



WAD REVIEW



Women's Action for Development

18 YEARS OF PUSHING BORDERS – INSPIRING CHANGE!

7th Edition



WAD hits Gold!



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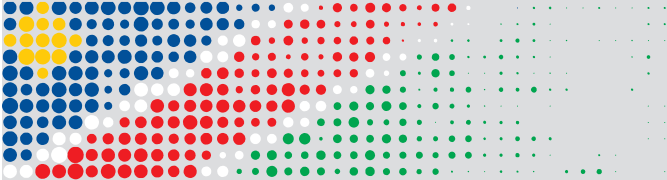
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supports

Women's Action

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in all their endeavours and wishes to congratulate them on all they have achieved in developing not only women but Namibia as a whole.



Dedication

To all those courageous people who act on the infinite possibilities that are born of faith and love.....

Veronica De Klerk



WAD Office staff during a transformation session

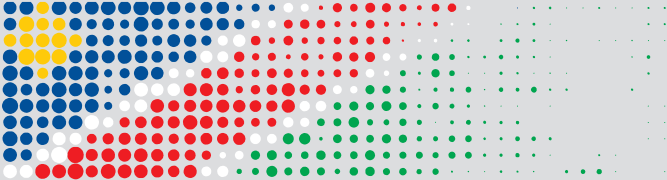
7th Edition, Windhoek, Namibia 2012

The opinions expressed by the authors are not necessarily those of WAD and are published without prejudice

Lay-out and Design: John Meinert Printing

Published by Women's Action for Development (WAD)
Co-sponsored by Advertisers in this publication

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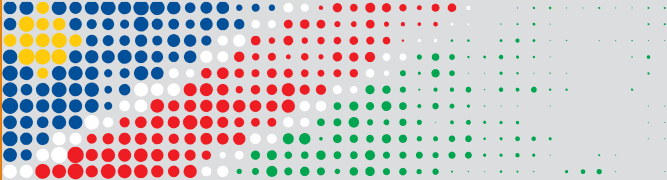
Contents

Phenomenal Woman	3
Code of Ethics.....	4
Vision and Mission	5
Foreword by the Honourable Doreen Sioka.....	6
Message from the Chairperson.....	7
Board of Directors.....	8
Message from the Executive Director.....	9
Structure	10
Regional Trainers / Community Voice members	11
Messages from the Donors.....	12
Dynamic Women who successfully penetrated the male dominated world	16
The story of FRANCY BEUKES	16
EMILIA NGHINASHIPO	17
Nangula Uaandja	18
Dr Helena Ndume	19
Tjmaarija Kaukuata	20
Meke Kapiya	21
Breaking New Ground	23
Powerful nation-wide project launched to enhance gender equality in society.....	23
WAD enters largest-ever BEE deal with BidVest Namibia.....	23
WAD launches training in the dehydration of fruit and vegetables at its Omahenene Training Centre.....	24
Training and creating awareness in all Namibian secondary schools to prevent Gender Based Violence.....	24
Multitudes converge on Windhoek to participate in "The Great Walk Against Corruption".....	25
Training of uniformed forces to improve work-related skills.....	26
WAD celebrates women's achievements through "The Women's Celebratory March and Special Celebratory Programme".....	27
Bishop Zephania Kameeta officially launches the publication: "Women and Custom in Namibia".....	28
Spotlight on Conference.....	30
Highlights.....	34
Reaching out to influential leaders	34
The First Lady of Namibia pays a courtesy call to WAD	34
WAD participates in the 16 Days of Activism to reduce Gender Based Violence - 2011	35
WAD scoops top honours at first-ever NGO Expo 2012.....	35
Field Days and Graduations in Focus	37
Action, Training and Fun	43
Tribute to leaders - 18 years	48
Thank you media.....	54
Media extracts	56
Thank you Donors - 18 years.....	58
Acknowledgements - 18 years.....	59
Find WAD here!.....	60



Photo of front cover:

(WAD wins Golden Arrow Award from the Professional Management Review (PMR) South Africa, during February 2012, for Excellent Leadership and Achievements)

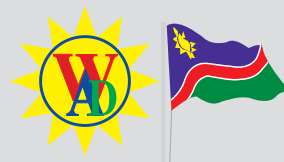
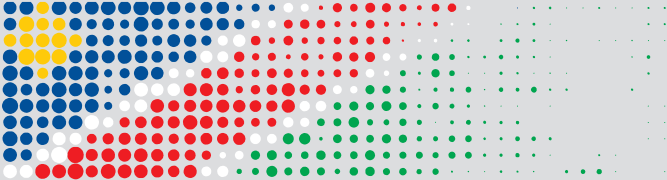


Phenomenal Woman

1. Pretty women often wonder where my secret lies...
I'm not cute, or built to suit a fashion model's size!
But when I start to tell them, they think I'm telling lies!
When I say: It's in the reach of my arms!
It's in the span of my hips, The stride of my step! The curl of my lips!
I'M A WOMAN...PHENOMENALLY!
PHENOMENAL WOMAN...THAT'S ME!
 2. I walk into a room, just as cool... as you please!
And to a man, the fellows stand up, or even fall down on their knees (Hie!)
***...And then, they swarm around me, like a hive of honey bees,
I say: It's the FIRE in my eyes! It's the flash of my teeth!
It's the swing in my waist! It's the Joy in my feet...
I'M A WOMAN...PHENOMENALLY!
PHENOMENAL WOMAN...THAT'S ME!
 3. Men themselves have wondered, what they see in me,
They try so hard, but they just can't touch my inner mystery!
And when I try to show them, they say, they still can't see!
But I say: It's in the arch of my back! The sun of my smile!
The ride of my breasts! The grace of my style!
I'M A WOMAN...PHENOMENALLY!
PHENOMENAL WOMAN...THAT'S ME!
 4. So please understand, just why my head's not bowed!
I don't shout, or jump about... or have to talk real loud!
So, when you see me walking, it ought to make you proud!
When I say: It's in the click of my heels! It's in the bend of my hair!
It's in the palms of my hands! It's in the need of my care!
BECAUSE - I'M A WOMAN...PHENOMENALLY!
PHENOMENAL WOMAN...THAT'S ME!
- 'CAUSE, YOU'RE A WOMAN...PHENOMENALLY!
PHENOMENAL WOMAN...THAT'S YOU!

-Unknown

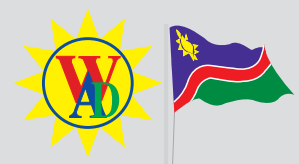
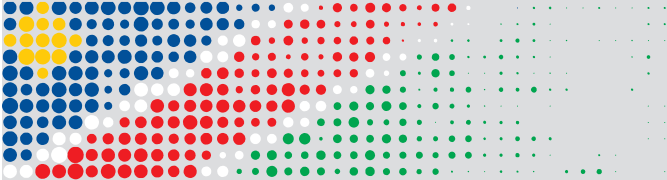




Code of Ethics

"In the execution of my duties, responsibilities and commitments, I pledge, as a member of WAD, to uphold the following principles pertaining to my conduct and attitudes:

1. I pledge my allegiance towards the Government of the Republic of Namibia in its efforts to alleviate poverty and unemployment, and to respect and uphold its lofty principles of good governance and the Rule of Law in the country;
2. I honour the principle of the worth of every person, irrespective of their origin, ethnic or cultural ties, gender, creed or political convictions and their abilities to make a contribution towards the upliftment or well-being of the people of our country;
3. I believe in the human potential and the right to self-determination;
4. I pledge that, on a daily basis, I will be in an active relationship with my fellow human beings and the communities I serve;
5. I accept the responsibility to develop my knowledge and abilities to the benefit of the people I serve;
6. I pledge to carry out the Goals and Objectives of WAD to the best of my ability, to the benefit of the disadvantaged communities of Namibia;
7. I pledge to uphold the non-partisan and non party-political philosophy of WAD and undertake to refrain from biased actions;
8. I pledge to continuously execute my duties efficiently and to enhance the professional image and interests of WAD at all times;
9. I accept responsibility for the quality of my services and undertake to solicit assistance, if need be;
10. I shall honour and uphold WAD 's principles of Discipline, Unity, Courage and Honesty in all walks of my life.



Vision

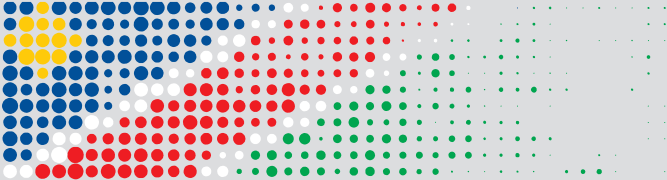
To be the empowering agent for disadvantaged people in Namibia to play their rightful role in society with regard to:

- The financial and economic power base of the country;
- Decision-making at all levels of Government;
- Participation in the democratic process of the country;
- Self-reliance and freedom of personal choice; personal growth and human dignity.

Mission

To serve, support and encourage disadvantaged rural people in Namibia

- To organize themselves into self-help groups through motivation and training and to promote income-generating activities; and
- To participate in the democratic process of the country that will enhance self-reliance, personal growth, the socio-economic and socio-empowerment of women and men.



Foreword

**By the Honourable
Doreen Sioka**

Minister of Gender Equality and Child Welfare

As I write the Foreword of the 7th edition of the 2012 "WAD Review", I could not help but take note of the events unfolding across North Africa since the beginning of 2011. It is too early to tell where this wave will take us, but I believe it is important for citizens to actively participate in determining the future of their communities and countries. As a woman and a former freedom fighter I am keenly aware of this fact.

As Government we are fully aware of the fact that our people need to be supported at all levels. The social and economic environment in which WAD does its work is challenging, particularly when one keeps in mind that Namibia is classified as a middle-income country albeit one with the most unequal income distributions in the world. It is estimated that one in four households in Namibia live in poverty and furthermore, the poorest 10 percent of households command just one percent of the country's total income. Poverty and deprivation is found in the rural areas and is affecting mainly women.

Women continue to be affected more and more by conditions of poverty because poverty is linked to women's inequality in society. Women make up the majority in terms of unemployment, and are treated unfairly by society as well as in their home environments. Women bear almost all responsibility for meeting basic needs of the family, yet they are systematically denied the resources they need to fulfil this responsibility. Today, HIV/AIDS is rapidly becoming a woman's disease. In several southern African countries including Namibia, more than three-quarters of all young people living with HIV are women. In this context, the work of WAD is invaluable.

Studies show that when women are supported and empowered, the entire society benefits. Their families are healthier, more children go to school, agricultural productivity improves and household incomes increase. In short, communities become more resilient.

So, when you read and study the "2012 WAD Review", please bear in mind the difficult situation in which Namibian women and children find themselves. You will then appreciate even more the work of Ms Veronica De Klerk and her team at WAD, but also the volunteers in the regions.

The Ministry of Gender Equality and Child Welfare is glad to be associated with WAD because for the past 18 years, Women's Action for Development (WAD) has been empowering primarily rural women, young and old, by uplifting their socio-economic arena, with the explicit goal to complement the work of Government in its efforts to reduce poverty and unemployment.

It is my hope that WAD will continue to strive to always complement the work of the Ministry of Gender Equality and Child Welfare for the common good of uplifting and addressing the plight of Namibian women.

Doreen Sioka, MP
Minister of Gender Equality and Child Welfare





Message

From the Chairperson

Rev. Philip Strydom



Reflecting on the work of Women's Action for Development (WAD), it is very clear that WAD was extremely busy the past 18 years. WAD did its utmost to accomplish its objectives and reach its goals, in fact, the management and staff went the "extra mile" in order to be relevant and effective in Namibia's struggle to reduce poverty and unemployment.

As Board members we are very proud to be associated with WAD. We serve on the Board for one reason only, and that is, that we desire to see in our life-time the full empowerment, the strengthening and upliftment of the socio-economic and socio-political standards of the poverty-stricken rural Namibian people, and we want to play our small part in it. Many thanks to the Board members for their wise counsel, clear insight, moral support and firm direction.

WAD is synonymous with its Executive Director, Veronica De Klerk. WAD is today one of the most outstanding Non-Governmental Organizations in Namibia and Ms De Klerk should get all the credit for it. We thank her for her courageous, determined and visionary leadership. She is a shining example of, firstly, that strong, visionary leadership is needed if we want to be successful in reaching our development goals and secondly, that women's leadership can be entrusted with that challenge.

We are also mindful of the hard work of the rest of the Management staff at the Head Office; their commitment is seen by all and WAD is beginning to reap the fruits thereof. It is also important to note the good work done by the Community Voice members and Co-ordinators at WAD's regional centres. However, if it were not for the countless volunteers, who believe in, and are committed to the ideals of WAD, it would have been impossible to implement the programmes of WAD, particularly at constituency level. With limited resources, in terms of staff and finances, the output of WAD is commendable. Just imagine what WAD can do with more resources. This is the one organization that deserves all the support of our Government, businesses, traditional leaders, community leaders, church leaders and civil

society at large.

WAD exists with the explicit goal to complement the work of Government in its efforts to reduce poverty and unemployment, and to uphold its lofty principles of Good Governance and the Rule of Law in the country.

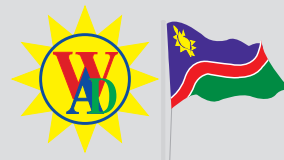
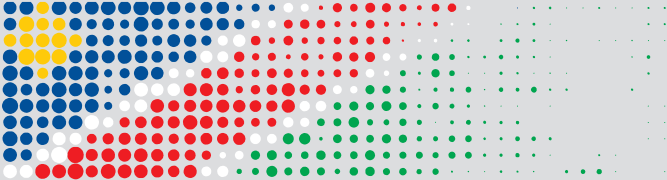
What is important to note, is that there are also issues about justice and human rights on the agenda of WAD. The implementation of the European Union funded project: "My Rights as a Woman and Namibian Citizen" is proof that WAD is serious about justice and human rights. What is also significant about this project, is that it is done in partnership with the Ministry of Gender Equality and Child Welfare, the Konrad-Adenauer-Stiftung, the Faculty of Law of the University of Namibia and the Legal Assistance Centre. We would like to see more smart partnerships because we need one another in order to make Vision 2030 a reality. We are fully aware of the obstacles on the road to a prosperous Namibia, but by taking hands we can make it. "Yes, we can".

In conclusion: "Hold fast to dreams. For if dreams die, life is like a broken-winged bird, that cannot fly. Hold fast to dreams, for when dreams go, life is a barren field, frozen with snow". (Langston Hughes (1902–1967) American poet, social activist).

Rev. Philip Strydom

Chairperson

WAD Board of Directors



Board of Directors



Twapewa Kadhikua
Deputy Chairperson
and Business Training Practitioner



Rev. Philip Strydom
Chairperson and
Former General Secretary of the Council
of Churches in Namibia



Veronica De Klerk
Executive Director
Women's Action for Development



Bishop Dr Zephania Kameeta
Member and President of the Council of
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Holger Haibach
Resident Representative: Konrad-
Adenauer-Striftung (by invitation)



Message

From the Executive Director

Veronica De Klerk



It is indeed a great privilege for *Women's Action for Development (WAD)*, to produce the 7th edition of the "WAD Review" which affords the reader a wide range of information on the programmes and activities of the organisation over the past 18 years.

Looking back over the past years, it has been a most rewarding experience to empower marginalized people... indeed a special calling! To see the awareness and excitement in the eyes of a woman who only endured hardships in her life, now for the first time experiencing empowerment through training and discovering her real self, is such an awesome experience that it causes the tremendous work load and some set-backs to seem minimal. Irrespective of those setbacks which have sometimes crossed our path, it remains a delightful mission for the team to pursue, and to take courage in the dawning of each new day to wade into the numerous challenges ahead of us, as we have been doing for the past years. We cherish our successes but our fuel remains *that* which we still need to accomplish.

WAD was overwhelmed when it was presented with a Golden Arrow Award in February 2012 by the "Professional Management Review" (PMR) of South Africa, for excellent Leadership and Achievements. It served as a welcome moral booster for our members and trainers because the highly dedicated skeleton staff in the Head Office often have to work under great pressure to meet deadlines. Thus, outside recognition for a job well done, is warmly appreciated.

During the period under review, WAD engaged in two of its largest projects ever undertaken. The project: "*My Rights as a Woman and Namibian Citizen*", which is currently being implemented by WAD and the Konrad-Adenauer-Stiftung over a period of 3 years, is funded with great appreciation, by the European Union and the Konrad-Adenauer-Stiftung to the tune of N\$4, 8 million, and is aimed at reaching 9 000 people in all 107 constituencies of the country. It further seeks to train women and men, including Law Enforcement Agencies, Journalists, Teachers, Parliamentarians, Government representatives, etc, in the contents of gender-related laws, aspects of the Namibian Constitution, the electoral process etc. It further seeks to educate women about their rights in terms of these laws; sensitizing women not to continue their tolerance of violence and other forms of abuse against them and to report and speak out against such violations without fear of retribution. Great appreciation is expressed towards our partners on this project, i.e. the Ministry of Gender Equality and Child Welfare, the Law Faculty of the University of Namibia; and the Legal Assistance Centre, for their profound support.

Furthermore, WAD embarked upon an 18 month project to train close to 1 000 life skills teachers in secondary schools in the 13 regions of the country, in the causes and consequences of Gender Based Violence, eventually targeting 67 552 learners at Junior and Senior Secondary School levels. WAD furthermore, submitted a proposal to the National Conference on Education

- To henceforth view Life Skills with the importance and respect which it deserves by all players, i.e. the Ministry of Education, teachers, learners and the nation as a whole;

- To view Life Skills as a subject, crucial to prepare learners for life and to cultivate citizens to respect moral values, integrity, discipline, etc;
- To appoint teachers who are fully qualified to teach Life Skills;
- To develop a syllabus containing appropriate content for Life Skills; and
- To pronounce Life Skills as an examinable subject.

It remains, however, an ever nagging reality that 51,2 % of our population of working age are unemployed. This dark shadow hangs over 60% of women and 70% of the youth as well. This depressing situation is the direct cause of WAD's training workshops to be totally over-subscribed by young people who, after exiting Grade 12 discover that they are not yet qualified for any worthwhile position in the labour market.

Needless to say, the answer is for the Ministry of Education to establish more campuses for more students to access tertiary institutions and at the same time to bring vocational subjects back to secondary schools, to ensure that learners are equipped with at least a practical skill such as carpentry, welding, tailoring, etc to fall back on after they have completed Grade 12.

A Vote of Thanks: My sincere thanks goes to all international and local donors, as well as our BEE Partners as mentioned elsewhere in this publication, for their unfailing and unselfish commitment and support towards the empowerment of poor communities. It is this kind of humanitarian outreach which brings nations closer together, and which alleviates unemployment and poverty, but enhances self-help and self-sustainability.

My sincere appreciation goes to the Government of the Republic of Namibia, its Cabinet members, Governors, Mayors, Councillors, Tertiary institutions, the business sector, etc for so often leaving their busy offices behind to share development platforms with WAD and for believing in the organisation. WAD remains immensely grateful!

I thank our dedicated trainers and members for their valued contributions towards the cause in which we all so passionately believe.

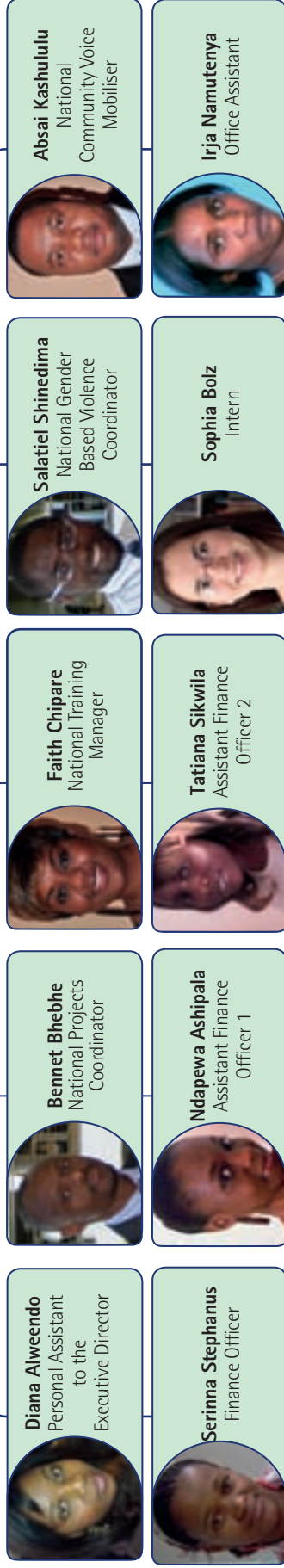
Lastly, to all the amazingly gifted women out there - let us all work together and stand united! The time for change is NOW! Women should rise as a united force to take their future into their own hands! It is time for women to emerge from the kitchen - to the board rooms and Legislative Chambers! It is time for women to use their majority numbers to act like a **majority**! I have often expressed my admiration for the **dynamism** of women. I will never be convinced otherwise.

May God bless Namibia, its leaders and its wonderful people!

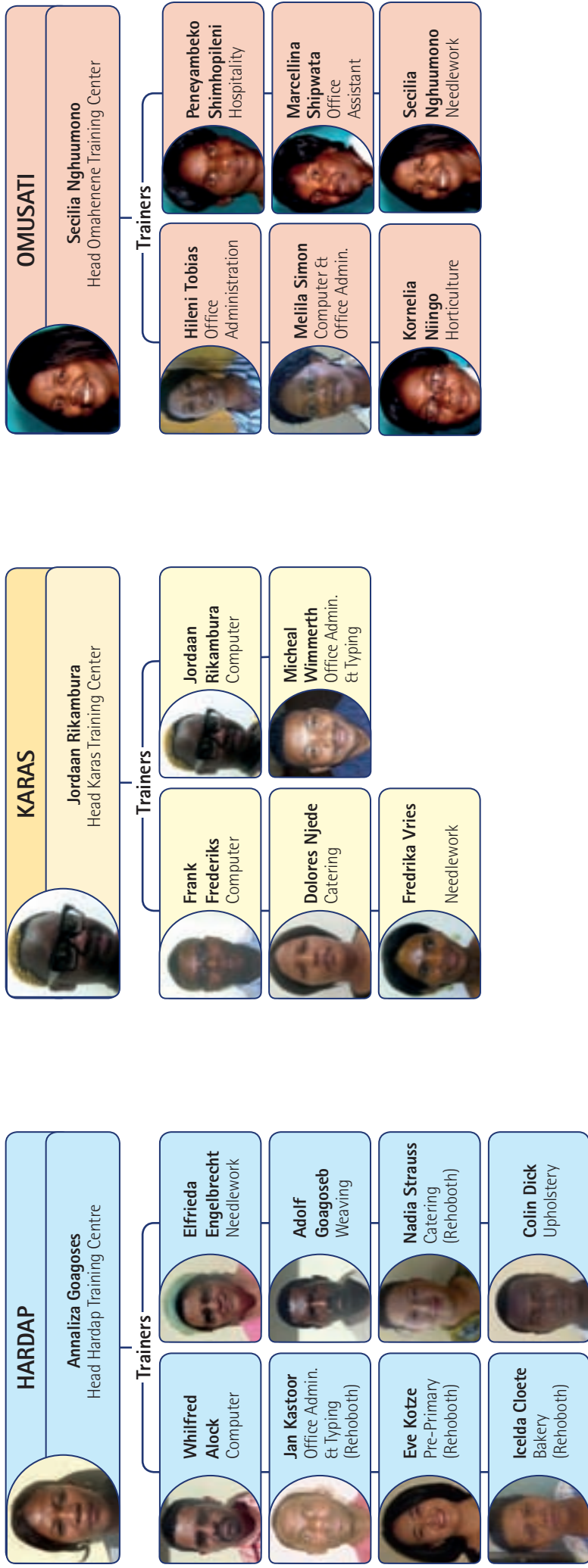
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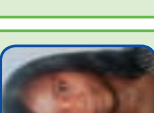
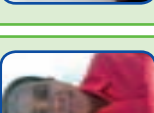
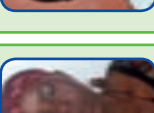
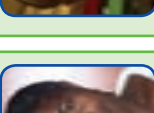
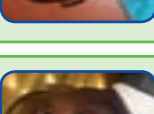
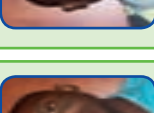

Veronica De Klerk
WAD Executive Director



TRAINING CENTERS

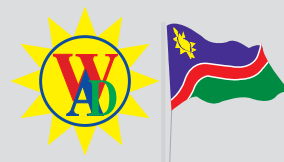
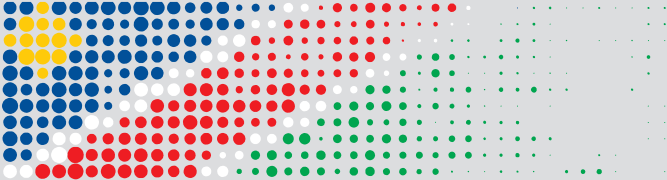


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UNAM law students, former IUM students and WAD trainers who are currently conducting training for the EU sponsored project – "My Rights as a Woman and Namibian Citizen."



Messages from the Donors

Women's Action for Development is very fortunate to have established much treasured working relationships with prominent local and international organisations which have made significant contributions to further the work of WAD.

For WAD it is most gratifying that especially international institutions have taken note of the programmes and activities of WAD, to the extent that they wish to be associated with the work of the organisation.

Whereas WAD, together with the entire Namibian nation, is deeply appreciative of such assistance, it places a great

responsibility on the organisation and indeed on the Namibian nation as a whole, to make the best possible use of any foreign assistance in particular.

It remains the responsibility of the Namibian citizenry to demonstrate proof that any development assistance, be it local or international, has contributed to some degree, to improve the status of Namibians or to make the Namibian nation a more enlightened nation.

WAD furthermore expresses its sincere appreciation to all its donors and Black Economic Empowerment Partners, for

their faith in the organisation and their continued contributions towards broad-based economic empowerment in the country.

I assure donors that the funds which are being availed in good faith, are utilized with great circumspection and for the purpose for which it is intended, while being positive that it will eventually surpass its actual monetary value.

WAD pledges to strive to be worthy recipients of your support and to uphold the good intentions with which such support is offered.



Holger Haibach
Resident Representative

Konrad-Adenauer-Stiftung e.V.



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Adenauer
Stiftung

It is with great pleasure that I extend my warmest greetings to all the readers of the 2012 special edition of the WAD review. The Konrad-Adenauer-Stiftung and WAD have been engaged in a successful partnership ever since WAD was founded in 1994. KAS has contributed to the work of WAD by financial and logistical support for infrastructure as well as projects.

Countless activities, primarily in the field of civic education and women empowerment, have been jointly prepared, organised and conducted.

By implementing the EU co-funded project "My Rights as a Woman and Namibian Citizen! Gender and Human Rights Awareness-Raising for Namibian Citizens" we have entered into a new phase of our partnership that will hopefully promote the underlying principles of both of our organisations – democracy, rule of law and human rights – even more. Thus, I wish WAD and all its partners continuous success. Let us all make the beautiful country of Namibia even a better place to live in.



Raul Fuentes Milani
EU Ambassador

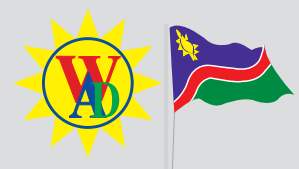
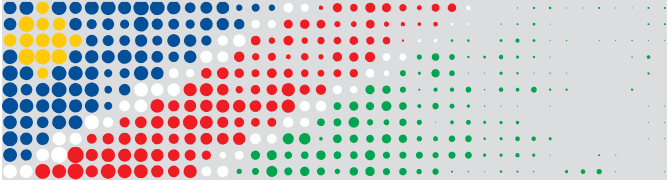


When reflecting on a year past it is important to also evaluate whether one's activities will have a sustainable impact on the targeted community or society. We at the EU Delegation to Namibia can confidently state that Women's Action for Development (WAD) and the Konrad Adenauer Stiftung's (KAS) national awareness raising campaign "My Rights as a Woman and Namibian citizen" will make a positive and lasting impact. This is because the campaign involves Namibians from all walks of life and aims to contribute to a gender sensitive society where human rights are protected, and women enjoy equal opportunities without fear of discrimination, marginalization or harassment. Very importantly, it also encourages women to claim their rights and to report the violations of these.

This project, supported through the European Instrument for Democracy and Human Rights (EIDHR) with a financial contribution of N\$3 million demonstrates the EU's commitment to promoting women's rights and gender equality worldwide.

We believe that gender equality is not only a fundamental right but also an imperative for economic growth and social cohesion. Our Action Plan on Gender Equality and Women's Empowerment in Development for the period 2010-2015, aims to accelerate progress towards the achievement of the Millennium Development Goals, particularly MDG 3 on gender equality and empowerment and MDG5 on improving maternal health.

We look forward to witnessing and experiencing the positive outcomes of this historic campaign and wish WAD and KAS all the best in achieving its objectives.



Messages from the Donors



Carmen Diez
Ambassador of Spain



During the past 3 years, the Spanish Government has been supporting WAD with two projects, aiming to reduce violence against women and girls in Namibia and to change attitudes in gender relations and empowering women in the country.

Through WAD's extensive network at regional and constituency levels, community members, decision-makers, traditional authorities, spiritual leaders, etc from all 107 constituencies in the country have been reached and made aware about the need to curb violence against women

and girls in all its existing forms, as well as about the measures to prevent and combat this type of violence. Training Life Skills teachers is currently taking place in the 13 regions of the country in order to reach 65 000 learners within secondary schools country-wide.

Moreover, I am pleased that the Namibian Government views gender equality as a priority. For this reason Spain has increased in recent years, the prevention, support and recuperation of the victims of gender based violence. Only in societies where there is a real recognition of the importance of women's empowerment and having advanced in that direction, gender based violence is consistently reduced. It is therefore my sincere hope that, through these projects, we will make a significant contribution towards the empowerment of Namibian women, and for the fulfilment of their human rights.



Sakaria Nghikembua
CEO: Operations, Old Mutual



OLD MUTUAL

Old Mutual Namibia is very proud to be a strategic partner of WAD, and has had that association since 2006. It is an association that is mutually re-enforcing. WAD is an empowerment shareholder in Old Mutual and is naturally keen to assist Old Mutual to grow and succeed in Namibia.

Conversely, Old Mutual is eager to contribute to the success and sustainability of such a key and empowering grassroots organization. The work they do in Namibia is fundamental to addressing the skills deficit in our country. This work, in turn, enhances our grassroots' people's

prospects of creating their own employment, thus generating incomes and reducing poverty in communities.

We wish to commend WAD for their dedication to, and perseverance in, alleviating unemployment and fighting poverty in Namibia. WAD has proven to Old Mutual that it is vital for corporates to form healthy partnerships with grassroots organizations to ensure sustainable development at levels where the biggest difference in people's lives can be made.



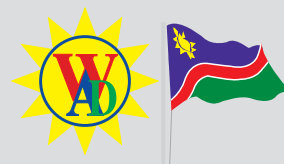
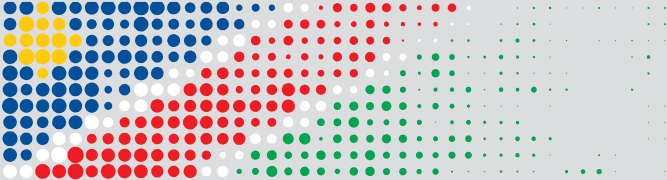
Marcelina Gaoses
MD: Mutual & Federal

MUTUAL & FEDERAL

Mutual & Federal celebrates 90 years of dedicated and professional service in the industry. While the company as it is known today was launched in Namibia in October 1989, its roots go all the way back to 1921. The Company is one of the largest leading short-term Insurers in Namibia today and strives to be the foremost provider of insurance services to both policy holders and intermediaries through quality service backed by exceptional claims administration. In the second half of 2006 the company became 11.42% owned by an innovative black economic empowerment group.

On September 2006 the Mutual & Federal Insurance Company of Namibia signed an agreement with Women's Action for Development as one of their BEE partners. M&F Namibia is very proud to be associated with WAD as they make valuable contributions to the success of the Company and specifically in embedding transformation in the Company relation of existing client's procurement of new clients, stakeholder/corporate relations, including brand building and media relations.

Mutual & Federal is 'Protecting what's important to you'



Messages from the Donors



Erastus Hoveka, Managing
Director of Nedbank Namibia



NEDBANK

Imagine a corporate social investment programme helping to build a Namibia whose citizens are empowered to make decisions for a sustainable future, collaborations that uplift impoverished communities, and help drive growth of small businesses as job creators. Imagine an inspiring programme aimed at conserving Namibia's pristine environment for future generations ... and a programme that enables a young aspiring golf star to visit the home of golf, St Andrews, on his first trip outside the country's borders. These are the realities of Nedbank Namibia's corporate social investment programme and the basic foundation upon which our alliance with Women's Action for Development (WAD) has been built. It is a partnership that we are proud to be part of, excited to be materially involved in and steadfastly committed to ensuring its resounding success.

Nedbank joined forces with Old Mutual Namibia and Mutual & Federal to sponsor the Field Days of WAD in recent years. Considering that WAD has been primed to empower primarily rural men and women in the socio-economic and social upliftment fields for the past 18 years, with the aim of complementing the work of Government in its efforts to reduce poverty and unemployment, this budding partnership has been a mainstay of Nedbank's CSI programme for some time. Since they began almost two decades ago, Field Days have proven to be very popular, with exceptional attendance of decision-makers at regional and local authority levels, community leaders as well as thousands of community members and media practitioners. Ultimately, WAD's training programmes are intended to enhance the unemployed's chances of finding jobs, and to assist in starting their own businesses.

It is in the pursuit of these noble objectives during which we are so aptly reminded that the hand which rocks the cradle is the hand that ultimately rules the world. Nedbank Namibia salutes WAD for your exceptional work and contribution to national pride!



Sebby Kankondi
CEO of Bidvest Namibia

PROUDLY



BID Vest

Bidvest Namibia is all about people. We believe in empowering people and we are proud to inspire and energise communities, especially marginalised women. We do this through opening new doors and opportunities for women that can provide a source of income and restore dignity. One approach is through shareholding ownership.

It is with this mindset that we are proud to be associated with WAD, and we support all initiatives aimed at empowering and uplifting the living conditions of marginalised communities. Through the project called Ekunde, Bidvest Namibia empowers rural women by creating job opportunities for them. The women source traditional Omakunde beans to our canning

business entity and we, in turn, package and can the beans to be sold to the commercial market.

As a wholly-owned and listed Namibian company, Bidvest Namibia employs more than 2,700 people in its fishing, food distribution, retail, industrial and freight business entities. The group is managed with a spirit of determination, commitment and empowerment – elements that have resulted in the successes that the company has achieved since its inception.

We firmly believe in sharing these successes and the lessons-learned as a way of empowerment. It is not strange that Bidvest Namibia is not only committed to Economic Empowerment, but regards it as a regional, national and business imperative. This is not simply philosophical or theoretical endorsement, but strategic for all our operations.

The Ovanhu Trust is the flagship BEE entity of Bidvest Namibia. The Trust owns 14.81% shareholding in Bidvest Namibia, subsequent to the listing of the group on the Namibian Stock Exchange in 2009. Similarly Women's Action for Development is part of the Ovanhu Trust, and therefore is a co-shareholder in Bidvest Namibia.

A black and white photograph of three women, likely Shoprite employees, set against a solid red background. The woman on the left is partially visible, wearing a hairnet. The woman in the center is smiling broadly, wearing a white blazer. The woman on the right is wearing glasses and a dark blazer with a white scarf. The text is overlaid on the red background.

SHOPRITE SUPERWOMEN

As one of Namibia's leading companies in **WOMEN'S EMPOWERMENT**, Shoprite took the time to discover what lies in the hearts of some of its female superheroes:

Anna Garises: Fruit & Veg Department

"I'm single and independent, so Namibian women appreciate that marriage and children aren't their only aspirations."

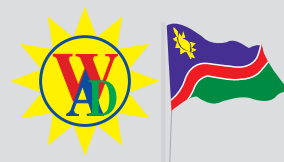
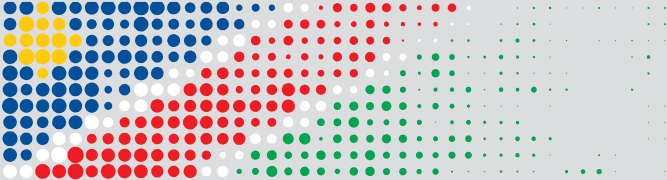
Emily Tjunga: Front End Controller

"Despite an extended family of nine, I work tirelessly because it's not about me: it's about the customer."

Claudia Kakuenje: Front End Controller

"I worked my way up and I'm still rising because if you can dream it, you can be it."

SHOPRITE



Dynamic Women who successfully penetrated the male dominated world

The story of FRANCY BEUKES - Woman pilot makes Namibia proud!

"I'm very grateful to my parents who stood with me and supported my dream"

Francy Beukes held on to her dream to be a pilot until the age of 19 when she started her training. As a result of hard work, in 2011 she moved the big Metal Bird ERJ 135 at Air Namibia. "You know, I am very grateful to my parents who stood with me and supported my dream", she said. Where there is a will, there is a way. This adage has indeed come true for Francy Beukes who, despite having suffered initial hiccups, has succeeded to be counted among the commercial pilots in the country. She completed the commercial pilot course in Namibia Aviation Administration at a young age of 21. More to her credit, Francy has completed various courses that qualify her to fly all kinds of aeroplanes, including the most modern planes, which fly passengers across the world. She already has flying experience of more than 1,600 hours, and carrying 37 passengers at the moment. Francy flies the Embraer Regional Jet to Zambia, Victoria Falls, South Africa, Botswana, Ondangwa, Katima Mulilo, and soon she will be flying all over the world. "I enjoy flying... I enjoy my work, though I always wanted to keep my profession a secret. When I sit in the flight deck, I just feel I am in my office taking care of my duties, and during that time I tell myself that I am going to Zambia, Katima Mulilo or where ever and my passengers are in safe hands," she said. Like many pilots, she began her airline career with a regional carrier. She did not mind about her salary as all she wanted was to fly the Jet. "You have to love flying, because the starting



Francy Beukes - our own fearless female Namibian Pilot

remuneration is very low initially and in addition to that, you are away from home many times, and I don't know if that is desirable for many women," she said. Francy further expressed her observation that female pilots are excellent, adding that there are no particular extra skills or knowledge that male counterparts are better at. In her opinion a lot of women just don't think about flying aeroplanes as a career field to pursue. In conclusion and attributing her success to the Almighty and hard work, Francy encouraged young girls to join this profession, with confidence because female pilots are excellent when they acquire this skill. "JUST GO FOR IT!" exclaimed Francy Beukes.

Dynamic Women...

EMILIA NGHINASHIPO – Building Contractor

Unfortunately the Tender Board has the mentality that men can do better than women in the construction field..." – Emilia

Emilia Nghinashipo is a Namibian entrepreneur who started her career as a site clerk for Nexus building contractors in 2003. Between 2004 and 2005 she was a site clerk during the construction of the gravel road from Nepara – Gava, in the Rundu district. By 2006 she was the secretary of the Ongwediva Nexus Camp and continued being a secretary in 2007 and 2008 on the Ongha Railway.

During October 2009 she was appointed Manager of the Epatululo Trading Enterprises CC where she is currently involved in the construction of the road between Okahao and Outapi and her company is in charge of Labour based road (concrete work).

WAD had an exclusive interview with Emilia Nghinashipo Shimana, who has embarked upon a route that, until recently has been male-dominated. She is a major shareholder in Epatululo Trading, which was recently a beneficiary of the development Bank of Namibia's (DBN) Financial Scheme.

Q: *What was the reason for you having entered the male-dominated world?*

A: Because of who I am! I like being unique, self confident, well motivated and never have I ever stepped back.

Q: *What challenges are you facing?*

A: A lack of experience and being new in the market, there are a lot of small contractors in the industry – so it's hard and difficult to get a job;

- higher costs on hired equipment;
- shortage of equipment;
- sometimes Invoices are not paid on time (due to financial problems)

Q: *Have you been accepted by your male counterparts?*

A: Oh yes, men have been in the market for some time now, and they think that they are the only ones who can do construction work. Now they are dominating more than 80% of tenders. Unfortunately the Tender Board has the mentality that men can do better than women in the construction field. There



Emilia Nghinashipo, the brave truck driver



Emilia, the Building Contractor

is much prejudice in society against women in the construction field. Just Imagine: (DR3642 OKAHAO – OUTAPI labour-based road) there are 6 small Contractors, but I am the only woman in the group. All 5 are men. This means that 16,6% are women, while 83,4% are men.

Q: *Have you faced difficulties with your male counterparts?*

A: No. They even help me and correct me where I need help.

Q: *What could be done if women are not accepted. Do we need law intervention?*

A: No – I will just accept the situation and consider it as a challenge and try harder. As I said, at the beginning there was a lot of SMEs in the industry, so we all cannot get jobs at the same time.

Q: *What advice can you give to other women who think they cannot do this kind of work?*

A: Men are just human beings like us. If they can do any job, we can do it as well! Women, let's not just sit down doing nothing or wait for somebody to spoon-feed you. Let's stand up and work on our own. Let's show the men that we can do anything which our physical strength allows us to do!

Dynamic Women...

NANGULA UAANDJA – Managing Director of PriceWaterHouseCoopers

"With every new promotion comes some privileges, but most of all, new responsibilities..." – Nangula

Nangula Uaandja is the Managing Director of PricewaterhouseCoopers and the 2011 Businesswoman of the Year!

PricewaterhouseCoopers (PwC), the financial assurance, tax and advisory services company, with a global outreach, has just made some major announcements of its leadership structure in Namibia. Pulling the reins of this new organisational structure is Nangula Uaandja, the new Managing Director and Partner-in-Charge. Nangula is not a new face at the organisation, as she has grown up with the firm that she literally knows all round like the back of her hand. "I am an open and transparent person who is consistent in words and action" This is one little phrase that Nangula can adequately describe herself with in her new position at PwC.

"With every new promotion comes some privileges but most of all, new responsibilities. I am a person who enjoys challenges because they provide an opportunity – not only to make a difference, but also to grow as an individual – and I will do just that," she says with a big smile on her face.

One of the things that came to Nangula's mind upon being appointed to the new level, was never to invent the wheel, but rather work within the PwC values and beliefs and help her Namibian team chart the way forward.

"I believe as PwC we have defined who we are and where we see ourselves contributing. Thus, I will not see myself changing our Vision and Mission. What I see my team and I doing, is continuing to build on the strong foundation that was already put in place by my predecessors.

We will ensure that we are in contact with our stakeholders and continue to deliver an unmatched service to our clients. Besides maintaining our industry focus and drive, there will be specific emphasis on the Private Company Services, State-Owned Enterprises and Employment Equity," she says.

When compared to other PwC partnerships around the world, Namibia does not seem to offer much business at first glance, but Nangula believes that there is a large scope of business in the country because of the existence of green field projects and opportunity for SME's. The fact that most Namibian business entities are either controlled by, or owned by South African companies, does not matter much. A businesswoman in her own right and qualified Chartered Accountant, Uaandja clinched the top award at a function held in Windhoek last year.

The awards mark the culmination of an extensive search to find rising and established businesswomen from an intense process that judges described as "tough".

A delighted and pleasantly surprised Uaandja said that she feels blessed and has mixed feelings of excitement at the opportunities that lie ahead.

"I am overwhelmed by the amount of time that will be added to my already 150 per cent committed schedule," she said.

As the first Namibian black female to qualify as a Chartered Accountant and the first Namibian female to be appointed



Nangula Uaandja, the first Namibian black female to qualify as a Chartered Accountant

as Audit Partner at one of the big four professional firms in the world, Uaandja says she has always enjoyed being first and the best at whatever she does. Therefore, the award is a complimentary token to her purposeful life journey.

Receiving the award weighs more than it appears. "Jesus once said: "To whom much given, much is also expected." Therefore, this award means giving out more in terms of time, energy, love, availability, empowerment and so forth. Given that I am always excited at the opportunity to give, I believe the future holds much for me to fulfill my dreams and live the life God has created me to do," she added with tears of joy.

Meanwhile, given the daunting task that comes with the award, during her reign, she would like to attract and train more leaders at the African Leadership Institute as well as "spend sufficient time educating more young people, especially women, and empower them to believe in themselves, their God given abilities and utilise them for the benefit of all Namibians," she passionately added.

Dynamic Women...

DR HELENA NDUME – Eye Specialist

"We cannot call ourselves a progressive nation if we still have people going blind from cataracts...!" – Dr Helen Ndume

Dr Helena Ndume: "There's no money in this world that can pay the joy of someone who was blind for so many years and then suddenly regains their vision."

When you talk about Dr. Ndume, you are talking about a Namibian Ophthalmologist, notable for her charitable work among sufferers of eye-related illnesses in Namibia.

To date, Dr Ndume has ensured that some 30,000 blind Namibians have received eye surgery and are fitted with intra-ocular lens implants, free of charge.

She is currently the head of the Ophthalmology Department at the Windhoek Central Hospital, Namibia's largest hospital, and is one of only six Namibian ophthalmologists. Dr Ndume says: "We can't call ourselves a progressive nation if we still have people going blind from cataracts!"

A mother who had never set her eyes on her baby, a poor villager who hadn't worked for years, an old man who had never seen his pension money... these are just some of the thousands of blind Namibians whose lives have genuinely been transformed by the treatment of a woman who they call their "miracle doctor."

And to the many that she treats and inspires every day, she is seen as a 'miracle doctor'. In fact, this year alone, her eye clinics in Oshakati, Katima Mulilo, Engela, Gobabis and at Onandjokwe, which bring in doctors as volunteers from all over the

world to work with her, have given back sight to over one thousand people.

Training in exile:

The elegant Dr Ndume, who hails from Tsumeb, but went into exile at the age of 15, was dissuaded from becoming a fashion designer after high school in exile in the Gambia, by the likes of Nahas Angula, then a principal of a camp school.

Sight restoration, most commonly associated with the miracles performed by Jesus in the Bible, is part of Dr Ndume's daily routine.

Growing up in the South African-occupied South West Africa, as Namibia was then known, Ndume's desire as a teenager was to become a fashion designer. But she soon found that she had to give up her dream.

At the age of 15, Ndume was one of the many Namibians who went through Angola to Zambia to join the liberation movement that ultimately led to Namibia's independence. There, she was housed in camps of the South West Africa People's Organization where she was told that becoming a fashion designer was not an acceptable career path. So instead of following her fashion dream, Ndume was sent to Germany to become a doctor and in 1989 she returned to a liberated Namibia, keen to practise occupational health.



Dr Helen Ndume – "To many that she treats and inspires every day, she is seen as the Miracle Doctor"

She was urged, however, to specialize in ophthalmology and help to tackle Namibia's bigger problem of blindness. In the beginning, Ndume remembers, people were a bit suspicious about having a woman doctor operating on their eyes. But after the first successful medical procedures, everybody started asking for help. "There were a few operations, people who came really blind with visual acuity who could only see light perception. They went back seeing again and that's how the message spread like wildfire," says Ndume.

She returned to Namibia in 1989, completed her medical internship at the Katutura and Windhoek Central hospitals, and with the encouragement of Dr Libertina Amathila, was then off again to Germany where she specialised in ophthalmology at the University of Leipzig. Dr Helena Ndume is truly a tremendous inspiration to other women to enter this exemplary profession... truly a doctor without borders.

Dynamic Women...

TJMAARIJA KAUKUATA –

The only female Lighting Operator in Namibia

"Government should open a training centre for lighting engineering" – Tjmaarija

Tjmaarija is not just the only female lighting operator at NBC, she is the only woman in the whole country, who studied lighting engineering. *"I am feeling blessed and special and I am really proud of being a lighting operator,"* she said confidently.

Her biggest dream is encouraging women to gain strength and stand behind their own conviction. *"They need to be more ambitious and should say to themselves: I will face the challenge, whatever it is."* But her biggest advice for other women is: *First education – then birth!*

Growing up in Omaheke with her parents, Jamaica, as her friends are calling her, moved to Windhoek to attend Primary School. After finishing Grade 11, she met Ernst Herma, who is the manager of Playhouse and became her biggest inspiration in life. Mr Herma encouraged her to discover her talents. She always wanted to become either a teacher or an economist, because she is very good at mathematics. In the long run, her uncle advised her to study lighting engineering. After finishing grade 12 she attended the course with the financial and psychological help of Mr Herma and her uncle. Because there is no course for lighting engineering in Namibia, she had to attend a distant-learning course in South Africa.

Lighting operator is a highly paid job and Jamaica always gets a lot of job offers so that she can afford to reject it or even choose between it. *"And that is what should encourage other women to choose this career". Especially in Namibia*

with an unemployment rate of more than 50 percent, it is a good opportunity not being affected by that.

"The government should open a training centre for lighting engineering," Jamaica claimed. Less than ten lighting operators are working in Namibia: NBC has three, the National Theatre has one and the Playhouse hires only Freelancers. Jamaica has been working for all of them. *"You know, I don't like eating alone, I like to share,"* Jamaica said with a smile on her face. That is why she would like to open the first lighting school in Namibia. Women need to be aware of the course and the opportunities they have when attending this training. Jamaica is the best example to demonstrate that women can prevail in a male-dominated and highly technical domain.

But the success story is faced with challenges in the everyday working process.

The biggest challenge, she has to fight with, is her male colleagues. They do not allow women to be better than themselves and are not taking them seriously. They do not believe that a woman appropriates technical know-how and knows how to manage those things. Despite that fact, the management gives her the chance and time to show how creative she is. *"The most important thing to handle those situations is ignoring and passion. You will find me smiling every time even*



Tjmaarija Kaukuata – "I am really proud to be a Lighting Operator"

when someone is shouting at me. . . That helps me to overcome my challenges." Self-confidence, creativity and passion are the most important personality traits someone should have. Jamaica is the best example.

But her biggest challenge is running a live show with audience. At this time a lighting operator is always under pressure. If the light is placed in the wrong angle, the quality of the whole production is getting worse. *"But mistakes make you get better,"* Jamaica said.

Jamaica is a great inspiration for other women entering a male-dominated sector. *"Don't bring yourself down and don't allow other persons doing it."* That is what she has done her whole life. Although Jamaica is unique in every regard, she is a great inspiration for other women to abolish the exception of being a female lighting operator in Namibia.

Dynamic Women...

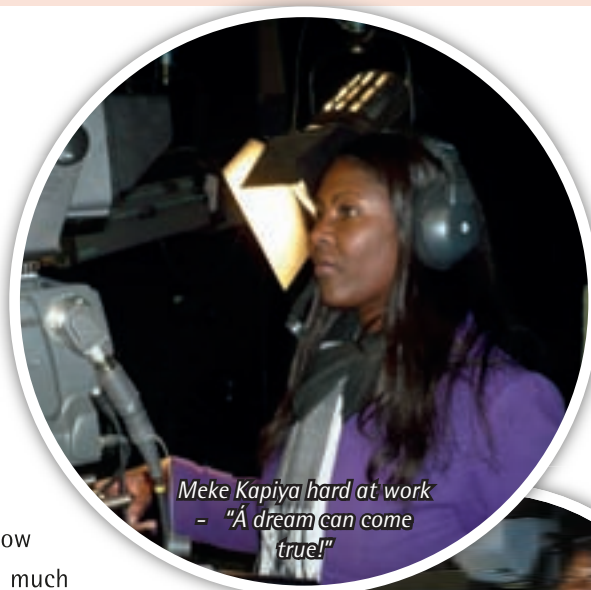
Meke Kapiya – 'The Woman behind the TV camera!'

"My most important lessons in life can only be described by Hard work, Honesty, Love and Trust" – Meke

Meke Kapiya works for the Namibia Broadcasting Corporation (NBC) as a Camera Operator. She is amongst the brave women who have dared to enter the so-called male domain. In her own words, she says *"I feel so proud to be a Camera Operator and thankful to my family for their support. When I work I don't feel like a woman because we are doing the same job as men. But I really enjoy it and like my job."* This of course does not mean that she has pride in her life as she humbly added that *"I want to be remembered as a down to earth person"*. Meke grew up in the Endola Village in Ohangwena Region and attended Primary School there before finishing Secondary School in Oshakati. There after she enrolled for Hospitality Studies and only completed the certificate level. Before completing the Diploma level she switched her career path to pursue a three (3) year Media Technology qualification at the College of the Arts in Windhoek, something she had always wanted. One of her lecturers encouraged her to specialize in Camera work. That indeed unlocked what was to be an exciting venture with her career. Upon finishing her studies, she landed an internship with NBC in 2006 before going back to her rural home. In 2009 Meke applied for a position as Camera Operator with the NBC for which she got the job. The NBC job was her first and she never looked

back until now. Camera work has since become part and parcel of her life and she likes it.

Meke recalls how as a child, she so much fantasized about television, such that at one time, out of childish curiosity she wanted to 'open' the TV set so she could 'touch' the person who was speaking in there. It always bothered her how the TV and radio works. Meke believes that was the time when the 'seed was sown' for her to like media and it became her dream. She soon realized that for her dream to come true she needed to attend Media classes. *"I think a dream can come true."* She said. How she discovered her career path makes her encourage other women to pursue their dream-jobs even if these jobs are dominated by men. *"Women should rise up and take on challenges."* She says. Asked to comment on how she interacts with her male workmates, Meke expressed that her male colleagues treat her well (they even call her Queen Camera Operator) and she has no problems with them as long as she does the same as they do. *"It is not like I am a woman and I can relax. No! I must do the same."* This was her remark. The other important thing to mention is that her job does not interfere much with her



*Meke Kapiya hard at work
– "A dream can come true!"*

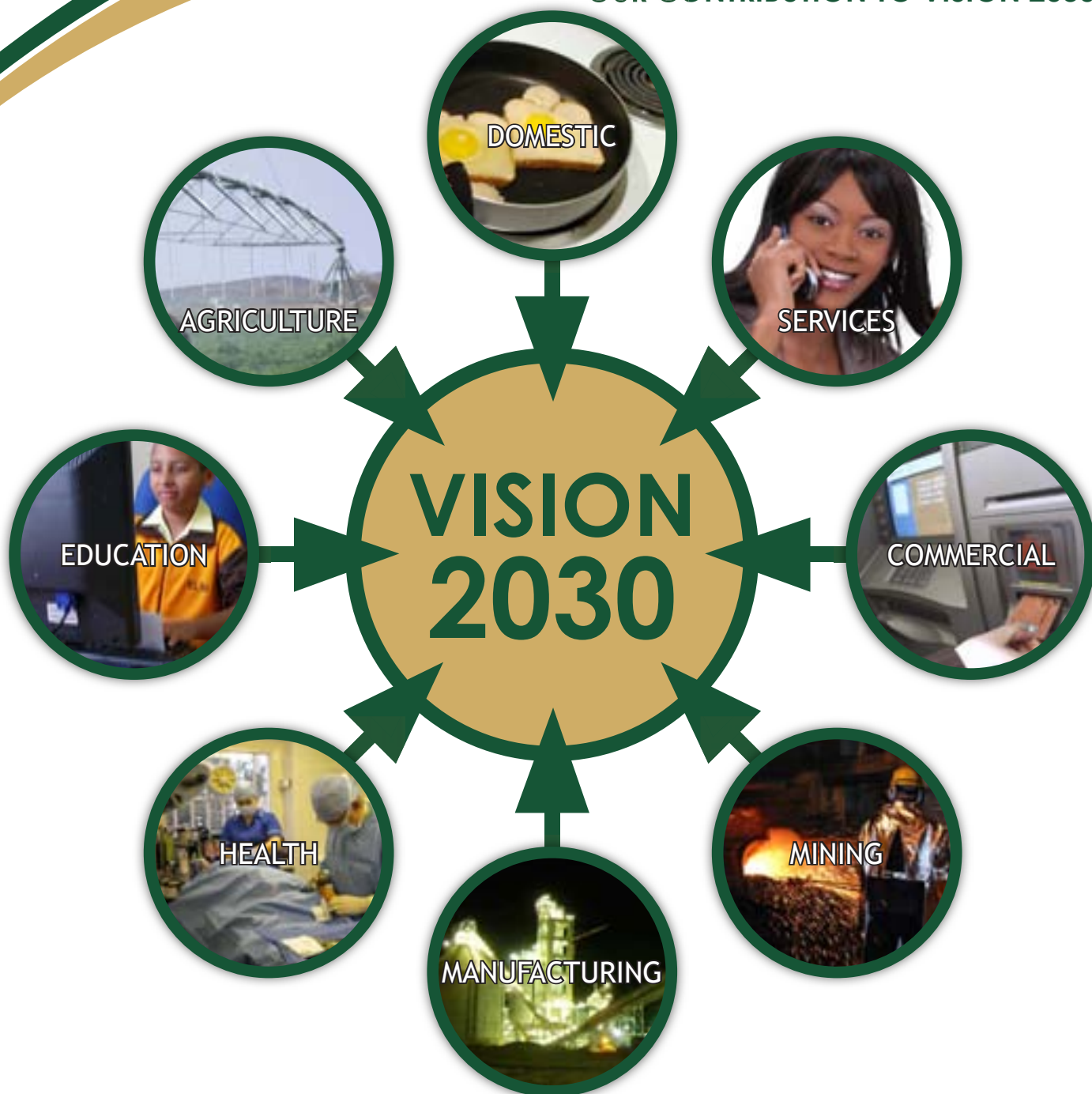


Meke behind the TV camera – "Women should rise up and take on challenges"

private life as a woman and mother most of the times. Meke believes that every woman can do the job *"as long as you are powerful,"* she added. It is of great importance for her to tell the women and particularly young girls of this nation to always try their best to venture into the job areas of their preference adding that certainly women can do the same jobs as men. *"Let's show our energy and power. Viva woman!"* she said. In her closing remarks, Meke who strongly encourages women not to be totally dependent on their male counterparts for everything, said that her most important lessons in life can only be described by the four words... *"Hard work, Honesty, Love and Trust."*

the power of
KNOWING

OUR CONTRIBUTION TO VISION 2030

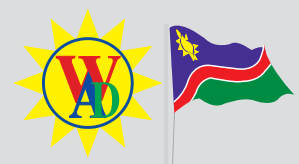
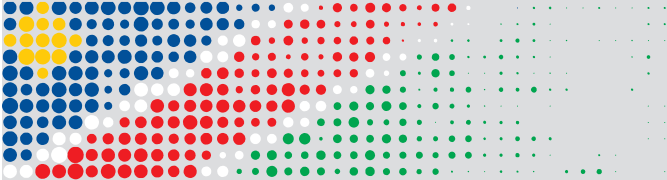


All sectors of the economy make a significant contribution towards the attainment of the noble objectives of Vision 2030. Achieving these objectives calls for proper planning. Knowledge of the power supply situation is therefore key to any sector's planning.

NamPower takes pride in enabling all sectors of the economy to contribute to the attainment of Vision 2030.



Powering the Nation and beyond



Breaking New Ground

WAD is known for its distinct pioneering spirit. It constantly penetrates sensitive and challenging areas where others fear to tread. Its footprint is to be seen in all corners of the country and no stone is left unturned to improve the plight of the poor.

The organisation constantly keeps a pioneering eye on new ground to break...

Powerful Nation-wide project launched to enhance Gender Equality in society

7 September 2011: WAD officially launched this ground-breaking project, to announce the facilitation of an impressive number of workshops in all 107 constituencies of the country, to train women, traditional leaders, spiritual leaders, journalists, regional politicians, party cadres, parliamentarians, the judiciary etc, in the contents of Gender-related laws, Human Rights, the Namibian Constitution, the electoral process etc, in an attempt to mobilize and equip women with confidence to run more enthusiastically for public office, after the results of the 2009 national elections and 2010 regional elections became known.

After these elections, women were profoundly

disappointed that the representation of women in the two Houses of Parliament had dropped significantly from 33% to 23%, 21 years after Namibia gained its Independence.

WAD and the Konrad-Adenauer-Stiftung are acting as the implementing agents of the project, while the Law Faculty of the University of Namibia, the Legal Assistance Centre and WAD's "Regional Community Voice" members are acting as trainers, together with the Ministry of Gender Equality and Child Welfare as supporting Ministry.

This project has a duration of 3 years and is funded by the European Union and the Konrad-Adenauer-Stiftung to the tune of N\$4,8 Million.



WAD enters largest-ever BEE deal with BidVest Namibia

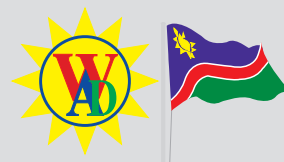
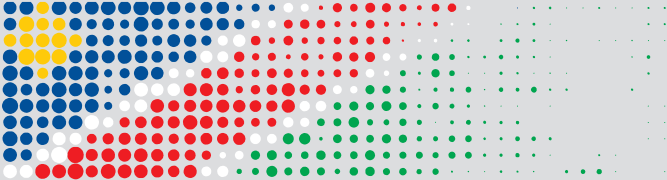
During October 2009 WAD was extremely fortunate to have been included in the largest-ever BEE deal in the history of Namibia – namely the Bidvest Namibia broad-based BEE deal, through the "Ovanhu Consortium", which is the empowerment vehicle for Bidvest Namibia.

This is no doubt, a most welcome shot in the arm for the organization. WAD will reap the benefits through shareholding in the company, Ovanhu Investments, which holds a 14.81% shareholding in Bidvest Namibia. WAD in turn, has obtained a shareholding of 40 896 shares in Ovanhu Investments, with a total share value of close to N\$30 million.



Bidvest BEE Partners in celebratory mood

Needless to say, this model will undoubtedly reduce poverty and unemployment to a large extent, besides its meaningful beneficial impact on the economy of the country.



Breaking New Ground

WAD launches training in the dehydration of fruit and vegetables at its Omahenene Training Centre

WAD trainers and rural communities trained in Food Processing, the Drying of Fruits and Vegetables, the production of Peanut Butter and the professional packaging thereof for the local and export markets:

12 August 2011: This milestone project was officially launched at the WAD Omahenene Training Centre in the Omusati region, at which time 20 WAD trainers across the country, were trained in Food Processing; the Drying of Fruits and Vegetables, the production of Peanut Butter, as well as the professional packaging thereof for the local and export markets.

The training was conducted by a Tanzanian expert, Ms Clara Ibiha, from the "African Women Agribusiness Network in Tanzania" while the packaging training was conducted by GIZ Consultant, Edmund Sunkutu from Zambia. The WAD trainers in turn, were assigned to their respective regions to train other unemployed women in these skills to start similar income-generating ventures.

WAD trainers have hitherto trained 20 unemployed women and men in Gobabis to acquire these skills, as well as 15 women at the WAD Hardap Training Centre at Rehoboth on 10 November 2011, at which time the

Deputy-Minister of Lands and Resettlement, Honourable Theo Diergaardt, officiated during the certificate presentation ceremony. The products have since been sent to India to search for international markets and it is further the intention to package these products for the local markets.

WAD highly commends the GIZ CHANCE Programme for having sponsored the project to the tune of N\$100 000,00 and for reaching out in this manner to poor rural women to acquire these unique skills, which will greatly contribute towards reducing the alarming unemployment rate of 60% among working women in the country.



Students and Trainers pictured during the students' graduation at the WAD Omahenene training centre, Omusati region



Students being trained how to dehydrate vegetables and fruit at the WAD Omahenene training centre, Omusati

Training and creating awareness in all Namibian secondary schools to prevent Gender Based Violence

800 Lifeskills teachers and teacher counsellors trained in Gender Based Violence

4 July 2011: The Namibian society witnessed WAD breaking new ground, when this two-year project was officially launched by the Minister of Education, Honourable Abraham Iyambo, at which time the sponsorship of the Spanish Government to the tune of N\$1 Million was announced.

The project was launched at a time when the Namibian society found itself in a serious crisis of Gender Based Violence and was compelled to admit to itself that the degree of violence against women and girls had escalated so profoundly that the citizenry were compelled to find new avenues to tackle this scourge head on!

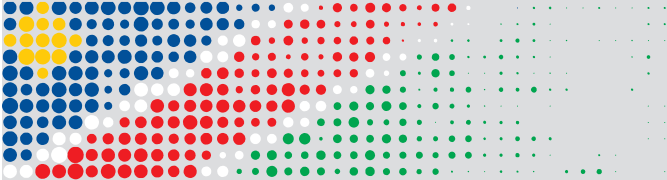
To give impetus to the foregoing, WAD, as the Commissioning NGO and implementer of the project, formed a tri-partnership with the Ministry of Education, as the supporting Ministry, and the Law Faculty of the University of Namibia, as the training institution, to first and foremost, train 800 life skills teachers and teacher counselors in the causes and consequences of Gender Based Violence, after a research was conducted by WAD and the Social Sciences Faculty of the University of Namibia to determine the root causes of violence against women and girls. This training will, in the process, target 67 550 secondary school learners at Junior and Senior secondary school levels, in an attempt to dramatically reduce Gender Based Violence in the Namibian society.

The co-operation among the three aforementioned parties is an excellent example of how Government institutions and the private sector can form

synergies to achieve credible results and value for money invested. WAD expresses its sincere appreciation for the overwhelming willingness of the Ministry of Education and the University of Namibia to put their weight behind this project.



From left: Minister of Education, Dr Abraham Iyambo, WAD Executive Director, Veronica De Klerk, Spanish Ambassador, H/E, Alfonso Barnuevo and Law Faculty lecturer, Prof Nico Horn, during the Official Launch of the Project



Breaking New Ground

Multitudes converge on Windhoek to participate in "The Great Walk Against Corruption"



The Army Land Presidential Guard participated in full force to support "The Great Walk Against Corruption"

28 May 2009: The Anti-Corruption Commission and WAD formed a partnership to co-host this commendable awareness-raising and educative project on this day - "The Great Walk Against Corruption," on which more than 2 000 people from all walks of life participated.

The purpose of this historic project in which an equally historic number of corporate institutions, Ministries, Politicians, civil servants, etc participated, was intended to establish a culture of "Zero tolerance for corruption in the Namibian society." It was further intended to establish a powerful awareness-raising exercise among young and old in Namibia to refrain from engaging in corruption; and to report corrupt practices without fear of retribution.

It was during this time that WAD detected a serious lack of self-confidence and assertiveness among the most marginalized, to rise and speak out against corrupt practices without fear of retribution. Many did not know what the word "corruption" meant, let alone the destructive affects it holds for the poor! It is for this reason that WAD immediately supported and co-operated with the ACC, to assist the institution to disseminate educational materials and to partner on anti-corruption projects, to train the most marginalised to view corruption for what it really is and to become more assertive in exposing and reporting corruption in society.



The City Police and the Namibian Police displayed their Solidarity March against Corruption



Leaders raise their red cards for "Zero Tolerance against Corruption"



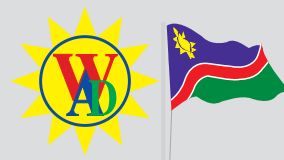
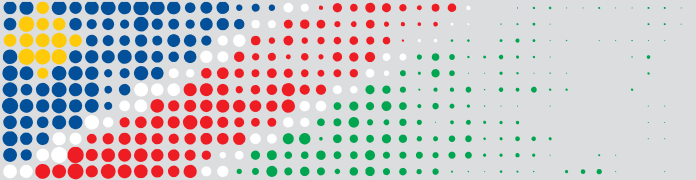
Speaker of Parliament, Theo-Ben Gurirab, arriving at the formal ceremony of the "Great Walk Against Corruption"



Leading the "Great Walk Against Corruption", from left: Deputy-Director of the Anti-Corruption Commission, Adv Erna van der Merwe, Director of the Anti-Corruption Commission, Paulus Noa and WAD Executive Director, Veronica De Klerk



A physically challenged student from the Polytechnic of Namibia could not be deterred to participate in the "Great Walk"



Breaking New Ground

Training of uniformed forces to improve work-related skills



Senior police officials and WAD staff pictured after the graduation of police graduates

65 members of the Namibian Police Force of both genders graduate in English statement-writing and English report-writing; computer literacy; and office administration to improve their work-related skills:

26 October 2010: New on the Agenda of WAD's training programmes, was improving the writing skills of Police Officers in Namibia's official language – English. WAD was very excited to present this course and to present 65 Police Officers of both genders in these skills, because it not only improved the daily communication among Police officers, their seniors and the general public, but also their ability to take down important statements of the public and greatly improved their report-writing in a professional manner.

It goes without saying that correct and logical statements in Namibia's official language, will greatly enhance the course of justice and will ensure that the perpetrators of laws, will pay the price for their criminal deeds.

It is therefore, imperative for Police Officers, as important servants of the public, to be able to state, in clear English language, exactly what they want to say, or what a complainant relates to them, when they take down statements for later use in Court. On the other hand, it will be a great embarrassment if the statements of

Police Officers are so poorly written that a case against a charged person is thrown out because of a confusing statement due to confused language – thereby allowing a perpetrator to get away, scott-free!

Other subjects in which Police officers were trained and presented with certificates, were Computer Literacy and Office Administration, to improve their work-related skills.

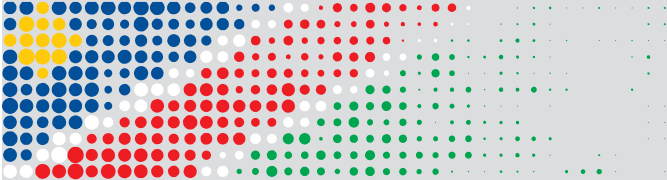
Training 173 members of the Namibian Defence Force of both genders from various regions in Computer Literacy and Office Administration:

2007 and 2009: The consideration to train 173 members of the Namibian Defence Force during 2007 and 2009, was born out of the organization's sincere conviction that the skills of soldiers and officers, who perform vital services in the Defence Force, to maintain peace and stability in the country, should be upgraded with the assistance of the organization to improve their work performance.

It is a known fact that people who perform vital national services should be highly skilled in the execution of their duties, since a lack of skills exercises a tremendous drag effect on their efficiency, while also having dire implications on the country's economy.



WAD Executive Director, Veronica De Klerk, addressing the graduation of Police officials



Breaking New Ground

WAD celebrates women's achievements through "The Women's Celebratory March and Special Celebratory Programme"



Impressive march of female Police officers pictured during the "Women's Celebratory March" en route to the Parliamentary Gardens

**Always desire to learn something useful.
- Sophocles**



An energetic cultural group made a stunning performance that brought life during the Women's celebratory march

2007 and 2008: Women's Action for Development (WAD), established a culture of respect for women's achievements, together with thousands of women who participated in this programme during 2007 and 2008. Women proudly marched to the Parliamentary Gardens in the capital, to participate in the historic "Women's Celebratory March" and Special Celebratory Programme". The purpose was to celebrate their numerous achievements in the Namibian society since the country gained its independence during 1990.

Due to the tremendous inspirational value which this activity held for women, WAD hosted this event for two consecutive years in the capital, in honour of all those marginalized mothers who are feeding their families – very often single-handedly – and all those dynamic women who have made it to the top, in having penetrated all sectors of society despite numerous prejudices facing them to be an accomplished work force.

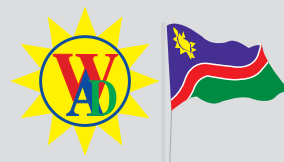
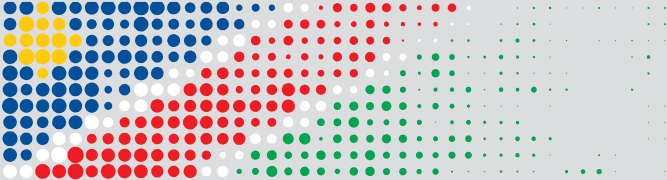
The participating women included women in politics, the Defence Force, including the Air force, the Army, the Navy, the health, education and Legal professions, civil engineering;

chartered accountants; the police force, prisons, commercial banks, churches, the clergy, the NGO fraternity, the media, road workers, street sweepers, and various others.

For WAD and its partners, this was a most rewarding initiative to celebrate and show-case how women have fought their way up, against many odds, into every facet of human activities in Namibia. It took many years of oppression and inequality, but women persevered and were tenacious enough, and resolute in their determination, to prove that they have what it takes to feature where their male compatriots have featured on their own for many decades.



A choir entertained participants during the Women's Celebratory ceremony



Breaking New Ground

Bishop Zephania Kameeta officially launches the publication "Women and Custom in Namibia"

19 November 2008: After a research was conducted by the "Human Rights and Documentation Centre" within the Law Faculty of the University of Namibia, on harmful cultural practices that still impede the development of women and contravene the Namibian Constitution, a book was published entitled: "Women and Custom in Namibia" with the financial support of the Konrad-Adenauer-Stiftung, to make the Namibian citizenry aware of these practices which are still the order of the day.

The WAD Executive Director, Veronica De Klerk, together with other experts, contributed towards articles in the publication: entitled: "Women's Action for Development: 17 years of experience with customary practice in rural Namibia", with the financial support of the Konrad-Adenauer-Stiftung, where after the publication: "Women and Custom in Namibia" was launched on 19 November 2008 by Bishop Zephania Kameeta, President of the Council of Churches, in the presence of 1 800 women from all walks of life, during the "Women's Celebratory Programme" in the Parliamentary Gardens in the capital.

Despite the fact that freedom is guaranteed to all Namibian citizens, including women and children, in the country's highly respected Constitution, the long and hard road which Namibian women and children still had to go, to reach their freedom, stretched dauntingly ahead of them when Namibia gained its independence during 1990!

WAD thus, with vigour and determination, embarked upon numerous educational programmes that would combat outdated, albeit firmly embedded practices, but was soon to realize with what fervor and conviction traditional men still defend those practices.

It was clear that such practices, that still impede the development of women, were instituted by men, for the convenience of men, and for the expression of power over women.



Pictured during the launch of the publication: "Women and Custom in Namibia", from left: Bishop Zephania Kameeta; Dr Oliver Rüppel, Director of the Human Rights & Documentation Centre of UNAM; WAD Executive Director, Veronica De Klerk; and Resident Representative of the Konrad-Adenauer-Stiftung, Dr Anton Bösl

These practices, which are unfortunately still being practiced in Namibia, include "Labola"; Witchcraft; Property Grabbing by extended family members; the lack of Family Planning, etc. lie at the heart of the very foundation of the subjugation of women and their under-development.

Be miserable. Or motivate yourself. Whatever has to be done, it's always your choice.
- Wayne Dyer

The best way to prepare for life is to begin to live.
- Elbert Hubbard

"The best thing about the past is that it's over. The best thing about the future is that it's still yet to come. The best thing about the present is that it's here now."

- Richard Wayne

BEST QUALITY AT BEST VALUE. IN 16 STORES ACROSS NAMIBIA

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Wernhil Park, Windhoek, Tel 061 226544

AUAS VALLEY

Auas Valley, Bessemer St, Windhoek, Tel 061 304548

KATUTURA

Independence Shopping Centre, Windhoek, Tel 061 219603

BPI HOUSE

BPI House, Independence Ave, Windhoek, Tel 061 305873

EROS PARK

Heliodoor St, Windhoek, Tel 061 226700

KHOMASDAL

Visarend St, Windhoek, Tel 061 212687

OKAHANDJA

Voortrekker Rd, Okahandja, Tel 062 504902

OTJIWARONGO

Tuin Ave, Otjiwarongo, Tel 067 303039

SWAKOPMUND

Kaiser Wilhelm St, Swakopmund, Tel 064 405035

WALVIS BAY

Pick n Pay Centre, 8th St, Walvis Bay, Tel 064 205911

TSUMEB

Post St, Tsumeb, Tel 067 221171

OSHAKATI

Oshakati Centre, Main Rd, Oshakati, Tel 065 222944

OSHIKANGO

Main Rd, Oshikango, Tel 065 264799

ONDANGWA

Henning Centre, Ondangwa, Tel 065 241202

RUNDU

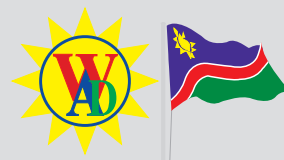
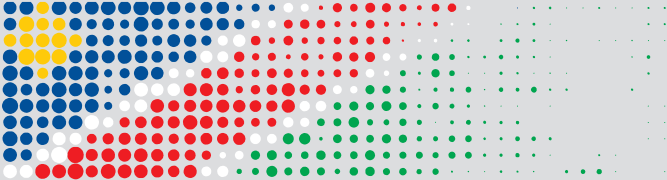
Mangetti Mall, Main St, Rundu, Tel 066 255001

KATIMA MULILO

Zambezi Mall, Hage Geingob St, Katima, Tel 066253044



Pick n Pay
Inspired by you



Spotlight on conferences

The WAD annual conferences have become exciting highlights on the WAD calendar where members are granted the opportunity to grow, as well as to gain new insights and share experiences. The healthy competition spirit which is maintained among delegates is highly stimulating and delegates acquire an excellent impression of how they measure up to other regions.

Members are not only being enriched with new perspectives and innovative ideas from visiting speakers and experts in their fields, but also do they have the opportunity to look at matters from their individual angles. Since members hail from various cultures, the annual conferences continuously reflect the diversity of the cultural landscape in Namibia. There is no doubt that the WAD annual conferences have over the past years, developed into one of the most powerful training tools and have become formidable forums for forceful and enlightening interaction among the organisation's members who hail from all 13 regions of the country.

Much appreciation is expressed towards all speakers, sponsors, delegates etc. who have made conferences highly inspiring events.

2008



Pictured in the front row are: Dr Oliver Rüppel, Director of the Human Rights & Documentation Centre of UNAM and WAD Executive Director, Veronica De Klerk with the conference delegates



Dr Anton Bösl, Resident Representative of the Konrad-Adenauer-Stiftung, addressing the conference



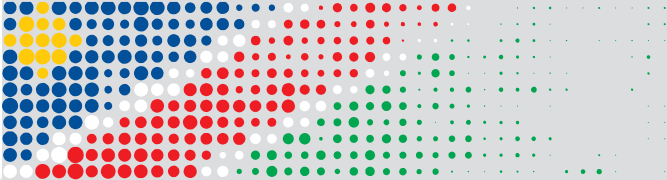
Mr Michael Conteh, Coordinator of the Gender Training & Research Programme of UNAM, addressing the conference on "Child Trafficking & Child Prostitution in Southern Africa"



Members of the Okakarara Traditional Authority Royal House participating in the 2008 conference



Delegates listening attentively to a presentation on "Climate Change"



Spotlight on conferences

2009



Cheerful delegates: WAD Executive Director, Veronica De Klerk and Dr Anton Boesl, Resident Representative of the Konrad-Adenauer-Stiftung, in high spirits at the end of the conference



Proud members of the "Kavango Community Voice" pose with the "Best-performing Community Voice" trophy which they won during the 2009 conference



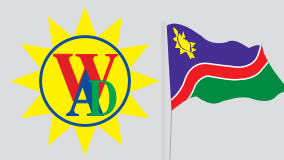
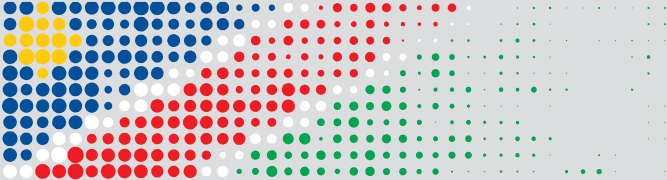
The newly-elected Secretary of the National Community Voice, addressing the conference



UNAM law student, Stephanie De Klerk, had delegates spellbound during her insightful presentation on "Women and Harmful Cultural Practices that Impede their Development"



Embarrassing moments: Late-comers at the conference were crowned "I AM A LATE-COMER!" to maintain law and order



Spotlight on conferences

2010



Chairperson of the Khomas "Community Voice, Tony Jarman, leading the discussions during the 2010 conference



Advocate John Walters, the Namibian Ombudsman addressing the delegates during the WAD Conference 2010



Former Parliamentarian, Andrew Matjila, Evaluator of the Conference 2010, presenting his findings to the conference



A beautiful array of Oshiwambo cultural attire during the 2010 WAD Conference at Greiters.



Some jovial WAD Head Office Staff members confidently posing for a picture while displaying beautiful cultural dresses during the WAD Conference at Greiters



A superb traditional performance by the Omaheke Community Voice



Members of the Ohangwena Community Voice presenting a role play

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A PHRASE.

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IT'S AN ACTION.

By 2001, we at Nedbank Namibia had come to perceive that environmental conservation was no longer a choice. It was a responsibility. One we took very seriously. So we founded the Go Green Fund, which supports individuals and organisations that are actively working towards a more sustainable future for Namibia's people, endemic species and habitats.

You can take action too, by helping us support the conservation projects we select for their holistic approach and positive impact. Make Nedbank Namibia your banking partner next time you buy a house or car and we'll donate to the Go Green Fund on your behalf, at no extra cost.

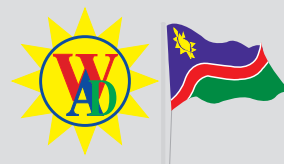
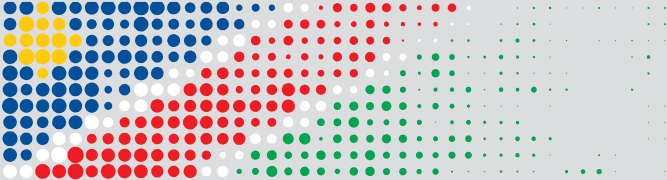
Across Namibia, for Namibia, Go Green is in action.

For more on the Go Green Fund visit www.nedbank.com.na.

MAKE THINGS HAPPEN



NEDBANK



Highlights

Reaching out to influential leaders

WAD has not only left a footprint all over Namibia, but it is constantly reaching out to influential leaders from other African countries.



WAD Executive Director, Veronica De Klerk, with Africa's first elected woman President, Ellen Johnson-Sirleaf, President of Liberia, and delegates from Namibia during a women's conference in Spain



Arch-Bishop, Desmond Tutu from South Africa with WAD Executive Director, Veronica De Klerk, during a conference in Windhoek



Leading businessman and ANC stalwart in South Africa, Cyril Ramaposa, with WAD Chairperson, Anne Gebhardt and WAD Executive Director, Veronica De Klerk during the Official Launch of Bidvest in Namibia in October 2009

The First Lady of Namibia pays a courtesy call to WAD

It was a great honour for the WAD Head Office to welcome the First Lady of Namibia, Madam Penhupifo Pohamba at its Head Office in the capital. The organisation appreciated the recognition of its development work which it had

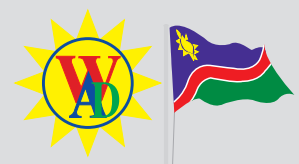
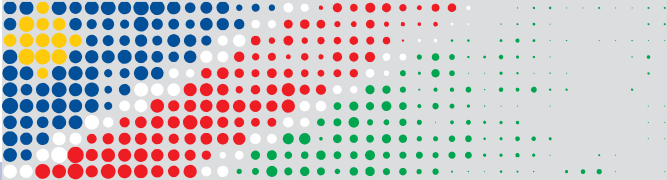
accomplished over the years during her visit, which motivated the organisation profoundly to increase its work to empower more marginalized people across the country.



Welcoming the First lady of Namibia with a bouquet of flowers



First Lady, Madam Penhupifo Pohamba, pictured with some of the WAD Head Office staff during her visit to the organisation



Highlights

WAD participates in the 16 Days of Activism to reduce Gender Based Violence – 2010



Deputy-Chairperson of the National Council, Hon. Magreth Mensah-Williams, addresses the audience



WAD Head Office staff in full support of the "Speak-out-Against-Violence" campaign



Rt Hon. Prime Minister, Nahas Angula, impressed by the participation of toddlers during the event.



WAD Executive Director, Veronica De Klerk in motivational mode at the event



A group of toddlers in protest against GBV and Baby Dumping during the event

WAD scoops top honours at first-ever NGO Expo 2012



WAD Executive Director, Veronica De Klerk, showing exhibits of the winning WAD stalls to the Rt Hon. Prime Minister, Nahas Angula, during the 2012 NGO Expo



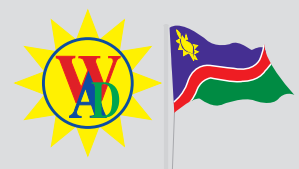
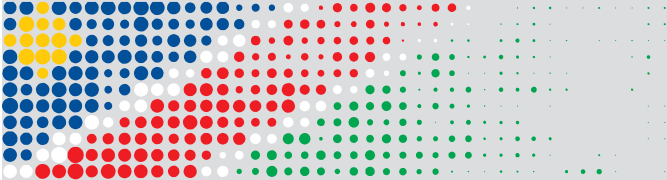
WAD Trainer, Absai Kashululu (in black suit), pictured while receiving the first prize at the 2012 NGO Expo in Windhoek



DO THE RIGHT THING - DRIVE SAFELY

Road safety poses a significant safety risk to our businesses, and we have spent considerable time and energy understanding how to reduce fatalities and incidents on the road in our operations – and we have know-how and learnings to share. Having teamed up private industry, government and NGO's, we recognize the need to help reduce fatalities on our roads, as well as encourage responsible road usage.

- Ensure your vehicle is road worthy (tyres, brakes and lights etc.)
- Do not exceed the speed limits
- Reduce speed during bad weather/poor visibility
- Observe adequate following distance
- Don't text or talk on your mobile phone while driving
- Never drive while under the influence of alcohol or drugs
- Be patient and avoid aggressive situation build-up
- Feeling tired or sleepy? – Take a short break



Field Days and Graduations in Focus

During the past years WAD introduced very successful Field Days within the regions to create an information platform for the interaction of community members, regional and national decision-makers, community leaders, the media, etc to share views on the status of health, education and development in the regions and at the same time provide a platform to graduate unemployed people after various training programmes have been conducted for them in the regions.

I wish to express my sincere appreciation towards all Cabinet Ministers, Governors, Regional Councillors, the Old Mutual Group, representatives of ministries, community leaders, etc for sharing valuable information on how community members can capitalize on the numerous programmes in the health, education and development sectors.

In the same vein, I congratulate the thousands of students who have worked relentlessly to graduate during Field Days, and my special appreciation goes towards the media for their commitment to carry the messages of WAD and decision-makers to all corners of the country.

**“Discipline is the
bridge between
goals and
accomplishment.”
- Jim Rohn**

Caprivi 2008



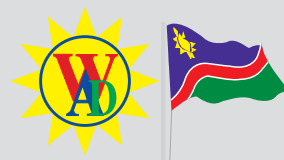
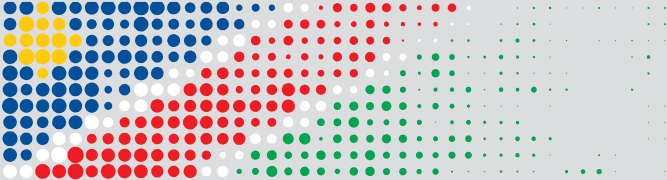
Graduates and leaders of the Caprivi region pictured with the Minister of Youth and Sport, Kazenambo Kazenambo at Katima Mulilo



Governor, Leonard Mwilima dancing with competing culture group



Pictured are leaders of the winning cultural groups



Field Days and Graduations in Focus

**“Panic can
cause confusion,
believe in
yourself and your
faith”
- Zulu Proverb**

Erongo 2008



Students taking the Oath of the WAD Code of Ethics before the graduation at Omaruru, Erongo region



Vote of Thanks: Deputy-Minister of Education, Becky Ndjozo Ojo, receiving a gift from the best-performing graduate



Deputy-Minister of Education, Becky Ndjozo Ojo and Erongo leaders, presenting the graduates with certificates

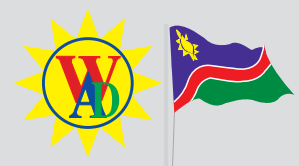
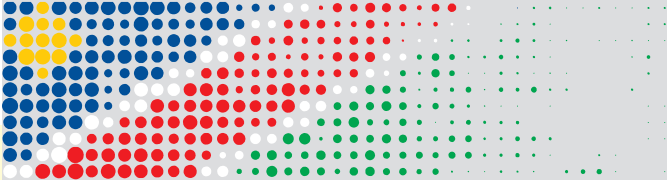
Ohangwena 2008



The late Gabes Shihepo, Deputy-Minister of Safety and Security, presenting certificates to graduates at Eenhana, while the Governor for Ohangwena looks on



The late Gabes Shihepo, Deputy-Minister of Safety and Security, receiving a gift from the Omusati Horticulture Trainer, Kornelia Niingo



Field Days and Graduations in Focus

Kavango 2009



Home Affairs Minister, Rosalia Nghidinwa and the WAD Executive Director pictured with the trainers and graduates at Rundu



Thank you Minister: Home Affairs Minister, Rosalia Nghidinwa receiving a gift from the best-performing computer student at Rundu



This Kavango culture group was a pleasure to experience

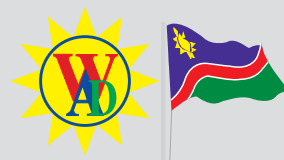
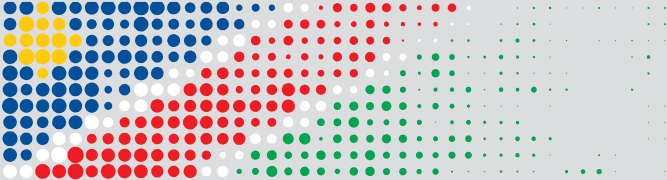
Always desire to
learn something
useful
- Sophocles

Khomas 2009



Minister of Defence, Major-General Charles Namoloh, pose for a photo with the graduates, donors, trainers and Defence Force officials, after the graduation in Windhoek

Pictured are the best-performing students with their trophies sponsored by Old Mutual Namibia and Nedbank Namibia in the capital



Field Days and Graduations in Focus

Okongo 2010



A gift for the Keynote Speaker: Deputy-Minister of Health & Social Services receiving a gift from a member of the WAD Head Office at Okongo



Deputy-Minister of Health and Social Services, Petrina Haingura with graduates and leaders at Okongo, Ohangwena region

Oranjemund 2010



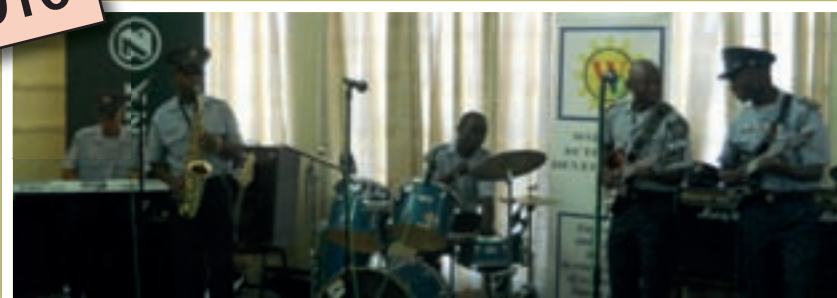
The smallest performing culture group member from Oranjemund WAD ever had at its Field Days!



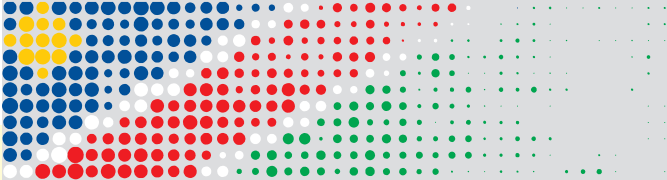
Deputy Minister of Mines and Energy, Willem Isaacks, pose for a photo with the graduates and leaders of Oranjemund, Karas region

Windhoek 2010

**Be gentle to all and
stern with yourself.
- Saint Teresa of Avila**



The police band performing during the graduation of students in the capital



Field Days and Graduations in Focus

Karas 2011



The Deputy Minister of Fisheries and Marine Resources pictured during the presentation of certificates to graduates at Karasburg



Deputy Minister of Fisheries and Marine Resources, Kilus Nguvauva with Karas leaders, trainers and graduates at Karasburg



Karas trainers pictured with toddlers displaying their track suits at Karasburg which they produced



Women performing the "Nama-stap" cultural dance at Karasburg

Omaheke 2011



An all-boys culture group performing during the 2011 Omaheke Field Day at Gobabis



Pictured are speakers officiating during the 2011 Omaheke Field Day at Gobabis

Members of the Tswana Culture Group delivering a lively performance during the 2011 Omaheke Field Day at Gobabis



A better tomorrow requires our best today.



Founded in 2001, Nedbank Namibia's Go Green Fund supports individuals and organisations that are working to create a sustainable future for Namibia's people, natural habitats and endemic species.

Organisations like Eco Awards, which recognises establishments in tourism that operate on eco-friendly best principles, by recycling or reusing resources and reducing waste. The desert flower icon of the Eco Awards programme is now displayed at qualifying accommodation establishments around Namibia.

With every Namibian who embraces sustainability, our prospects for a better tomorrow keep growing.

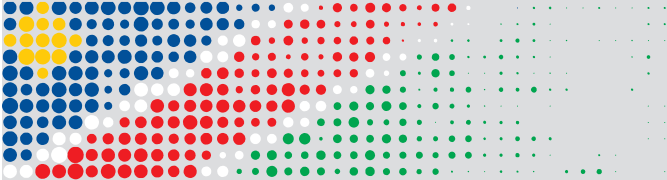
For more on the Go Green Fund visit www.nedbank.com.na.

For more on the Eco Awards visit www.ecoawards-namibia.org.

MAKE THINGS HAPPEN



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Action, Training and Fun



The first group of WAD Trainers being trained in the dehydration of vegetables and fruit at the Omahenene Training Centre, Omusati, sponsored by GIZ



Horticulture trainees working in their successful garden project at Omahenene



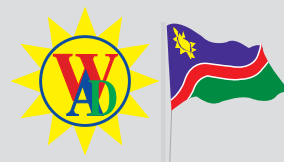
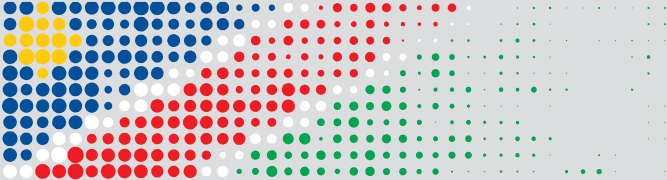
Two members during training in the dehydration of vegetables and fruit and the packaging thereof, at Rehoboth



Production of mushrooms: Two trainees during training to produce mushrooms at Mariental



A beautiful display of carrots before and after dehydration – Omahenene, Omusati region



Action, Training and Fun



Students pose for a while for a picture during one of WAD's numerous training workshops in the capital



Horticulture trainees at Omahehene busy working in their vegetable garden



Social responsibility: Pictured is Ernst & Young Managing Director, Gerhard Fourie, presenting a sponsorship of 10 computers to WAD Executive Director, Veronica De Klerk and members of the WAD Management



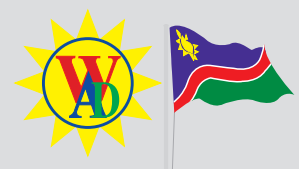
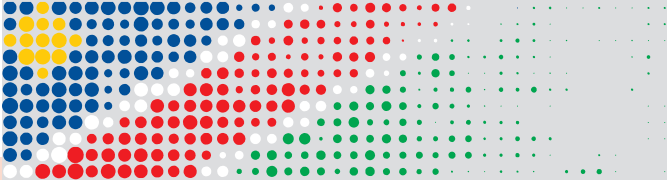
A student in action, producing paper bricks to complement household fuel. This has been one of WAD's most exciting environmental projects



Great moments of fun: WAD trainees pictured on a boat during one of WAD's outings



Great moments of fun: Staff members of the WAD Head Office having lots of fun during a training session at the Greiters Conference Centre



Action, Training and Fun



WAD Head Office staff members showing off Namibia's diverse cultural attires during a National Conference in Windhoek



A WAD Trainer demonstrates to the audience the use of the female condom "Femidom", through WAD's pelvic model, stressing how men can also become involved with female reproductive health issues



WAD Management member, Letha Handura, demonstrates the use of the female condom "Femidom", to UNAM students in the capital, through WAD's pelvic model, to reduce HIV/AIDS



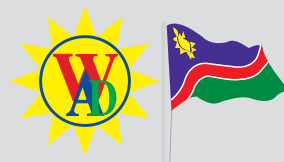
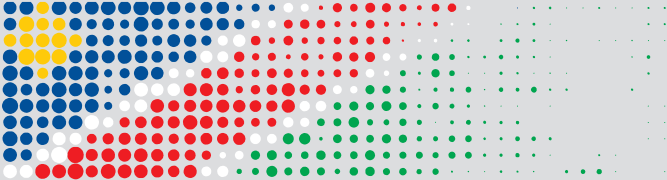
The VM6 Acapella male choir performing at the launch of the Spanish sponsored programme: "Training to Create Awareness in Namibian Secondary Schools to prevent Gender Based Violence"



A culture group competing for a trophy during a Field Day at Katima Mulilo, Caprivi region



Raising the red cards for Zero Tolerance Against Corruption: Anti-Corruption Director, Paulus Noa, flanked by Deputy-Director of the ACC, Adv Erna van der Merwe and WAD Executive Director, Veronica De Klerk, leading the Anti-Corruption March in the capital



Action, Training and Fun



Namport women pose for a picture during the "Women's Celebratory March". WAD has been at the centre of promoting and celebrating women's achievements for the past 18 years



WAD afforded women from all culture groups the opportunity to show-case their beautiful cultural garments during the "Women's Celebratory Programme" in the Parliamentary Gardens



City Police women parade a spectacular march, as they celebrate women's achievements during a "Women's Celebratory Programme" facilitated by WAD



Women from the Otjiherero culture group modelling their traditional and bridal garments during the "Women's Celebratory Programme"



The "Women's Celebratory Programme" attracted a multitude of women and men from all walks of life, to celebrate women's achievements

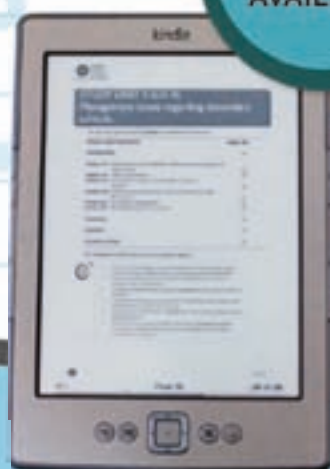


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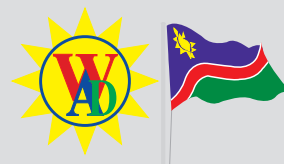
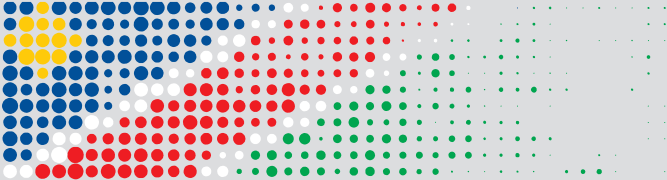


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Tribute to leaders – 18 years

History is made by people – people who are prepared to go the extra mile or even do the extraordinary in order to contribute towards the improvement of the lives of other people, especially those who need it most. During the 18 years of WAD's existence, the organisation had the privilege of working with leaders for whom it was a calling and honour to go the extra mile for those who put them in positions of power. Their contributions made things easier for WAD. They took our hand to cross rivers and in so doing, we could assist them in turn, to leave a footprint.

WAD says THANK YOU to all and wish them great success, while we jointly work towards a better tomorrow for our land and its people. **Veronica De Klerk**



His Excellency President Hifikepunye Pohamba: Keynote Speaker, WAD Conference 2005, Greiters Conference Centre



His Excellency Dr. Sam Nujoma, Founding Father of the Namibian Nation: Keynote Speaker, WAD Conference 2000, Otjiwa Lodge



First Lady, Madam Penehupifo Pohamba, Keynote Speaker, Ohangwena Field Day 2006



Madam Kovambo Nujoma, Keynote Speaker, 2002 International Women's Day, Windhoek



Rt. Hon. Thoe-Ben Gurirab Former Prime Minister of the Republic of Namibia, Keynote Speaker WAD Annual Conference 2002 - Otjozondjupa Region



Rt. Hon. Hage Geingob, Former Prime Minister of the Republic of Namibia, delivering his Keynote Address during the 1999 WAD Annual Conference at Otjiwa Lodge, Otjozondjupa Region



Hon. Dr. Libertina Amathila, Prime Minister of the Republic of Namibia: Keynote Speaker - Oshikoto Field Day 2005



Hon. Netumbo Nandi-Ndaitwah, Minister of Woman Affairs and Child Welfare, addressing the WAD Annual Conference 2000



Hon. Nangolo Mbumba, Former Minister of Finance, officially opening the 1998 WAD Annual Conference at Otjiwa Game Ranch



Hon. Nickey Iyambo, Former Minister of Regional and Local Government and Housing, delivery his Keynote Address during the 2001 WAD Annual conference at Swakopmund



Hon. Nahas Angula, Former Minister of Higher Education, Training and Employment Creation, addressing the Official Opening of an Israeli workshop, hosted by WAD in Windhoek during 2000



Hon. Joel Kaapanda, Minister of Regional and Local Government and housing, delivering his Keynote Address during the 2003 WAD Field Day at Omahenene, Omusati Region



Hon. Minister of Justice and Attorney General Pengukeni Ithana: Keynote Speaker - Otjozondjupa Field Day 2005



Hon. Minister of Health and Social Services, Dr. Richard Kamwi: Keynote Speaker, Omusati Field Day 2005 and Kavango Field Day 2006



Deceased Hon. Minister of Safety and Security, Peter Tsheehama: Keynote Speaker, WAD 2006 Conference on Violence



Hon. Minister of Gender Equality & Child Welfare, Marlene Mungunda: Keynote Speaker - Field Day Kunene Region 2005



Hon. Minister of Labour and Social Welfare, Alfeus Inaruseb: Keynote Speaker - Field Day Erongo Region 2005



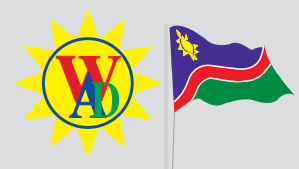
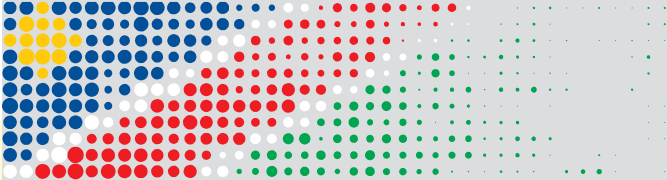
Hon. Minister of Home Affairs, Rosalia Nghidinwa, WAD Conference 2005



Prof. Lazarus Hangula, Vice-Chancellor-UNAM, Tri-Partnership partners in Research project: Violence Against Women and Girls



Hon. Moses Amweelo, Former Minister of Works, Transport and Communication worked with WAD members on the northern railway line



Tribute to leaders – 18 years



Hon. Martin Kapewasha, former Deputy-Minister of Lands, Resettlement & Rehabilitation, sharing a platform with WAD at a Press Briefing during 1997, on needlework training for women with disabilities, at the Okuryangava Disability Resource Centre, Katutura



Hon. Hidipo Hamutenya, Former Minister of Foreign Affairs, delivering his Keynote Address during the 2003 WAD SADC Conference in Windhoek



Hon. Gabriel Shihepo, Deputy Minister of Information and Broadcasting, officiating during the official launch of the "Development Through Radio" programme during 2001 at Mahenene



Hon. Deputy Minister of Education, Dr. Becky Ndojze-Ojo: Keynote Speaker - Omahake Field Day 2005



Kavango Governor: Hon. John Thighuru, Speaker at Kavango Field Day 2006



Hon. Dr. Albert Kawana, Former Deputy Minister of Justice, receiving the National Women's Voice in Windhoek during 2003



Hon. Dr. Kaire Mbuende, Former Deputy Minister of Foreign Affairs, delivering his Keynote Address during the commemoration of the International Women's Day 2003 in Windhoek



Hon. Prof. Gerhardt Töttemeyer, Former Deputy Minister of Regional and Local Government and Housing, receiving the National Women's Voice at his office in Windhoek



Hon. Margie Mensah, Deputy Chairperson of the National Council of Namibia, conference speaker during the WAD Annual Conference 2000



Hon. Alfred Dax, Member of the National Council of Namibia, during the 2002 Hardap Field Day at Rehoboth, Hardap Region



Hon. Generosa Andowa, Member of the National Council, officiating at the Opening of the NID / WAD Seminar on Democracy during 1998 at Mahenene, Omusati



Oshikoto Governor, Hon. Penda Ya Ndakolo, Speaker at the Oshikoto Field Day 2006



Hon. Simson Tjongarero, Governor for the Kunene Region, addressing the official launch of the WAD in Kunene during 1999



Hon. Grace Uushona, Governor for the Otjozondjupa Region, addressing the WAD Annual Conference 2000



Hon. Samuel Nuuyoma, Governor for the Erongo Region, addressing the official launch of the WAD Training Centre at Karibib, Erongo Region during 2001



Hon. Sakkie Kayone, Governor for the Omusati Region, addressing the Omusati Field Day 2001



Hon. Ua-Ndjarakana, former Governor for the Otjozondjupa Region, addressing the 1998 WAD Annual Conference at the Otjiwa Game Ranch



Hon. Pieter Boltman, Governor of the Hardap Region, Officially introducing the "Hardap Women's Voice" at Gibeon, Hardap Region, during 1997



Hon. Asser Mbai, Regional Councillor for Okakarara, inaugurating members of the "Otjozondjupa Women's Voice" at the WAD Field Day, Okakarara during 1998



Hon. Titus Ainima, Regional Councillor for Omusati addressing the WAD Field Day at Mahenene, Omusati



Hon. Paul Tataone, Governor for Omaheke during the WAD Field Day 2000



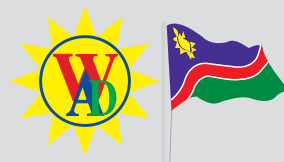
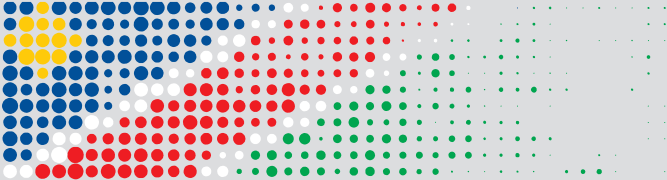
Hon. Muukwilongo, former Governor for the Omusati Region, inaugurating the "Omusati Women's Voice" at the WAD Field Day, Mahenene, Omusati



His Worship, Councillor Ales Jazama, Mayor of Karibib, addressing the official launch of the WAD Training Centre at WAD Training Centre at Karibib, during 2001



Her Worship, Councillor Moderatha Shaduka, addressing the WAD Annual Conference for 2000, at the Otjiwa Game Range



Tribute to leaders – 18 years



His Worship, Chief Tjikuua, Mayor of Okakarara, delivering an address during 1998 WAD Field Day, Otjozondjupa Region



His Worship, Councillor Rehabiam Katjiyova, Mayor of Gobabis, Omaheke Region, during the 2003 WAD Omaheke Field Day



Her Worship, Councillor Theresia Samaria, Mayor of Walvis Bay, during the 2001 WAD Annual Conference at Swakopmund



His Worship, Councillor Paul Goagoseb, Mayor of Outjo, during the 2002 WAD Field Day at Khorixas, Kunene Region



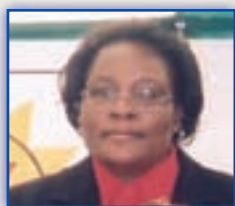
Her Worship, Councillor Jahannalina Ipula Damases, Mayor of Okahandja, during the 2002 WAD Annual Conference at Rock Lodge, Otjozondjupa Region



His Worship, Councillor Engel Nawatiseb, Mayor of Tsumeb, Speaker Oshikoto Field Day, 2006



King Justus Garoeb, MP, officially launching WAD in the Kunene Region during 1999



Her Worship, Councillor Sabina Mufenda, Mayor of Rundu, Speaker Kavango Field Day 2006



Her Worship, Councillor Frieda Murorua, Deputy Mayor of Khorixas, during the 200 WAD Field Day at Khorixas, Kunene Region



Her Worship, Councillor Mirjam Volobola, Deputy Mayor of Swakopmund, during 2001 WAD Annual Conference, at Swakopmund



Hon. Patricia Siska, MP during the WAD Conference 2000



Senior Headman, Oswin Mukulu, speaking frankly on cultural practices that inhibit women's growth, at the WAD Field Day, Mahenene, during 1997



Chief Kooper pictured during the first WAD meeting at Hoachanas, Hardap Region



His Excellency, Fransco Ortiz De Zuniga, Ambassador of the European Commission, during an Award Ceremony of the 1998 WAD Annual Conference, at Otjiwa



Dr Harrison Kojwang, former Director of Forestry, Ministry of Environment & Tourism, sharing a platform with WAD during a Media Briefing during 1998



Chief Maharero, addressing the official launch of WAD in the Omaheke region, at Otjinene during 1999



Her Worship, Cnllr. Priscilla Beukes, Mayor of Mariental, officiating during the Hardap Field Day at Rehoboth during 2001



Hon. Karel Kisting, Reg. Councillor for Gibeon, during the 1999 Field Day for Hardap



Hon. Herman Ausiku, Omusati Regional Councillor, addressing the 2000 Field Day at Mahenene, Omusati Region



Cnllr. Bernadette Jagger, addressing the WAD Field Day 2000, Kunene



Vice Captain Rooi, delivering a strong message to the community of Gibeon during the WAD Field Day at Gibeon, Hardap Region during 1998



Dr. Hamata, Director of Health & Social Services, addressing the WAD Field Day at Mahenene, during 1998



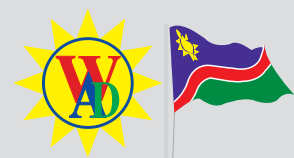
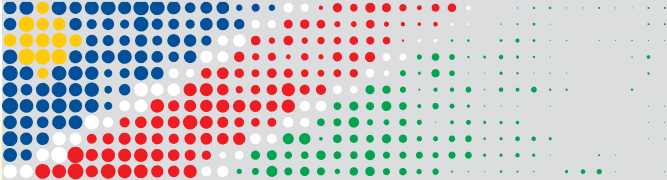
Paulus Noa, Director - ACC, WAD Partner Anti-Corruption Choir Competition



BMS Programme Executive, Beryl Möhr, donor of WAD training programme



UNFPA Country Representative Nuzhat Ehsan, speaker, International Women's Day 2005



Tribute to leaders – 18 years



Bishop Dr. Zephania Kameeta and GCAP Ambassador for Namibia, 2006



Rev. Phillip Strydom, Secretary General - Council of Churches and partner in the 'King's Daughter' project



Rev. Justine Haipinga (ELCIN) officiating at the Ohangwena Field Day 2006



Very Reverend Nangula Kathindi, former WAD Chairperson



Ms Ruusa Kayoo, Ministry of Gender Equality, Speaker Ohangwena Field Day 2006



Monika Tjizembisa, Kunene Liaison Officer: Ministry of Women Affairs & Child Welfare, during a certificate presentation ceremony at Opuwo, during 2001



Commissioner of Prisons, Evaristus Shikongo - Tri-partnership partner: Research project: Violence against women and girls



Ms Theresia Basson, Regional Officer for Hardap Region, addressing the WAD Field Day at Gibeon, during 1998



Dr Wolfgang Maier, former Resident representative: Konrad-Adenauer-Stiftung



Marcel Jouve, Councillor of the French Embassy, Speaker during the inauguration of the WAD Computer Centre, Hardap Region



Gersom Katjimune, Mutual and Federal BEE Partner



Linda Schulz, Speaker during WAD Media Briefing - sponsorship, Old Mutual



Nedbank Marketing Manager, Vido Kozongoror - Speaker all WAD Field Days 2006



Marketing Manager - Nedloans, Isabella Huri-hess/Hauses, Speaker Official Launch, WAD Anti-Corruption Choir Competition, 2006



Wellknown Singer, the late Jackson Kaujeua, Adjudicator - WAD Anti-Corruption Choir Competition, 2006



Manager - A-Z Investment, Tontata Shimi: Consultant - WAD Anti-Corruption Choir Competition, 2006



Programme Officer Theo Uvanga - GCAP - Global Call to Action Against Poverty, sponsor



Gayton McKenzie - Motivational Speaker, WAD Annual Conference 2006



Selma Gases, Chairperson National Women's Voice 2005-2007



Karas Deputy Director of Education, Cecilia Mosters, Speaker - WAD presentation of pelvic models, Keetmanshoop 2006



Mr Colin Usurua, Director of Human Resources: AgriFutura Training Institution, during the WAD Annual Conference for 2000, Otjiwa Game Ranch



Ms Marianne Shalumbu, Chief Liaison Officer in the Ministry of Women Affairs, during the 2003 WAD Field Day at Omahenene, Omusati Region



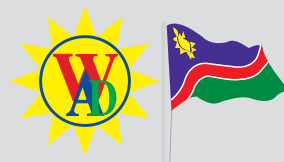
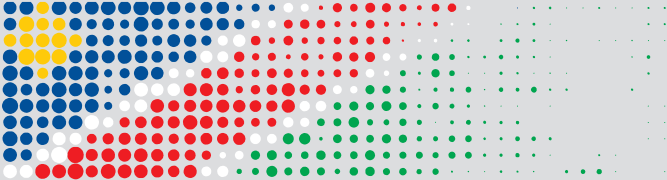
Ms Helena Shifotoka, Administrator: Health Prog.: MoHSS, during the 2003 WAD Omusati Field Day at Omahenene



Dr Malinda Bosshardt, Superintendent of the Mangettie Dune Hospital, during the 2002 Otjozondjupa Field Day



Mr Linus Garoeb, Kunene/Erongo Director of Education, officiating during the 1999 WAD Field Day at Khorixas, Kunene



Tribute to leaders – 18 years



Mrs Magdalen Peiterse, Head of the Teachers' Resource Center, addressing the WAD Field Day at Rehoboth, Hardap Region during 2001



Pastor Angela Veli from the Evangelical Lutheran Church officiating during the WAD Annual Conference 2000 at Otjiwa Game Ranch



Mrs Chrisna Greeff, Managing Director of Democratic Media Holdings, pledging assistance to WAD at a Media Briefing, during 1998



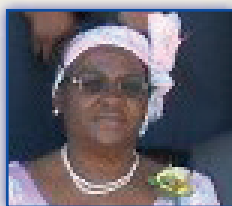
Mrs Marie van Wyk, businesswoman at Rehoboth, addressing the WAD Field Day at Rehoboth, Hardap, During 2001



Mr Clement Daniels, Director: Legal Assistance Centre addressing the WAD conference 2000



Hon Abraham Iyambo Minister of Education officiated during the launch of the Life Skills project - Training and creating awareness in Namibian Secondary Schools to prevent GBV in 2011



Dr Elizabeth Amukugo, Faculty of Education - University of Namibia was one of the speakers at the WAD Khomas Field Day 2010



Helster Gawanab councillor Katutura central constituency Khomas was one of the speakers at the WAD field day in the Khomas Region in 2010



His Worship Cllr Derek Klazen Mayor of Walvis Bay was a delegate and gave the welcoming remarks during the WAD field day graduation in Walvis Bay in 2012



Hon Alpheus Naruseb Minister of Lands and Resettlement was the Keynote Speaker at the WAD Aranos field day held in August 2011



Hon Cllr Fidelis Sheyapo councillor for Anamulenge Constituency- Omusati Region was the Keynote Speaker at the WAD GIZ Drying of Fruit and Vegetables graduation in Omahehene Training Centre in Omusati 2011



Hon Kilius Nguvauva Deputy Minister of Fisheries and Marine Resources officiated at the WAD Walvis Bay Field day as the Keynote Speaker in 2012



Hon Theo Diergaardt Deputy Minister of Lands & Resettlement and Reg Councillor for the Hardap Urban West Constituency was the Keynote Speaker at the WAD GIZ Drying of Fruits and Vegetables graduation at Rehoboth Training Centre in 2011



Hon. Bernhard Esau - Minister of Fisheries & Marine Resources officiated as Keynote Speaker at the WAD field day in Karas Region in 2011



NAMPOL Deputy Inspector General Vilho- Hifi ndaka officiated as one of the Speakers during the WAD Khomas field day graduation ceremony in 2010



Hon. Petrina Hainguru - Deputy Minister of Health and Social Services was the Keynote Speaker during the WAD field day ceremony in Gobabis in 2011



Honourable Bernadus Swartbooi, Governor of Karas Region was one of the Speakers during the Karas field day graduation ceremony in 2011



Honourable Erastus Uutoni, Deputy Minister of Safety and Security was the Keynote Speaker at the WAD Khomas field day graduation ceremony in 2010



Honourable Paulus Ephraim, Regional Councillor of Karasburg was one of the Speakers during the WAD Karas field day in 2011



Mr Gernot De Klerk, Senior Marketing Manager at NEDBANK was one of the Speakers during the WAD Khomas field day graduation ceremony in 2010



Ms Martha Mururua, Executive Retail Mass at Old Mutual Namibia was one of the Speakers during the WAD Khomas field day in 2010



Ms Nathalia Goagoses Director of Education was one of the Speakers during the WAD Omaheke field day graduation ceremony in 2011



Bartholomeus Pieters, Former Mayor of Rehoboth Town Council gave the welcoming address at the WAD GIZ Dehydration of Fruits and Vegetables graduation at WAD Rehoboth Training Centre in 2011

“A good head and a good heart are always a formidable combination.”

- Nelson Mandela



THE DISABILITY BENEFIT TRUST

ABOUT THE DISABILITY BENEFIT TRUST

The Disability Benefit Trust (DBT) is an independent trust that beneficiates Namibians living with physical disabilities. The beneficiaries of the Trust are limited to Namibians and Namibian institutions that aim to improve the economic lot of predominantly racially disadvantaged persons living with disabilities. The Disability Benefit Trust was established in 2006 and is incorporated under Stimulus Private Equity (Pty) LTD under the Stimulus Trust. The beneficiaries are chosen at the discretion of the Trustees.

WHY THE DISABILITY BENEFIT TRUST

The Disability Benefit Trust (DBT) is a not for gain organization. The trust was established by Stimulus to act as its Corporate Social Responsibility vehicle that is geared to address and aid the plight of the physically disabled individuals and institutions. Due to the magnitude of its ideals, the Trust is empowered to source funding from other institutions, apart from Stimulus. It is our believe that through the Disability Benefit Trust that we can make a meaningful contribution towards addressing the plight of the physically disabled within our communities.

AIMS AND OBJECTIVES OF THE DISABILITY BENEFIT TRUST

1. Promote and facilitate the provision of services for health, treatment, rehabilitation, social security and education for Namibians affected by disability.
2. Raise public awareness and initiate educational programmes on issues associated with Disability.
3. Advocate for the human rights of people living with or affected by disability.

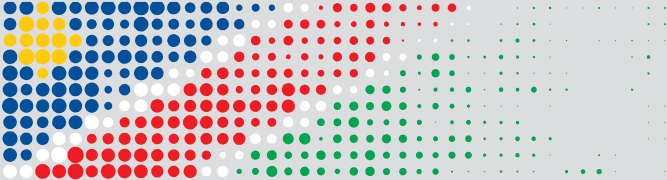
TRUSTEES:

Tamani Ndauendapo (Chairperson), Ebenecia Tjiveta, Cynthea Martin-Haihambo, Afrika Jantjies

THE DISABILITY BENEFIT TRUST

Tel.: 061 402 528 Fax: 061 402 527

7th Floor BPI House, 269 Independence Avenue,
Windhoek, Namibia

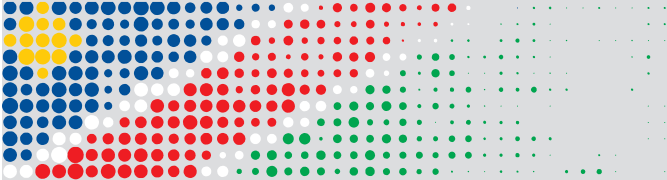


Thank you media



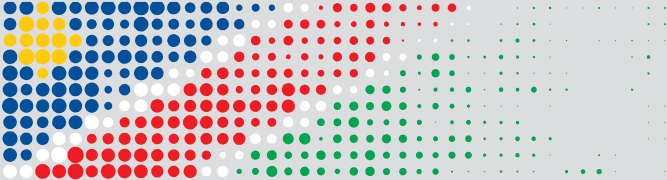
Looking back, the media has, through its positive reports on the organisation's development programmes, greatly contributed towards motivating rural people to move out of the shadows to achieve. Their reporting has enhanced the organisation's chances of attracting more donors. For this, WAD salutes the Namibian media for proving to be unfailing allies for a cause of national interest and looks forward to continuing relationships of warm and friendly co-operation.



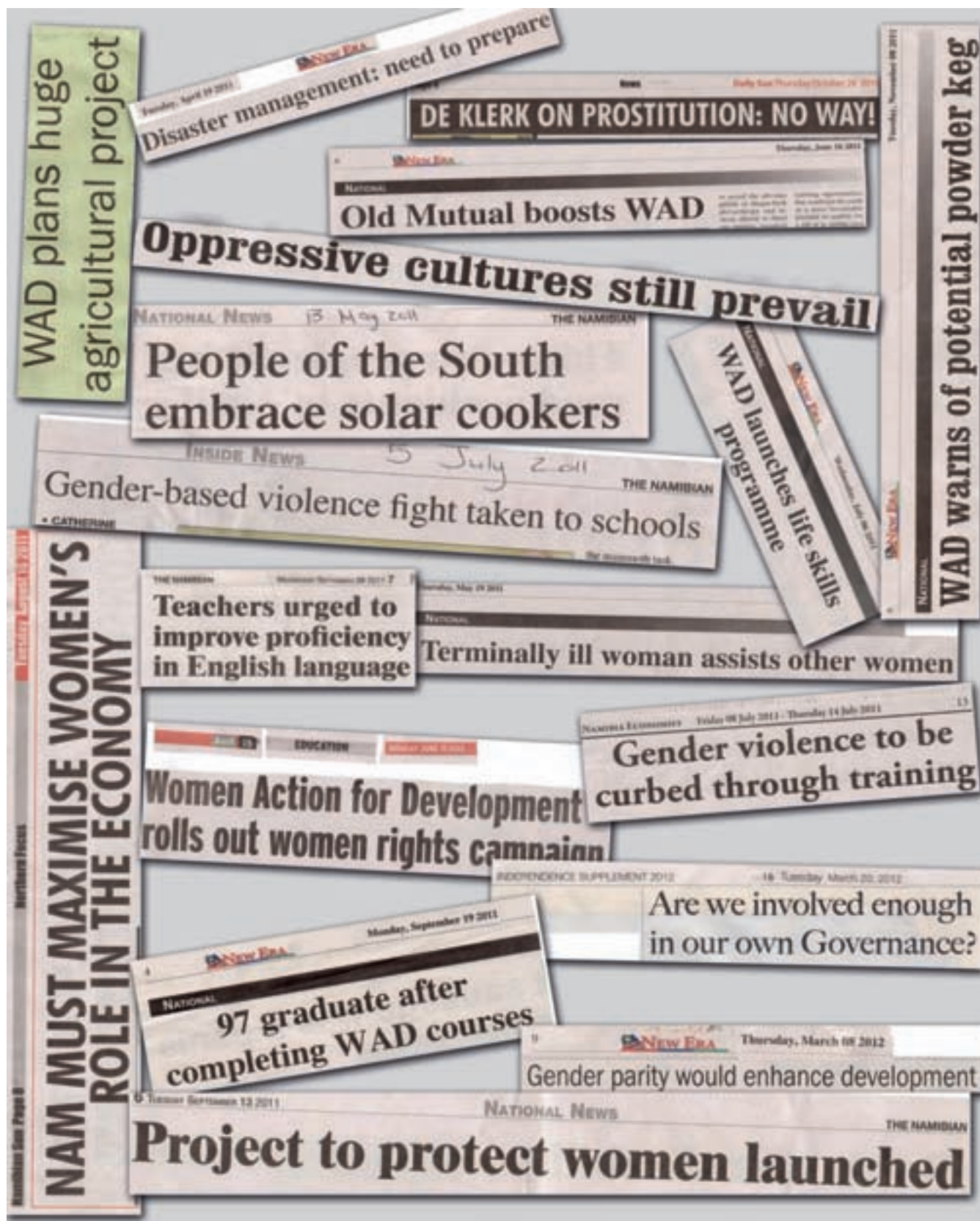


Thank you media





Media extracts



hebhzibah *Rehabilitation* centre

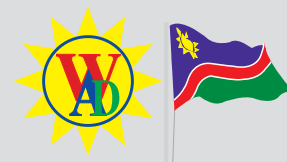
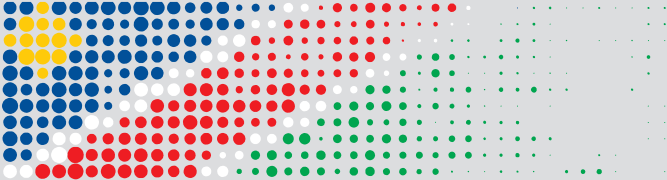


"The yoke shall be broken because of the anointing"
Isa 10:27

**Hebhzibah Rehabilitation Centre For Alcohol and Drugs
and Stress Rehabilitation and Treatment**

**Plot 30 Nubuamis Brakwater Windhoek. P. O. Box 11973 Klein Windhoek
Contact person: Cynthea Martin - Haihambo**

Mobile: 0812537069



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Namdeb

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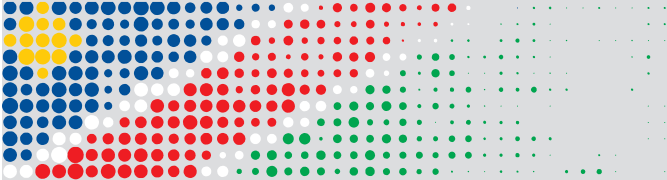
Namibian Broadcasting Corporation

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Acknowledgements - 18 years

The Board of Directors of Women's Action for Development (WAD), would like to express its sincere appreciation and gratitude towards its Main Donor, the Konrad-Adenauer-Stiftung, as well as the following persons and institutions, for their valued contributions, without their support, financial or otherwise, WAD would not be able to operate so successfully:

NATIONAL:

- His Excellency, Hifikepunye Pohamba
President of the Republic of Namibia
- Madam Penhupifo Pohamba - First Lady of the Republic of Namibia
- His Excellency, Dr Sam Nujoma Father of the Namibian Nation
- Rt. Hon. Nahas Angulo - Prime Minister of the Republic of Namibia
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- Hon. Dr Libertina Amathila - Deputy Prime Minister of the Republic of Namibia
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- Hon. Pendukani Ithana, -Attorney-General of Namibia
- Hon. Hidipo Hamuteya -Former Minister of Foreign Affairs
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- Hon. Alpheus Naruseb - Minister of Labour and Social Welfare
- Hon. Rosalia Nghidinwa- Minister of Home Affairs

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- Foreign Affairs
- Gender Equality and Child Welfare
- Health & Social Services
- Mines and Energy
- Information and Broadcasting
- Regional and Local Government & Housing-Safety and Security

Regional

- Regional Governors
- Education and Health Authorities
- NGO's
- Spiritual Leaders and Traditional Authorities

Local

- Chairmen and members of village Councils
- Mayors and Local Councillors
- Traditional Authorities

Others in Alphabetical Order

- Agrifutura training Institution
- Beret Baumann (Germany)
- Catholic Aids Action
- Churches
- The Council of Churches in Namibia including
- All churches across the country
- Conference speakers

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- Rennies Travel Namibia
- Old Mutual Namibia Limited
- Nedbank Namibia Limited
- Mutual and Federal

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-European Union

- First National Bank of Namibia Ltd
- Finnish Embassy
- French Embassy
- Government of the Kingdom of Spain
- MTC
- Namdeb
- Namib Mills (Pty) Limited
- Nolidep - Ministry of Agriculture, Water & rural -Development
- Schoemans Office Systems
- Shell Namibia Limited
- United Nations Population Fund

Educational Institutions

- Ella Du Plessis Senior Secondary School
- Holy Cross Convent
- Jan Jonker Afrikaner Senior Secondary School
- Namibia College for Open Learning- NAMCOL
- Polytechnic of Namibia
- University of Namibia
- Windhoek Teachers' Training College

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- Ministry of Foreign Affairs- Israel
- The Golda Meir Mount Carmel International
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- Anti-Corruption Commission
- Global Call to Action Against Poverty - GCAP
- LARRI
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- French Association of Friendship & Solidarity with African Peoples (AFASPA)
- UNESCO
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- Mannel Kolle, Paarl SA
- Medrescue Namibia

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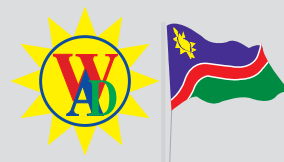
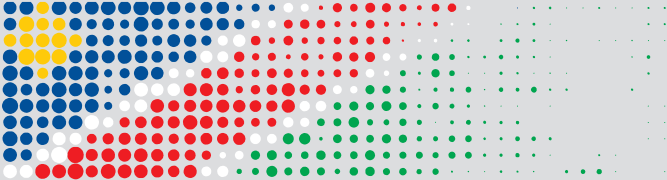
- Allgemeine Zeitung
- Die Republikein
- Flamingo
- Namibian Broadcasting Corporation
- Television and Radio- and all language services
- Namibia Economist
- Nampa
- New Era
- ONE Africa Television
- Society Magazine
- South African Broadcasting Corporation
- The Big Issue
- ("Kyknet")
- the Namibian
- Namibian Institute for Democracy
- National Social Marketing Programme .

NASOMA

- Office of the Government Attorney
- Office of the Ombudsman
- Tsumis Agricultural College
- WAD Regional Co-ordinators,

Trainers and Staff

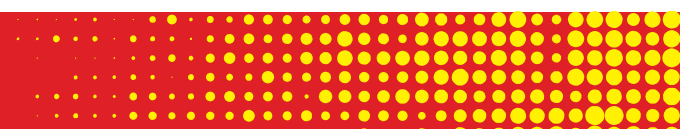
- Women's Voice Members
- WAD Members



Find WAD here!

REGION	NAME	POSITION	TELEPHONE	FAX	POSTAL ADDRESS
Head Office					
Khomas	Veronica De Klerk	Executive Director	061-227630	061-400156	370, Windhoek
	Diana Alweendo	Personal Assistant to the Executive Director	061-227630	061-400156	370, Windhoek
	Faith Chipare	EU Project Manager	061-227630	061-400156	370, Windhoek
	Bennet Bhebhe	National Projects Co-ordinator	061-227630	061-400156	370, Windhoek
	Salatiel Shinedima	Gender Based Violence National Co-ordinator	061-227630	061-400156	370, Windhoek
	Serinna Stephanus	Finance Officer	061-227630	061-400156	370, Windhoek
Training Centres					
Hardap Training Centre	Annalisa Goagoses	Co-ordinator	062-524329	062-524329	3027, Rehoboth
Karas Training Centre	Jordaan Rikambura	Co-ordinator	063-226401	063-226402	354, Keetmanshoop
Omahenene Training Centre	Secilia Nghuumona	Co-ordinator	065-250340	065-250340	144, Oshakati
Community Voice Offices					
Caprivi	Isaak Manze	Chairperson	081 3069978	066-252869	574, Ngweze
Kunene	Emilia Ntinda	Chairperson	081 6027002	065-273393	285, Opuwo
Otjozondjupa	Theresia Kuukenge	Chairperson	081 2963974	061-302711	504, Otjwarongo
Omaheke	Ebenhard Hengari	Chairperson	081 6701600	062-564376	1240, Gobabis
Karas	Jordaan Rikambura	Chairperson	081 6164717	063-226402	354, Keetmanshoop
Kavango	Ruben Satumba	Chairperson	081 2064424	066-255789	95, Rundu
Erongo	Laurencia Urikhos	Chairperson	081 6345024		370, Windhoek
Omusati	Hendrina Anghuwo	Chairperson	081 2842670	065-231592	366, Outapi
Oshikoto	Lydia Nghikembwa	Chairperson	081 4949074		370, Windhoek
Hardap	Theodor Saal	Chairperson	081 7250350	063-244018	221, Mariental
Oshana	Ailly N Shikongo	Chairperson	081 6208176		370, Windhoek
Khomas	Tony Jarman	Chairperson	081 3389349	061-400156	370, Windhoek
Ohangwena	Peingondjabi H Sheya	Chairperson	081 4219549		

If you can dream it, you can do it. - Walt Disney



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For over ninety of these years in Namibia, Old Mutual has operated in Namibia and as the country's premier financial services institution providing tailored financial solutions to individuals and businesses alike. Old Mutual has also established itself as a responsible corporate citizen, dedicated to investing in the sustainable development of the communities in which it operates.

Meeting our customers' needs is at the centre of all our activities. We give our corporate clients access to the best financial advice and products. Our offerings are designed to provide our clients access to sound professional advice which leverages the wisdom and collective experience that we have gained over the years.

Through our wide range of products and services we cater to a broad clientele, providing customer-tailored solutions. Our offering includes life insurance, investment solutions, asset management, infrastructure funding, property development and management, as well as private equity, amongst others. The diversity of this offering allows us to service the simplest financial needs for individuals as well as provide complex financial solutions for organizations in both the private and public sectors.

Our solid financial position stems from consistently solid performance, which has enabled us to have a strong capital position and healthy balance sheet. Stakeholder confidence is reflected by an increasing balance of funds under management. With access to international markets, we are geared perfectly to take advantage of a wider set of opportunities whilst at the same time adhering strictly to the local regulatory framework in order to ensure that the interests of our shareholders are protected.

With over six hundred employees across Namibia, Old Mutual employs, nurtures and refines the talent it attracts. We believe that this investment in our people bears direct relation to our strong performance and presence in Namibia. We rely on the wisdom, experience and talent of our people. With this in mind we make every effort to provide a stimulating environment that is conducive to our employees' ongoing learning and development.

We realize that the ongoing development of infrastructure in our country is the building block that will secure a competitive and sustainable future for Namibia and we have taken practical steps to invest in the development of infrastructure. In 2010 we proudly unveiled Namibia's first ever 'green building', Mutual Tower, which is the largest post-independence investment made in Namibia.

Economic transformation is an integral part of our strategy. We put great effort into bridging the income distribution divide that exists in Namibia and we do so as part of a collective effort between government and the private sector. Our aim has been to increase opportunities for Namibians to empower themselves through various platforms and strategic partnerships.

In this vein we have successfully continued our BEE partnerships with community organizations and groupings with an aim of empowering previously disadvantaged sectors of Namibian society. Ultimately, this will also create new market opportunities for Old Mutual. Through the Old Mutual Foundation, our corporate social investment vehicle, we are able to implement a wide range of social initiatives throughout Namibia, illustrating our commitment towards the development of the communities in which we operate.

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**For further details, contact:
Marketing Executive**

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