

REPORT OF THE
WORKSHOP TO INITIATE THE
INTEGRATED AREA BASED PROGRAMME
IN MARIENTAL

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6 - 8 MAY 1994

MARIENTAL

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WORKSHOP OBJECTIVES

1. To enable participants to understand the Integrated Area Based Programme (IABP) - its objectives and approach
2. To describe IABP activities underway in rural districts in Northern Namibia
3. To share information on the key development issues in Mariental
4. To share information on current development activities and projects being carried out in Mariental, and those planned for the future
5. To identify possible partners in the Mariental IABP, their roles and responsibilities
6. To develop a detailed Plan of Action for IABP activities in Mariental in 1994

WORKSHOP PROGRAMME

FRIDAY 6 MAY

- 08.30-08.45 Welcoming address (Mayor of Mariental)
- 08.45-09.30 Introductions
Participants' expectations and workshop objectives
- 09.30-10.30 UNICEF/Government Programme of Co-operation 1992-1996: an overview
The IABP as part of the Programme of Co-operation
(Ms Chinemana - UNICEF Project Officer/IABP)
Questions and discussion
- 10.30-11.00 TEA BREAK
- 11.00-13.00 The IABP concept:
 - programme objectives
 - programme approaches and strategy
 - programme activities: Child Survival, Protection and Development
 - programme tools: the Triple A Cycle, the Conceptual Framework and the community-based information system
(Ms Sijaona - UNICEF Consultant)Questions and discussion
- 13.00-14.00 LUNCH
- 14.00-14.30 Video: The Spirit of Tsandi
- 14.30-15.30 Panel Presentation:
The IABP in Namibia - experience to date:
 - how the programme started
(Mr Mwenda - Development Cluster/CCN)
 - mobilisation and sectoral activities in Uukwaluudhi
(Mr Shileka - UNICEF APO/IABP)
 - the role of the Regional Council
(Mr Ipinge - REO/Omusati)
 - programme partnerships: roles and contributions
(Mr Mwenda - CCN)
- 15.30-16.00 TEA BREAK
- 16.00-17.00 Questions and discussion

SATURDAY 7 MAY

- 08.30-08.45 Review of Day 1
- 08.45-10.15 Small group discussions:
What are the key problems in Mariental, which groups are most
affected by the problems?
Presentations by small groups
- 10.15-10.45 TEA BREAK
- 10.45-12.30 Small group discussions:
What are the causes of these problems - using the Conceptual
Framework
Presentations by small groups
- 12.30-13.30 LUNCH
- 13.30-15.00 Small group discussions:
What programmes are in place designed to solve these problems?
Presentations by small groups
- 15.00-15.30 TEA BREAK
- 15.30-17.00 Small group discussions:
How can these programmes be improved or extended, what else needs
to be done?
Presentations by small groups

SUNDAY 8 MAY

- 08.30-08.45 Review of Day 2
- 08.45-10.00 Small group discussions:
What do we hope to achieve with the IABP in Mariental?
Presentations by small groups
- 10.00-10.30 Plenary session: how can we make these achievements a reality?
- 10.30-11.00 TEA BREAK
- 11.00-13.00 Small group discussions:
Developing a Plan of Action for the IABP in Mariental - what steps do
we need to take?
Presentations by small groups and adoption of the Plan of Action
- 13.00 Closing address

LIST OF PARTICIPANTS

	NAME	ORGANISATION/AGENCY	ADDRESS
1	T S Shileka	UNICEF/IABP	Uutapi, Omusati Region
2	E L Mwenda	CCN/Development Cluster	Box 41, Windhoek
3	H U Ipinge	Omusati Regional Council	P Bag 523 Ombalantu
4	S U Kayone	Omusati Regional Council	P Bag 523 Ombalantu
5	M T Joseph	CCN/IABP	P Bag 508, Tsandi
6	H J van der Westhuizen	Ikhomi-Hos Project	P O Box 273, Mariental
7	J Swaartbooi	Local Council	P O Box 344, Mariental
8	A Kamburute	Deputy Mayor, Mariental	P O Box 193, Mariental
9	B Bohetile	Roman Catholic Hospital	P O Box 52, Mariental
10	A Gariseb	MRLGH: Community Activator	P Bag 2017, Mariental
11	S Onesmus	Directorate of Comm. Dev.	P Bag 2017, Mariental
12	S Stephen	CHDG Community Group	P O Box 421, Mariental
13	A Muller	Namibia Housing Action Group	P O Box 2353, Windhoek
14	J Eiman	Ikhomi-Hos Project	P O Box 273, Mariental
15	A Teclamariam	Saamstaan	P O Box 20307, Windhoek
16	E Gawachas	Community Project	P O Box 545, Mariental

	NAME	ORGANISATION/AGENCY	ADDRESS
17	F Gawachas	Chairperson, CHDG Project	P O Box 52, Mariental
18	T Basson	Hardap Regional Council	P Bag 2017, Mariental
19	L Basson	Local Council	P O Box 325, Mariental
20	K van Rooyen	Mayoress, Local Council	P O Box 273, Mariental
21	P van Zyl	Hardap Regional Council	P O Box 480, Mariental
22	L Jacob	Women's Project Leader	P O Box 586, Mariental
23	G Kearns	MOHSS	P O Box 266, Mariental
24	U A Gases	Hardap Regional Council	P Bag 2017, Mariental
25	M K Nuseb	Hardap Prison	P Bag 2135, Mariental
26	M J Gunje	Mariental Municipality	P O Box 110, Mariental
27	P Nghiwilepo	Ministry of Youth & Sport	P O Box 755, Mariental
28	H Khoe-Hob	Ministry of Education & Culture	P O Box 2002, Mariental
29	E Beukes	IKhara-Tsasib	P O Box 172, Mariental
30	B Gowases	BRICKS	P O Box 20642, Windhoek
31	N Uirab	BRICKS	P O Box 20642, Windhoek
32	S Sijaona	UNICEF Consultant/IABP	P O Box 1706, Windhoek
33	L Kazombaue	Namibia Development Trust	P O Box 8226, Windhoek

	NAME	ORGANISATION/AGENCY	ADDRESS
34	A Mwazi	Department of Works	P Bag 2002, Mariental
35	C Clarke	Women's Desk	P Bag 461, Mariental
36	S Katykui	Tsara-Xaaibes Project	P O Box 101, Mariental
37	T Iijambo	UNICEF Consultant/IABP	P O Box 1706, Windhoek
38	M Afrikaner	Ikara Tsasieb Project	P O Box 235, Mariental
39	J J Roman	Aimalaagte	P O Box 448, Mariental
40	R Roman	Ikara Tsasieb Project	P O Box 448, Mariental
41	K Huiseb	SWAPO	P O Box 325, Mariental
42	K Esterhuizen	Umbili Squatter Community	
43	M Kooper	Umbili Squatter Community	
44	F Basson	Umbili Squatter Community	
45	B Basson	SWAPO	P O Box 325, Mariental
46	F Basson	CHDG Project	P O Box 239, Mariental
47	J Kaulinge	Oshiwana Squatter Community	P O Box 325, Mariental
48	A Kapora	Oshiwana Squatter Community	P O Box 325, Mariental
49	L Magrietha	Directorate of Comm. Dev.	P O Box 235, Mariental
50	F Chinemana	UNICEF/IABP	P O Box 1706, Windhoek

WORKSHOP PROCEEDINGS

1. Welcoming Address

The Mayoress of Mariental, Ms K Van Rooyen, welcomed all participants to the workshop, and expressed the hope that the work done over the next two days would produce fruitful results for the development of Mariental.

Ms van Rooyen introduced the workshop facilitator, Ms Chinemana.

2. Introductions, Expectations and Objectives

Participants introduced themselves and expressed their expectations of the workshop. The following expectations were held by members of the group:

Understanding IABP and develop plans for improving the life of the Mariental community	To find out whether the impoverished Mariental community is ready to receive the IABP	To come up with a plan of action suitable for the urban situation in Mariental, and to come out with a clear vision of the IABP
How the IABP will solve the problem of housing in our community	To see improvement in the living standards of our community and also to set up IABP in our region	To have a general understanding of the organisation of IABP and to share the experiences of those already involved in IABP
To identify and be aware of the needs of the Mariental area	To understand what the IABP and its objectives mean for our community	To identify and list the major problems and to work out strategies towards a solution in Hardap Region
How programmes can be integrated to assist low-income female headed households to obtain and keep shelter as well as to sustain themselves	To have an idea of a way to involve the people of Mariental in a group to develop themselves	To come up with one idea which will improve the living standards of the community of Mariental
The ideas that we learn here will be shared with others in our community	The integration of the disabled and the development of their skills in the community	Identify needs and work out solutions for the depressed community
Mariental should join the IABP family	How we can solve our children's problems	Plan of Action for upliftment of the most neglected people in the community
What are the steps to follow in setting up IABP in an urban area	To understand the IABP in order to be able to explain it to the community to ensure total participation	Thorough analysis to be done by IABP to eradicate the problems faced by Mariental community
Improvement of the living standards of the people in rural areas of our country, through IABP	An ad hoc committee to work on a definite project for the most vulnerable people of Mariental, and to know the contributions of UNICEF and local resources	Assessment of the problem, finding solutions and working out a plan of action
How can the Mariental community benefit from IABP, can we market the goals effectively and what local resources should be available to ensure success	The IABP should develop changes for the homeless and get a solution for unemployment	If all participants contribute, this workshop should reflect its objectives, one of them being identifying needs in and around Hardap
An action plan for Mariental to develop the IABP to bring changes in the life of the people who will benefit from the programme	That the ideas we are about to share will enable us to uplift areas that are neglected	I would like that the children and women on the street be helped, and those that are addicted to drugs and alcohol
	Attention to the abuse of women and children and to help them become independent	

It was agreed that there were no major differences between participants' expectations and the objectives set for the workshop.

3. *UNICEF/GRN Programme of Co-operation and the IABP*

Ms Chinemana explained that the name *UNICEF* stands for the United Nations Children Fund, and that the agency carries out its work through the four Ps:

- Programmes
- People
- Partners
- Phinances

UNICEF operates in 137 countries around the world, and in most of them has the following programmes:

- Health
- Water and sanitation
- Nutrition
- Education
- Emergencies
- Area Based

It was explained that the programme cycle operates on a 5-year basis (currently running from 1992-1996 in Namibia), with the *Situation Analysis of Children and Women* forming the basis for programme development.

UNICEF employs some 6,000 people world-wide, and in Namibia has a staff of 35.

Most programmes are carried out in partnership with Government, but there are many non-government organisations (NGOs) who are also partners. In Namibia, these NGO partners include the Council of Churches in Namibia (CCN), Private Sector Foundation (PSF), Institute for Management and Leadership Training (IMLT) and the Legal Assistance Centre (LAC).

In respect of finances, it was noted that in 1993 UNICEF world-wide had a budget equivalent to N\$3,000 million. In that year, the funds available to Namibia totalled N\$15 million.

The Programme of Co-operation entered into by the Government of Namibia (GRN) and UNICEF represents the policy framework and objectives which are shared by both. Given UNICEF's overall aim of achieving Child Survival, Protect and Development (CSPD), the focus of the Programme of Co-operation is in line with GRN's commitment to achieving the Goals for Children and Development in the 1990s. The Goals for Children are thus the same as the major goals of the Programme of Co-operation (see Annex 1).

If these goals are achieved in Namibia and elsewhere, it will ensure that greater numbers of children survive past their early childhood, are protected from circumstances in which are at their most vulnerable, and can develop into healthy, self-reliant and skilled adult members of society. In the current Programme of Co-operation, running until 1996, not all the goals will be fully achieved, but they represent the overall targets for the year 2000.

The Programme of Co-operation is comprised of a number of different projects and programmes (see Annex 2). Each one of these programmes contributes to one or more of the Goals for Children.

The role of UNICEF within the Programme of Co-operation was described in terms of the following ways in which the agency contributes to programmes and projects:

- sharing the experience gained from other countries;
- providing technical assistance;
- providing equipment and input supplies;
- providing project financing, from funds contributed directly by UNICEF and by donors;
- assisting in the development of sectoral policy guidelines and strategies;
- assisting with the production, publishing and dissemination of information: books, films, manuals, etc;
- using information and communication as tools for advocacy.

4. The Integrated Area Based Programme: objectives, strategies, activities and tools

UNICEF consultant, Ms Sijaona, introduced the IABP by explaining its focus on CSPD activities, and its overall objective of improving the quality of life for children. The *Triple A Cycle* and the *Conceptual Framework* are the tools with which the programme aims to empower communities to take control of their own development, and to implement appropriate activities to solve the problems they identify (see Annex 3).

In order to start using these tools, workshops participants were asked to identify the key problems facing the community in Mariental. From the list of eight problems identified, three were prioritised:

ALL PROBLEMS	PRIORITY PROBLEMS
* Alcohol and drug abuse	
* Lack of development	
* Housing	1. Alcoholism and drug abuse
* Unemployment	2. Unemployment
* Lack of education	3. Lack of housing
* Low income	
* Environmental conditions	
* Women's workload	

Discussing the different problems caused by alcoholism, it was noted that these included:

- hunger and lack of clothing amongst children
- lack of education
- loss of housing and other facilities
- poverty

Participants were then asked to consider the immediate causes of childrens' death, and then the underlying causes of this problem. They were defined as follows:

<p>WHY DO CHILDREN DIE?</p> <p>Illness Malnutrition Mothers' malnutrition Heat</p>	<p><i>IMMEDIATE CAUSES</i></p>
<p>WHY DO CHILDREN BECOME ILL?</p> <p>Lack of education Lack of protected water Ignorance Accidents Lack of information about immunisation</p>	<p><i>UNDERLYING CAUSES</i></p>

This example showed the way in which the causes of problems, although they operate at different levels, are inter-linked. The Conceptual Framework can be used to analyse the causes of any problem which is seen by the community as being a priority. Undertaking this kind of analysis will show which of the causes can be solved by community members (usually the immediate and underlying causes).

In designing projects and programmes which the community can undertake to solve problems and their causes, it is important for them to assess the availability of local resources which can be utilised for problem solving. These may include:

- human resources
- time
- materials
- land
- finances

Using the Conceptual Framework for problem analysis in this way also shows that activities designed for problem solving will need to be undertaken in a number of different sectors. The focus of the IABP is thus integrated, because of the need for all groups and sectors to work together, intersectorally.

At the same time, focusing the programme in one area helps that particular community to solve problems through integrated, inter-sectoral activities, which make the most effective use of local resources.

Discussing the issues of local resources, it was noted that whilst time was an important resource which community members had at their disposal, an analysis of the division of labour between men and women would show that women already had less time than men. As participants brainstormed to develop a list of the different activities undertaken by men and women in low-income households in Mariental, this became clearer.

WOMEN'S ACTIVITIES FROM 5.00 AM ONWARDS	MEN'S ACTIVITIES FROM 6.00 AM ONWARDS
<ul style="list-style-type: none"> - Prepare breakfast - Wash and dress children - Make beds - Feed small children - Clean the house - Prepare self for going to work - Go to work - Return from work (6.00 pm) - Prepare evening meal - Wash dishes - Any other activities 	<ul style="list-style-type: none"> - Prepare self for going to work - Eat breakfast - Go to work - Return from work (6.00 pm)

5. The IABP in Namibia - experience to date

This session started with the showing of a video, *The Spirit of Tsandi*, filmed in the rural IABP project area in Uukwaluudhi, Omusati Region. This was followed by a panel presentation, where three panellists discussed the features of the IABP as it was currently operating in rural areas in Namibia. The panellists included:

- Mr Edwin Mwenda, Development Cluster, CCN
- Mr Simon Shileka, Assistant Project Officer/IABP, UNICEF
- Mr Hopelong Ipinge, Regional Executive Officer, Omusati Region

Mr Mwenda described the role of the CCN in the project. He noted that the IABP project was in line with CCN's objective of eradicating poverty, which is why the Council had become involved in the Uukwaluudhi project when it was initiated in 1990. The integrated and intersectoral nature of the programme was important, given the inter-linkages between the causes of poverty, which were described as follows:

- | | |
|---|--|
| <ul style="list-style-type: none"> ● lack of resources ● war ● natural disasters (eg. drought) ● lack of education ● environmental degradation | <ul style="list-style-type: none"> ● unemployment ● lack of information ● political policies ● over-population ● religion |
|---|--|

It was noted that the IABP's focus on community participation and empowerment was proving to be an effective one for promoting sustainable development. Mr Mwenda further explained that CCN contributed to the programme in many practical ways, including the provision of personnel, transport, funds to support office running costs and material support to income generating projects in the project area. He stressed that CCN hoped to continue its partnership in IABP as it extended to other areas, both rural and urban.

Mr Shileka explained how the community structures now in place in Uukwaluudhi had been developed and mobilised (see Annex 4). It was noted that starting with community mobilisation was a key feature of the project, as without structures to work through, community participation could not be effectively fostered.

Mr Ipinge discussed the role of the Omusati Regional Council in managing and supporting the IABP projects in the region. He noted that the Regional Council had an important role to play in organising intersectoral co-operation for development programmes, through the formation of structures such as Regional Development Committees.

6. *Review of Day 1*

At the start of Day 2, Ms Chinemana reviewed the information shared and the key points of discussion from Day 1, highlighting the following:

UNICEF

- * Has a 5 year Programme of Co-operation with GRN for the period 1992-1996.
- * The Programme includes a range of sectoral projects and programmes, including PHC, Household Food Security, Education, Rural Water Supply, Family Life Empowerment and Capacity Building. The IABP is an intersectoral programme.
- * These projects and programmes are the means through which GRN, NGOs and UNICEF put into operation a shared commitment to CSPD and to achieving the Goals for Children in the 1990s.

The IABP Concept

- * The IABP shares the same objectives as other GRN/UNICEF programmes for CSDP, but focuses on these in context of the problems which face a community in a particular rural or urban area. This approach implies that the community is the focal point of all activities.
- * The first step to be taken is to empower community members with tools which help them to assess, analyse and take action on their problems. These tools are the *Triple A Cycle* and the *Conceptual Framework*.

- * Activities to solve problems are thus designed and implemented by the community, with support from GRN, NGOs and other agencies. The integrated nature of the causes of problem within the community requires an intersectoral response, with all sectors and agencies working in a co-ordinated way.

Experience in Namibia to date

- * The starting point in the first rural project area, Uukwaluudhi, was community mobilisation, for purposes of awareness raising, creating knowledge of the Triple A Cycle and the Conceptual Framework and for developing structures.
- * The structures in place in Uukwaluudhi are the Village Development, Division Development and Uukwaluudhi District Development Committees. Community structures may take any form, but must be representative, democratic and strong.
- * The structures are supported by technical extension agents, provided by UNICEF, CCN and GRN as part of their contributions to programme partnership. The technical agents work intersectorally, and all their work is co-ordinated by a Resident Project Co-ordinator.
- * As programme partners, GRN, CCN and UNICEF contribute a range of inputs, including human resources, financial support and equipment.
- * Since the election of the Omusati Regional Council, a Regional Development Committee has been introduced, which supports district level activities and co-ordinates development activities in the region as a whole. This ensures that IABP is co-ordinated as a part of regional development, and that it starts up in other areas in a well-planned way.

7. *Key problems in Mariental and their causes: using the Conceptual Framework*

A number of representatives from community groups in Mariental, and in particular from squatter communities in the town, joined the meeting on Day 2. It was therefore decided to give them the same opportunity to identify the key problems of Mariental. A list of priority problems was developed, and was compared to the list prioritised by participants on Day 1:

<i>DAY 1</i>	<i>DAY 2</i>
1. Alcoholism and drug abuse	1. Housing
2. Unemployment	2. Unemployment
3. Housing	3. Lack of safe water
	4. Alcoholism

It was decided to use the Conceptual Framework to analyse two of the problems which occurred in both lists: housing and alcohol abuse. From the groupwork during which participants looked at these problems, two Conceptual Frameworks for the housing (squattening) problem were developed, and three for the alcohol abuse problem.

CONCEPTUAL FRAMEWORKS: ALCOHOL ABUSE

GROUP 1		GROUP 2	
MANIFESTATION	Alcoholism and drug abuse: resulting in crime, illness, weakness, irresponsibility and destruction	MANIFESTATION	Alcoholism and drug abuse
IMMEDIATE CAUSES	<ul style="list-style-type: none"> * Unemployment * Habits become established * Lack of recreation * Frustration * Low wages * Children exposed to drinking 	IMMEDIATE CAUSES	<ul style="list-style-type: none"> * Way to forget other problems * Low wages * Unemployment * Hunger * Laziness and apathy * No programmes, facilities or resources
UNDERLYING CAUSES	<ul style="list-style-type: none"> * Shebeens are main source of income * Wages include alcohol * Prohibition & access during colonial times * Job opportunities limited/workers exploited * Eviction from farms/drift to town * Distillery 'experiments' introduced 	UNDERLYING CAUSES	<ul style="list-style-type: none"> * Lack of NGO programmes and assistance * Government posts and services not fully decentralised * Leaders are not committed to identifying with the grassroots * Few opportunities for jobs in any sector * Private sector offers limited wages/security * Lack of love, attention and recognition from parents
BASIC CAUSES	<ul style="list-style-type: none"> * Colonial Government: suppression & disempowerment * Pastoral people without land forced into labour * Lack of money, land in town, other resources and security, and regulations restrict self-employment opportunities 	BASIC CAUSES	<ul style="list-style-type: none"> * Lack of local resources * Lack of external assistance * Lack of access to land and facilities * Lack of commitment amongst leaders

CONCEPTUAL FRAMEWORKS: ALCOHOL ABUSE

GROUP 3	
MANIFESTATION	Alcoholism and drug abuse
IMMEDIATE CAUSES	<ul style="list-style-type: none"> * Unemployment * Family breakdown * Lack of recreation * Alcohol is sold to children under age * Low income
UNDERLYING CAUSES	<ul style="list-style-type: none"> * Inferiority complex * Lack of parental guidance * Too many bottle stores and shebeens
BASIC CAUSES	<ul style="list-style-type: none"> * Lack of economic opportunities * Poverty * Limited access to resources such as land, loans, etc * Lack of institutional support and services to prevent and rehabilitate * Historical sale of alcohol to fund development of towns

CONCEPTUAL FRAMEWORKS: HOUSING

GROUP 4		GROUP 5	
MANIFESTATION	Squatters	MANIFESTATION	Squatters and overcrowded homesteads
IMMEDIATE CAUSES	<ul style="list-style-type: none"> * Unemployment * Not enough houses * Low income 	IMMEDIATE CAUSES	<ul style="list-style-type: none"> * Lack of housing
UNDERLYING CAUSES	<ul style="list-style-type: none"> * High population growth rate * Extended family * Immigration * Evictions from farms 	UNDERLYING CAUSES	<ul style="list-style-type: none"> * Poverty * Building regulations * No security with which to acquire loans * Limited access to land * Migration to urban areas
BASIC CAUSES	<ul style="list-style-type: none"> * Municipality has no housing policy to cater for the unemployed and low-income groups * Financial institutions provide no loans to unemployed to start projects * No NGO initiatives to assist communities * Background of dependency syndrome 	BASIC CAUSES	<ul style="list-style-type: none"> * Unequal distribution of land * Banking regulations regarding loans * Unequal distribution of wealth * Expensive erven * Unemployment

8. *Programmes in existence and ways in which they could be improved and extended*

Workshop participants continued with groupwork, identifying programmes which were already in existence, designed to solve the problems and their causes identified in the previous session. The groups also considered the areas in which these programmes failed to meet expectations, and put forward suggestions as to how they might be improved. The majority of issues discussed in respect of existing programmes and their problems related to housing programmes.

HOUSING PROGRAMMES

PROGRAMME/PROJECT	PROBLEMS	IMPROVEMENTS
<ul style="list-style-type: none"> - Ikara Tsisib Housing Association - NHE Housing Programme - Build Together Housing Programme 	<ul style="list-style-type: none"> - In employer housing schemes, the employee faces eviction when terminating employment - Municipality has no funds to service plots - Houses are often of poor quality - Houses are too expensive: programmes are not really catering for the low-income and unemployed groups 	<ul style="list-style-type: none"> - A lobbying mechanism should be established, giving priority to low-income groups, and focusing on price control - Low-income groups and the unemployed should have easier access to loans - Municipality should provide erven free of charge, unserviced - Women involved in the programmes should receive support from their spouses - More training and technical advice - Employer housing schemes should provide loans rather than houses to employees - Build low cost houses of improved quality - Groups should decide about their own housing needs and solutions

In respect of programmes designed to reduce unemployment, a number of income-generating projects underway in Marietal, mostly involving women, were described. It was noted that there were not enough projects for all those who wanted to join in such activities, and that many suffered from poor management and marketing problems. It was agreed that such projects required increased support - financial and materials inputs and training - from both NGO and government agencies.

Relating to the causes of alcoholism and drug abuse, no specific programmes were noted. Although staff of the Directorate of Social Services tried to assist with problems in this area, including support to families and individuals, their numbers were too small to be able to cope with the problem. The passing of the proposed Children's Act, the introduction of sex education in schools and more effective licensing of shebeens and bottle stores were suggested as possible improvements. In addition, it was noted that whilst some recreational facilities, such as sports fields, did exist, there was need for more to be established, and programmes developed to interest youth and adults in actually using and maintaining such facilities.

9. *Expected achievements of the IABP in Mariental*

In order to allow time for discussion, the review of Day 2 was not done as planned. Instead, workshop participants invited representatives of various agencies present to describe their activities.

Mariental Community Development Committee

This committee was formed in 1993. There are some problems regarding the status of the committee, but its plans include support to women's groups in Mariental, particularly in respect of training for project activities.

Namibia Development Trust (NDT)

In addition to the main office in Windhoek, NDT has regional offices in Oshakati and Keetmanshoop. Programmes undertaken by NDT include the following:

- In the north, household food security programmes which are focusing on rural transport, solar box cooking and other components of integrated development in the rural areas. NDT is supporting a fishing co-operative, candle and bead making projects and the community run guest house in Spitzkop.
- In the south, the newly established Keetmanshoop office is focusing on training for out-of-school youth, promoting the transmission of traditional artisans' skills within the community. The PHC desk has investigated the use of traditional medicine.
- Other programmes include water and sanitation projects, training for kindergarten teachers and a legal education for women project.

BRICKS

BRICKS produces a *Community Newspaper*, aimed at disseminating information about development activities within Namibia. It also produces *Namibia Development Briefing*, which provides donors and others in the international community with information about development in the country.

A community theatre project has been started, and used to promote awareness on issues such as AIDS and legal education. Trainers for legal education have also been trained. Another project being organised by BRICKS is the oral history project.

Namibian Non-Government Organisations' Forum (NANGOF)

This organisation was described as a umbrella group bringing together all NGOs. Through various sub-committees, NANGOF is dealing with issues and problems common to all NGOs in Namibia. These include mechanisms for working with government agencies and pooling of resources of development, concerns about taxation as it applies to charitable organisations, etc.

Namibian Housing Action Group (NHAG)

NHAG is an umbrella group of low-income housing groups who are working towards increasing access to land, services and housing. All housing groups can join NHAG, provided they operate along participatory and democratic lines and have a financial plan to ensure the viability of their proposed activities. A total of 11 groups are currently members of NHAG, which offer members support services in respect of technical services and advice on organisational issues.

Rather than break into working groups, individual workshop participants each identified the key achievement which they hoped would be realised by an IABP project in Mariental. The following achievements were anticipated.

EXPECTED ACHIEVEMENTS	NUMBER OF PARTICIPANTS
- Provide support for employment creation, through training, inputs and marketing assistance to income generating projects	18 participants
- Develop solutions to the housing problem in Mariental, with special emphasis on projects for squatter communities	15 participants
- Establish centres of some kind, including a skills training centres, a youth centre and a women's centre	7 participants
- Introduce protected water supplies and sanitation facilities, particularly for squatter communities	5 participants
- Assist the community to set up representative structures which reduce conflict and promote the implementation of organised development activities	4 participants
- Combat alcohol and drug abuse	2 participants
- Promote household food security	2 participants
- Promote primary health care activities	1 participant

10. A Plan of Action for the IABP in Mariental for 1994

Bearing these expectations in mind, workshop members broke into small groups to develop a plan of action for initiating the IABP in Mariental in 1994. The focus was on detailing the first few steps which would need to be taken in the course of 1994 to ensure that the programme was properly organised and established as part of Mariental's development activities.

Four separate plans of actions were developed by the groups. During discussion of the various ideas put forward in the plans, one plan was agreed as representing the best outline of activities to be followed. This plan of action was unanimously adopted.

PLAN OF ACTION FOR IABP IN MARIENTAL IN 1994

	FIRST STEP	SECOND STEP	THIRD STEP	FOURTH STEP	FIFTH STEP
ACTIVITY	Call a meeting to elect an ad hoc committee consisting of different interest group members	Hold community meetings and use radio broadcasts, church leaders, etc, to inform the community about IABP	Hold workshops to train facilitators	Hold needs assessment workshops	Establish an IABP office and appoint officers
MAIN ACTORS	To be co-ordinated by Mariental Development Planning Committee	Community based organisations and Regional Office	UNICEF and Namibian NGOs	Different interest groups, UNICEF, local counterparts	Ad hoc committee, with UNICEF assistance
TIME FRAME	Week of 9 May	Last week of June	Before end of July	In phases, before October	1 June
RESOURCES REQUIRED		Pamphlets	Materials and finances	Materials and finances	Building, stationery, vehicle, petty cash, etc

11. Evaluation of the workshop and closing address

Participants were asked to evaluate the workshop. The results of the evaluation are shown in Annex 5.

The workshop was then closed by Councillor van Zyl, who expressed his appreciation for all the hard work which had been undertaken during the workshop, and which would hopefully result in a fruitful IABP project in Mariental.

ANNEX 1

MAJOR GOALS FOR THE GOVERNMENT/UNICEF PROGRAMME OF CO-OPERATION 1992-1996

The specific programme objectives for Child Survival, Protection and Development (CSPD) in selected disadvantaged communities during 1992-1996 period are:

- a. **Reduction of the infant and under-5 mortality rate by at least 15%;**
- b. **Reduction of maternal mortality rate by at least 25%;**
- c. **Reduction of severe and moderate malnutrition among under-5 children by at least 25%;**
- d. **Improved access to safe drinking water and to sanitary means of excreta disposal;**
- e. **Improved access to basic education and completion of primary education by at least 60 per cent of primary school-age children;**
- f. **Reduction of the adult illiteracy rate by at least 25% of its 1991 level (estimated at 60%) with emphasis on female literacy;**
- g. **Improved protection of children in especially difficult circumstances.**

Most of these specific goals were adopted in line with the Major Goals for Children in the 1990s, with particular emphasis on the reduction of disparities among the communities of Namibia.

The overall objective of the Integrated Area Based Programme (IABP) for the Government/UNICEF Programme of Cooperation during 1992-1996 period is:

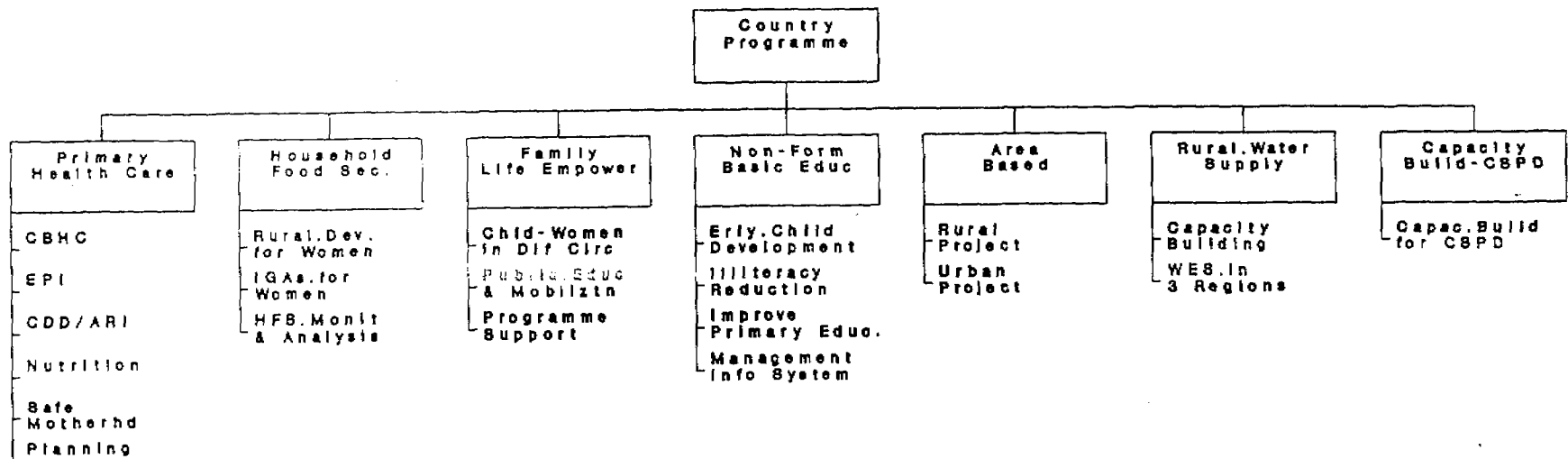
To empower the disadvantaged communities of Namibia for Child Survival, Protection and Development and reduce disparities between communities.

IABP will contribute to the achievement of the above goals in disadvantaged communities in Namibia, through the process of community empowerment, and by demonstrating and providing appropriate, high-impact and sustainable interventions which will be widely applicable to many other disadvantaged communities. It will thereby contribute to the national objective of reducing disparities between groups and regions within Namibia.

ANNEX 2

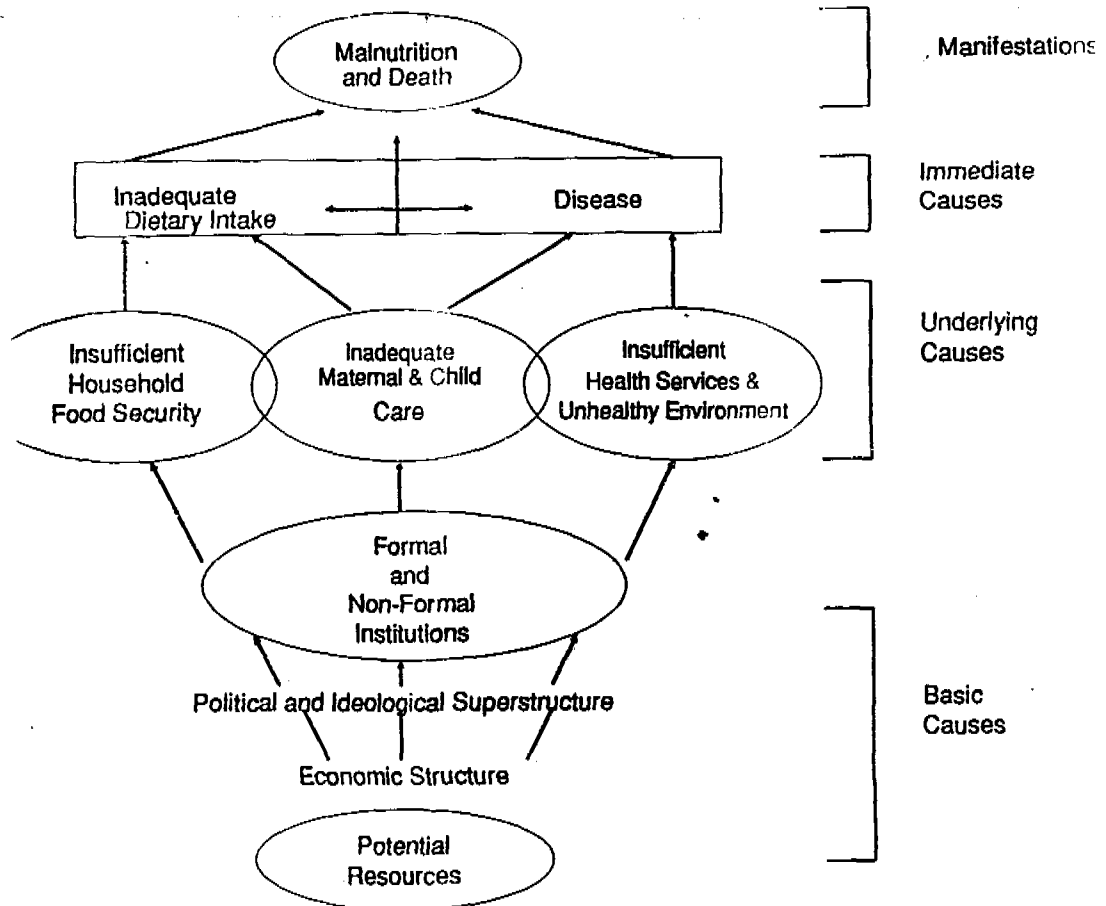
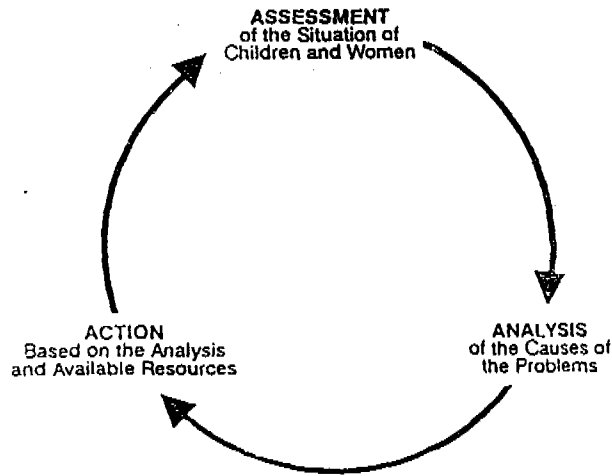
Programme of Cooperation 1992-1996

Programmes and Projects



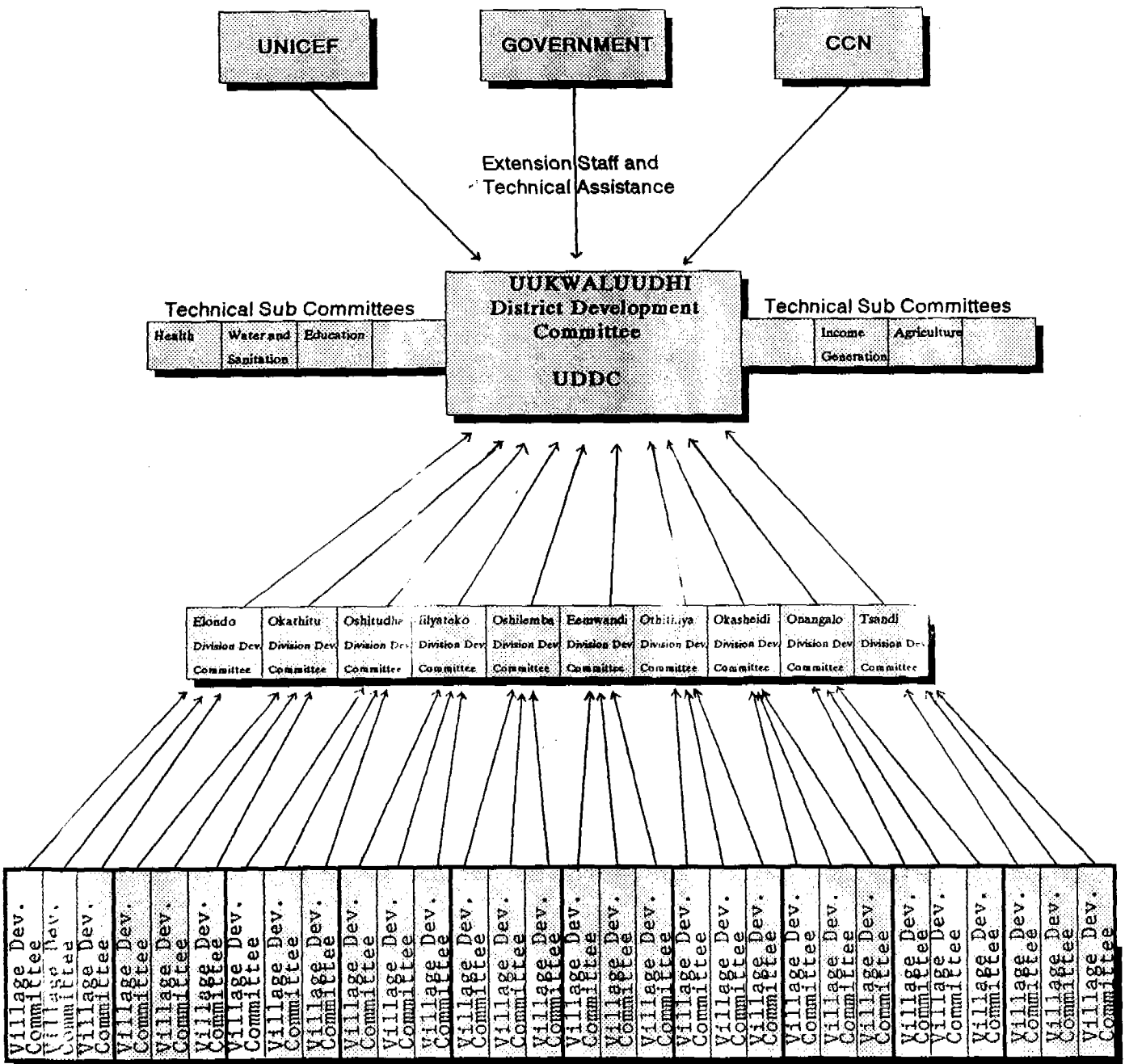
ANNEX 3

THE TRIPLE A CYCLE AND THE CONCEPTUAL FRAMEWORK



ANNEX 4

COMMUNITY ORGANISATION STRUCTURE
UUKWALUUDHI



ANNEX 5

WORKSHOP EVALUATION

A total of 28 Evaluation Questionnaires were completed by participants, although not all questions were answered in full on each questionnaire.

1. Was the information provided at the beginning of the Workshop helpful?

Yes	26
No/don't know	1

2. Was the Workshop well organised?

Yes	26
No	2

Comments: Because grassroots groups were not fully represented;
Because logistics were not clear for those travelling from Windhoek.

3. Was the Workshop useful to you?

Yes	28
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Comments: People were motivated;
We understood the IABP from this workshop;
We learnt a lot.

4. Were the objectives of the Workshop met?

Yes	27
No	1

Comments: Grassroots could not participate fully.

5. Did you find the group work sessions useful?

Yes	26
No	2

Comments: Because I could voice my voice in my own language;
The Conceptual Framework was too complicated;
Not enough Mariental participation.

6. Were the facilitators and resource persons well prepared?

Yes 26
No 2

Comments: One of the resource persons was ill-prepared;
Participants could grasp all the information;
They were clear and understandable

7. Were the methods and materials used during the Workshop appropriate?

Yes 26
No 1

Comments: The illustrations were helpful;
The Conceptual Framework was too advanced.

8. Overall, was the content of the Workshop appropriate; where the most important issues covered?

Yes 28

Comments: But sometimes there was too much focus on rural issues.

9. What is your opinion of:

The length of the Workshop?	About right	16	Too long/too short	12
The venue of the Workshop?	Good	27		
The accomodation?	Good	12		
The meals provided?	Good	24	Poor	4

10. Are you motivated to contibute to IABP activities in Mariental as a result of attending the Workshop?

Yes 22

11. What else needs to be done to ensure that the IABP operates successfully in Mariental?

Get community groups mobilised and organised	6
Have all parties involved	6
Hold workshops from time to time	3
Provide assistance (not specified)	3
Solve housing problems	1
Funding	1
Good planning	1
Be non-political	1

12. What do you think might prevent IABP activities from starting up successfully in Mariental?

Lack of co-operation	11
Political influences	3
Lack of planning/communication	2
Bureaucracy/top-down approach	2
Greed	1
Nothing	2

13. What recommendations do you have for follow-up after this Workshop?

Follow-up the Plan of Action quickly	9
Have workshops	7
Involve all parties in programme activities	1
Undertake a proper needs assessment exercise	1

14. What other comments or suggestions would you like to add?

Get the grassroots involved	2
Try a one year pilot project	1
Work hard, UNICEF and MDC	1
Establish the Committee quickly	1
Get other NGOs involved	1
Thank you very much	1

And the final comment:

To those who travelled from the north, thank you for coming and sharing your ideas.