



Developing a Gender Lens for The Namibia Revenue Agency Under The Sacu Customs Modernisation Programme



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Presentation outline



- An overview
- Research problem
- Objective of the research
- Research methodology
- Analysis on developing a Gender lens for the NamRA under the SACU Customs Modernisation Programme
- Findings and Recommendations
- Conclusion

Overview



- Namibia Revenue Agency (NamRA) administer customs and excise law.
- NamRA's National Gender Mainstreaming Working Group is part of the Capacity Building and Gender Mainstreaming Working Group formed under the Southern African Customs Union (SACU), Customs Modernisation Programme (CMP).

Research problem



The relationship between trade and gender has been recognized in most organizations. However, Namibia is faced by the most significant challenges and impactful gender-barriers to trade for women traders and informal cross-border female traders which includes legal constraints, formalities and documentation requirements, domestic and foreign administration, border constraints and customs clearance procedures.

Objectives of the research



- To promote the importance and benefits of implementing gender responsive and inclusive policies and procedures in NamRA.
- Develop a National Gender Mainstreaming Plan that incorporates the challenges of both women and men traders across various trade sectors.
- To promote Gender Equality and Diversity in Customs and empower women traders, and informal cross-border traders.

Research Methodology



The research adopted the qualitative method. Primary data collected using survey with open-ended and closed-ended questionnaires, and secondary data on literature reviews and reports.

Data analysis



- Employment category, Gender and Period of service
- The benefits and importance of implementing gender responsive and inclusive policies and procedures in NamRA.
- The promotion of Gender Equality and Diversity in Customs to empower women traders and informal cross-border traders.
- The challenges of Gender Mainstreaming for cross border traders across various trade sectors
- Areas should be included in NamRA Gender Mainstreaming Action Plan
- Establishment of NamRA's Women Empowerment and Gender Equality Steering Committee

Measures to be considered in developing a Gender Lens for NamRA under the SACU Customs Modernisation Programme



- Ensure gender representation is visibility in the organization.
- Integrating discussion should involve all parties related to Coordinated Border Management, and review of policies of each Cross Border Regulatory Agencies to ensure the Gender Mainstream activities are incorporated.
- Developing a strategy for monitoring the implementation of gender mainstreaming
- Undertaking gender analysis on how women and men are impacted differently by trade practices and processes.
- Previous experiences from gender policies in Customs Administrations.
- Gender equality to be priorities during recruitment.

Major Findings and Recommendation

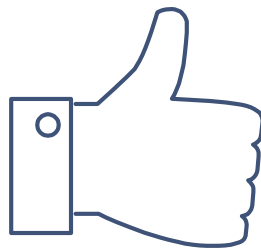


Findings	Recommendation
Implementing gender responsive and inclusive policies and procedures supports organizational structure	NamRA should review/develop and implement gender responsive and inclusive policies and procedures
Absence of Gender Mainstreaming Plan	NamRA should develop a Gender Mainstreaming Plan
Need to establish the Women Empowerment and Gender Equality Steering Committee	Establishing the Women Empowerment and Gender Equality Steering Committee to oversee, monitor and evaluation of gender mainstreaming progress
Absence of the advancement of Gender Equality and Diversity in Customs	Designating a gender focal person to oversee gender dimensions
Inadequate gender related data	Conduct gender related surveys on cross-border activities and address the gap
Challenges of border constraints, lack of clear customs clearance procedures, legal constraints, formalities and documentation requirements.	Automation of customs procedures and conduct awareness sessions

Conclusion



The study explored ways in which a gender lens can be developed within NamRA, aimed at developing and implementing gender responsive and inclusive policies and procedures, promoting and address gender related trade barriers. Further, enhancing capacity building for both NamRA employees and traders, while promoting compliance. |



THANKS!

Any questions?

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