacts integrated systems	At least 40% of female representation		PMU Gender Focal Person MAWLR, MFMR Commissioned Consultants
4.2.2: LONG-TERM MONITORING PROGRAMME FOR THE PROJECT AREAS (TO INCLUDE BIOLOGICAL AND WATER QUALITY MONITORING CAPACITY				
Conducting gender inclusive trainings and monitoring biological and water quality	Number of trainings and monitoring on biological and water quality	At least 40% of female representation		PMU Gender Focal Person MAWLR, MFMR Commissioned Consultants
4.3: CAPACITIES TO USE DIGITAL/MOBILE TECHNOLOGIES AND TOOLS FOR INTEGRATED LAND USE PLANNING AND MAPPING STRENGTHENED				
4.3.1: TRAINING ON THE USE OF DIGITAL/MOBILE TECHNOLOGIES AND TOOLS FOR INTEGRATED LAND USE PLANNING AND MAPPING				
Conducting trainings on the use of digital technologies and tools for integrated land use planning and mapping	Number of trainings on the use of digital technologies and tools for	At least 40% of female representation		PMU Gender Focal Person MAWLR, MFMR

	integrated land use planning and mapping			Commissioned Consultants
4.3.2: RAISING CAPACITIES FOR INLAND WATER MONITORING AERIAL MAPPING AND PHOTOGRAPHY				
Conducting trainings on water monitoring, aerial mapping and photography	Number of trainings on water monitoring, aerial mapping and photography	At least 40% of female representation		PMU Gender Focal Person MAWLR, MFMR Commissioned Consultants