

# ANNUAL REPORT 2020

January to December 2020



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## **Background**

SOS Children's Villages Namibia strives to ensure the rights of children in our care are protected, empowered and equipped to claim these rights. In light of this enabling environment, SOS CV Namibia's aim is to ensure that we strengthen our gatekeeping, tracing and integration plans. Furthermore, we strive to ensure that all children and young people are supported with tailor-made interventions that magnify their uniqueness and grow up to be productive citizens in this great country.

In 2020, the COVID-19 global pandemic has negatively affected Namibia socially and economically. Like many other countries globally, Namibia found itself in the clutches of a global pandemic that threatened to destroy many aspects of the nation's development and adversely affect all sectors of the economy. The Government of Namibia put a response mechanism to respond to the pandemic even with the limited resources in place. These measures included a once-off grant for vulnerable members of the society as well as those that lost their livelihood incomes due to the pandemic.

SOS CV Namibia has taken the pandemic as a health threat as highlighted by the Ministry of Health and Social Services. The MA put in place and strengthened Covid-19 pandemic measures for prevention to ensure the areas of psycho social wellbeing, mental health, education, health and child safeguarding are well catered for. The programme faced challenges to foster reintegration of children back to their families of origin due to COVID-19 related precaution measures and loss of livelihood by many community members including biological families of the children. SOS CV provided special support services to mothers and staff to help them cope with Covid-19 related challenges. Additionally, the MA prepared to be responsive to un-foresee circumstances.

In addition, SOS CV Namibia has strengthen existing capacities and capabilities and promoted inter-agency co-operation. SOS CV Namibia still channeled all common purpose initiatives into coalitions and partnerships to avoid duplication and overlap among other organizations and development efforts to ensure that our limited resources are well used with while obtaining maximum impact. As well as ensured co-operative MoUs are developed and signed with key partners and stakeholders.

In 2020, the MA experienced a lot of changes in leadership and human resources. The MA recruited National Director, National Programmes Director, Change Manager to support Human Resources department, and also recruited a team of 3 for FDC personnel responsible for

fundraising and stakeholders collaboration. MA managed to hold and finalized its MA Annual Plan 2021 with the support from Regional Office via virtual platform. On the sad note, the MA lost one staff, Family Strengthening Coordinator, may her soul rest in peace.

### **Status on Governance and leadership**

In 2020, the Board of directors ensured the organization recruited a dedicated and committed management team, positions left vacant by staff who exited the organization. The board's role was critical in steering the association especially during the transitional period. Additional recruitment of board members was carried out and such aided formation of board committees and regularized the oversight role in the board. The management team has since be taken up their role of managing day-to-day operations of organization.

An assessment of status of the association by each function was conducted by IOR and a support plan developed to help mainly address governance, operational and programmatic gaps. In the initial phase of this journey, a lot of emphasis was put to help stabilize the association by ensuring programmes remained functional and supported. A lot was achieved towards this direction, both governance and leadership teams were prepared to propel the implementation of the actions as well as address overall programme quality improvement measures.

### **Status of Implementation of the Strategy**

In 2020, the MA focused on four strategic initiatives namely: innovative alternative childcare, family strengthening, empower young people and fund development. Overall, the MA was able to implement averagely 65% of the planned activities SI1, SI2 and SI3 to a significant level despite the challenges brought about by covid-19 pandemic. Most of the activities that required physical presence of programme participants or stakeholders were postponed or carried out while following the government COVID protocols.

SI 6 on governance, human resource and finance were implement with exception of ICT activities, which remained pending due to lack of ICT staff. The Human Resource department delivered adequate activities including reviewing of employee's contracts, terms and conditions of the MA and shaping organizational policies support by the regional office.

The fund development actions were hampered by COVID, which resulted in low response from corporates, and individuals as the businesses got affected. The government however continued to support the children in our care with capitation grants.

## **Summary of each strategic initiative**

### **Alternative Care:**

In 2020, the MA continued to provide quality services and care to 245 children and young people under its care despite the COVID-19 pandemic in the three locations of Windhoek, Tsumeb and Ondangwa.

Our efforts to strengthen the gatekeeping saw only a few children admitted in the CVs despite several referrals by Ministry of Gender Equality & Child Welfare children. The emphasis was to only consider children who are suitable for admission in SOS families while alternative placement was recommended for the rest. The social workers also continued working with the biological families for reunification and integration of children and young people.

The overall, performance was majorly affected by the low shortage of human capacity, change of leadership and the global pandemic of COVID-19 resulting from the restricted measures put in place by the Namibia government. The children spent a significant period of the year at home. The programme improvised ways of engaging them such as online sessions for some of the children and employment of tutors who provided individualized lessons to children especially in the examination classes. As a result, the educational overall performance improved significantly. Other interventions included psychosocial support sessions, medical checks, and talent development activities among others.

To ensure the wellbeing of the SOS parents a refresher training on child care & protection act, financial management, Problematic sexual behavior, sensitization sessions on Covid mitigation and other health issues was carried out. Equally quarterly debriefing by psychologist were organized in addition to wellness sessions.

The management of beneficiary information in PDB greatly improved for the children and young people in alternative care. Individual development plans have been updated of all the children and young people.

### **Child Safeguarding**

Child Safeguarding is still a priority to ensure the safety of all children under the care of SOS. During the reporting period, all the three locations continued implementing actions to address gaps identified in their respective locations. The absence of a CS Focal person within the

organization posed a challenge in ensuring that staff followed the right procedures regarding to CS process.

The MA reported three CS (3 cases) in 2020. Of these, two (2) are from Tsumeb and one (1) from Ondangwa. Windhoek did not report any CS case. Those reported in Tsumeb are of child negligence and child-to-child indecent sexual behavior. These cases were reported and CS Reporting was followed, committee did discussion as it was reported to committee, this was reported to NOC. The sexual behavior case was reported to the Ministry of Gender Equality, Child Welfare and Poverty eradication and to the police. This case is not yet closed. Ondangwa case is also child-to-child indecent sexual behavior. The Case was reported to the police; the children involved were taken for medical check-up and one on one counseling sessions were given to children in question.

### ***Child safeguarding Challenges***

- *Behavioural issues is one of the issues observed at the CVs.*
- *The MA recorded 4 teenage pregnancies in 2020.*
- *There is an issue with children adherence to the daily schedules and food menus in the family houses.*
- *The SFC program also faced challenges in other areas, such as there are no facilities that provide substance abuse care and support for children.*

## **Family strengthening**

### ***Achievements***

The implementation of the FSP was affected in 2020 by COVID-19 pandemic. Some activities were deferred to later months once situation subsides and developed new measures to respond and mitigate the further spread of COVID 19 among our communities. Subsequently, because of COVID 19 lock down periods and restrictions, not all the activities could be carried out in 2020 thus further deferred to 2021. However, the program still managed to service a total number of 1,460 children and young people at all 3 locations with different needs including payment of school and tertiary education fees, availing computers to those that were having online classes and rendering other psychosocial needs. The programme conducted various awareness campaigns on COVID-19 preventative measures and restrictions to the targeted communities. Projects such as bread-making, bricklaying, sewing and garden projects continued with planned

activities in Tsumeb and Ondangwa. Finally, it is worth mentioning that no family was exited from the programme in 2020. This because most of the planned activities were not undertaken.

### ***Challenges***

The FS needs a new implementation approach that addresses the current needs in the community. The NA is preparing to conduct an assessment in 2021 for all FS to determine new approaches and their applicability. The NA will be considering the sustainability aspect of the program as well as proactive approaches that will prevent child separations.



FSP beneficiary taking part in a tailoring skills development project

## **Youth care and employability**

### ***Summary***

During the reporting period SOS Children Villages Namibia implemented youth activities toward youth employability. The activities have been implemented through various interventions including skills development, mentoring & coaching, material supply and training. In addition, SOS CV Namibia is busy forging partnerships with vocational training centres aimed at empowering and equipping young people for employability.

### **Achievements**

A total number of 348 youth have benefited from youth care and employability. These youths took part in the following activities that are designed to uproot their employability skills, in other to get ready for the employment world. Out of these, 64 youth are part of vocational skills training



offered at different institutions, while 22 obtained learners licenses and 13 successfully completed their skills force related internship. 49 young people have benefited in receiving vocational training from different institutions in different trades and industries. Other beneficiaries attended trainings in form of soft skills such as, how to attend job interviews, how to write curriculum vitae and other job preparations skills. Some caregivers also benefited from youth employability. Twelve caregivers participated in a training conducted by Social Emotional Learning Namibia (SEL). The training covered “topics” such as Self-management, Self-Awareness, Social Awareness, Responsible and Decision-making. This is part of capacity building to Mothers so they build up their self-confidence.

### ***Challenges***

COVID-19 came with challenges that also affected the economic sphere of the country. Companies were not taking in young people anymore for internship and job shadowing. Most companies have retrenched some closed down their businesses. Most of the youth affected are those attending vocational schools.



Young people undertaking a Practical task in welding at Ngato Vocational Training center

### **2020 MA Beneficiary Statistics and variances:**

Programme Unit	Actual(Beneficiaries ( Caregivers, children and youth	Plan(Beneficiaries ( Caregivers, children and youth)	Variance	Explanation
R0046512 FS Windhoek	954	650	304	
R0046514 FS Tsumeb	668	405	263	
R0046517 FS Ondangwa	432	450	-18	
R0046503 SFC Tsumeb	75	80	-5	
R0046506 SFC Windhoek	81	88	-7	
R0046515 SFC Ondangwa	95	96	-1	
R0046516 ECD Ondangwa	42	75		
R0046522 EET Youth Employability Namibia	348	300		

### Human resources

The Department of Human Resources continued to support the MA reach its goals by developing a high performance culture, promote the development of staff, to communicate and implement Human Resource plan for the MA. The staff complement for 2020 was 102 employees in all three locations including the national office.

The MA experienced a high turnover owed to various reasons including resignations, mutual separation, dismissal after disciplinary enquiry, and non-renewal of employment contracts. Such affected the normal operations of the association especially because all the management staff were affected. A transition team was nominated by the IDR and also support was extended to the recruitment process. In total, 17 new employees were brought on board in 2020.

The MA also had several legal cases, of which some have been concluded and by the end of 2020, 5 cases were pending.

The following are the main achievements:

- The MA has issued Long Service Awards issued in December 2020 to 41 employees
- Employee Wellness NHP Session (Windhoek Village) was offered to all MA's employee at NO and Windhoek CV and was well attended.
- Due to the high staff turnover, the MA recruited, National Director, National Programmes Director, National Youth Development Coordinator D, National Sponsorship Coordinator, WHK CV Village Manager, OND CV Social Worker
- Successful annual planning and budgeting session for 2021 – Sept / Oct 2020
- First ER training for Managers, Head and HRP
- Approved AA report for 2020

### Challenges



- *The MA has been struggling to recruit an ICT Coordinator. Seven (7) rounds of failed attempts in 2020 and still continuing (recruitment is ongoing in 2021)*
- *Lack of sufficient staff at NO and locations (but resolved now, with just a few more recruitments underway)*
- *COVID 19 pandemic was a new adaptation strategy. MA had to learn new ways of carrying out the work and ensuring CS is still paramount and not compromised.*

### **Fund development**

The NA managed to reach out to 36 corporates through proposal submissions and social media. 23 corporates have selflessly donated N\$318 522.41 towards our programs through monetary and in-kind donations. A close partnership was established with the Indonesian embassy who donated towards household expenses and further indicated availability and willingness to continue the assistance.

The Lions Club has taken a unique approach by creating a long-term relationship with the MA as well. They have committed to sponsor a house in the form of celebrating birthdays and Christmas with the children of that specific house. The club furthermore mobilized like-minded corporates to come donate spectacles and have managed to convince one (1) more corporate to take on another house similarly.

### **Sustainability Actions**

The MA has set up the Fund, Development and Communications department that is spearheading local funding and donations. The department consisting of 3 individuals is part of the MA's strategy to seek for local support towards that implementation of CS. The MA has also recruited a Change Manager with a focus on ensuring proper functional HR systems are in place to pave way for sustainability. The Change Manager also focuses on assisting the Fund, Development and Communication team in capacity building and linkages to corporates.

At the location level, for Ondangwa and Tsumeb, the FS programme has projects that are ran on enterprise basis in order to generate income for programme operations. Subsequently the programme is working with community-based organization to support them to fully take on programme response and reduce inputs from programme sponsors. This aspect will also be strengthened so that the community based organizations are fully in control of the initiatives.

### **SUMMARY FOR THE LOCAL INCOME:**

Row No.	Description	Actual	Plan	Variance	%
	<b>LOCAL REVENUES</b>				
31000	Local Revenues from Private Sources	-402,708.32	-3,008,241.00	2,605,532.68	13.39
32000	Local Revenues from Public Sources	-754,435.00	-928,896.00	174,461.00	81.22
33000	Operational Revenues	-111,835.40	-180,000.00	68,164.60	62.13
34000	Other Local Revenues	-398,615.35	-574,000.00	175,384.65	69.45
	<b>TOTAL LOCAL REVENUES</b>	<b>-1,667,594.07</b>	<b>-4,691,137.00</b>	<b>3,023,542.93</b>	<b>35.55</b>

### International Sponsorship

International Sponsorship remains the main and reliable source of income for the NA budgetary subsidy of which 54%, of the running cost was covered by sponsorship in 2020. The October mailing to Sponsors was successfully sent out in December but due to covid-19 we could only post to France, Germany, United Kingdoms, Netherlands, Australia, Finland apologies to the rest of our sponsors we are hoping that 2021 will be a promising year cleansed of Covid-19.

Local Direct Mailing Campaign – the individual giving office soliciting support from locals during the festive season a total of N\$ 42, 200.00 was collected. Each contribution received a personalized “thank you”. We trust that 2021 run will be more profitable.

Unfortunately the NSPO for the MA left in September 2020, this left a gap in properly servicing donors. However, we are confident that we will get a qualified candidate to fill the position at the beginning of 2021.

### FINANCIAL PERFORMANCE

Row No.	Description	Actual	Plan	Variance	%
	<b>FIXED ASSETS</b>				
01000	Fixed Assets	214,381.65	204,410.00	9,971.65	104.88

	<b>TOTAL FIXED ASSETS</b>	<b>214,381.65</b>	<b>204,410.00</b>	<b>9,971.65</b>	<b>104.88</b>
	<b>RUNNING COSTS</b>				
51000	Maintenance & Repairs	597,100.52	661,453.05	-64,352.53	90.27
52000	Family Budget	4,366,620.48	4,109,900.00	256,720.48	106.25
53000	Other Current Working Expenses	3,697,015.35	5,029,758.26	-1,332,742.91	73.50
54000	Material	2,493.00	2,000.00	493.00	124.65
55000	Expenses for Medical Attendance	102,268.39	60,160.00	42,108.39	169.99
56000	Transportation	601,181.46	677,450.08	-76,268.62	88.74
60000	Personnel Expenditures	18,653,707.64	21,642,576.86	-2,988,869.22	86.19
71000	Administration	2,760,419.21	1,020,810.04	1,739,609.17	270.41
72000	Publicity Expenditures	178,614.25	120,700.00	57,914.25	147.98
	<b>TOTAL RUNNING COSTS</b>	<b>30,959,420.30</b>	<b>33,324,808.29</b>	<b>-2,365,387.99</b>	<b>92.90</b>

### International Events commemorations

All three locations have observed and celebrate the HG Day, African Child Day, Mothers' Day and also Easter and had a Christmas party. Due to COVID-19, these events were only commemorated by the location children and young people. Activities such as dancing and sports were conducted during some of the events. For mothers' Day, the locations bought different personalized gifts for the mothers to appreciate the work there are doing and the care they are giving to the children.

### Summary Programme Locations' Reports:

MA Namibia continued to operate in three locations namely Windhoek, Tsumeb and Ondangwa. Below are summary reports from the three Children's Villages.

## Programme location: Windhoek CV

### Overall Summary



The SFC is offering an effective care and operating with 11 family houses and has 81 beneficiaries whilst the FS programme that is a community empowerment programme has 450 beneficiaries from 153 families.

### **Child essential services interventions such as Child care provision**

VMT weekly meeting organized and held. One admission meeting, one CS meeting held to discuss children's issues. Family home visits conducted for children who left the programme including youth homes in the community, it was found out that they are doing well, therefore, extensions for their

leave of absences were issued for the remainder of the year. The social worker provided psychosocial support for children with different difficulties including, educational difficulties, behavioral issues, and late coming and communication problems. This support was in form of individual sessions with the children and youth. A group of youth boys received sessions from an out sourced Life Coach, topics that were discussed during sessions was substance abuse, sexual health, discipline, hygiene and wellness.

### **Health provision**

Children monthly medical consultation was done by Social Worker whereby she assessed health cards for the children who are on medical treatment. All children are adhered to their medications and hospital followed up consultation is up-to-date. All the Children in Care are currently doing well health wise. The CV has 5 children on chronic medication and routine monthly follow-up sessions at the state hospital were carried out.

### **Education provision**

For the year Windhoek CV had 73 children and youth in school. The children continued with the special arrangements being made by the Ministry of Education to adhere to the state regulations. The children and young people had the final year examination during the last quarter which went well as all committed themselves to study hard. The youth leader coordinated the sessions with the Mathematics & Science tutor for our grade 11 and grade 12 tutorials. The attendance of the youth was very good and they showed determination in wanting to learn. A proportion of 89%

out of the 73 children and youth in school will progress to the next stage of their educational level in 2021.

### **Psychosocial support:**

#### **Tracing, assessment and reunification of families for reunification of 5 children**

Eight (8) youth are identified in 2020 for reintegration and reunification preparation. They are currently semi-independent living outside of the SOS CV Windhoek, with the support of the village in preparation for independence. Disengagement took place during the reporting period. The social worker completed their final assessment, discharge orders to be issued by the MGE CW during the first quarter of 2021.

#### **Family Strengthening Programme**

FSP Windhoek faced challenges in 2020. The programme lost the Coordinator while the Field Officer moved to a different location. This left only the Assistant Coordinator to manage and implement the activities. In addition, lack of staff, COVID-19 pandemic has crippled the operations not only for Windhoek but other locations too as mentioned above. Notable activities that were conducted include awareness campaigns on covid-19, distribution of items such as soaps, masks and installation of tippy taps to vulnerable families, updating of family plans and PDB were partially done. Caregivers were also given a training on Basic Financial Management which is set to continue in 2021. The FSP youth were also serviced and One youth obtained their learners licence.

#### **Programme location: Ondangwa CV**

#### **SOS Family Care:**

The 93 children and young people were cared for by 12 mothers and 6 Aunts with support from the Social Worker, Youth Leader and Village Manager.

In 2020, 3 young people were discharged reunified with their biological families and 2 children were admitted, which saw a reduction of children and young people in care from 94 to 93 by the end of the reporting period.



and



Support was given for two reunified youth continue for a period of 6 months (January to June 2021) as per their support plans.

The review and update of youth and child development plans on the new template was completed and updated on the program database.

### **Child essential services interventions such as Child care provision**

Sessions on child safeguarding for children were carried out by the Social Worker with the aim to raise awareness on sexual reproductive issues amongst pre youth. Topics covered included rape, peer pressure, moral values, dating and relationships and teenage pregnancy. This will ensure that our children have adequate information to enable them to make informed decisions about their sexuality and other social issues that they may encounter in their lives.

### **Health**

Out of the 93 children in our care, 19 are on chronic medication and healthy. These children and young people's health status continued to be monitored by health care workers during their follow up visits at Onandjokwe and Oshakati hospitals and they are all responding well to the treatment.

### **Education:**

In respect to education, Fifty seven children and young people out of 76 that sat for examination in 2020 passed bringing the pass rate at 75%. 2020 was a challenging year because the children stayed home most of the year due to covid-19 pandemic. In Ondangwa, with support from the Social Worker, Youth Leader and Village Secretary, children's school activities/tasks are printed at the office and sent back to schools for marking via email or WhatsApp once completed. Laptops were made available to the family houses for the children to use for study purpose. Primary and secondary school children received extra classes at the CV to complement what they learned from school. Text books were bought for secondary school children to cover the gap of books provided by the schools.

Twelve young people continued with their vocational studies at Marco Mpolo Vocational Training Centre (VTC), St. Benedict VTC, Ngato VTC, Monotronics Success College and Klein Aub Resource School, while the youth at Saara Kuhongelwa Amadhila Resources School will only continue next year after the school closed due to COVID 19. One youth enrolled at Welwitchia

University continued completed the bridging course during this period. For detailed information on youth at vocational training centre and tertiary institution.

### **Family Strengthening Programme**

SOS CV Ondangwa aims at refocusing its FS program to align it to the recommendations of the refocus meeting held by Champions of Change in 2018 by focus on the following recommendations.

Identified new caregivers interested in other income generating activities were identified for the Bakery, Gardening and Sewing projects. Trainings for these skills have commenced in partnership with the Ministry of Agriculture, Water and Land Reform Agriculture and also with Namib Mills for bakery.

The Family Strengthening Program Coordinator received a study grant from the organization to enroll for a Bachelor of Life Long Learning and Community Development.

The program has five (5) interventions; bread making, gardening, sewing, parental skills and journey of life. These interventions are given to 74 caregivers to capacitate their skills.

### **Ondangwa KG: Early Childhood Development**

In 2020, 42 children were enrolled at the kindergarten, which represents 70 % of its capacity for both ECD and day-care. Children were divided in different classes according to their age group. 7 infants that were initially admitted for the day care class were not registered as a result of COVID-19. Out of the total number of children registered, 3 children were from SOS Family Care, 2 from SOS Family Strengthening Program and the remaining 37 from the community.



## **Programme location: Tsumeb CV**

### **Overview Summary**

The SFC is offering an effective care and operating with 9 family houses and has 75 beneficiaries whilst the FS programme that is a community empowerment programme has 450 beneficiaries from 153 families, and it works in accordance to three thematic areas, of which given the realignment of the programme the programme has devised its intervention as well as vulnerability assessment criteria.

Child essential services interventions such as Child care provision:

VMT weekly meeting organized and held. One CYDC/ admission / CS meeting was held to discuss children's issues. Family home visits conducted regularly by VM, it was found out that they are doing well, therefore, extensions for their leave of absences were issued for holiday.



### **Health provision:**

Children monthly medical consultation was done by Social Worker whereby she assessed health cards for the children who are on medical treatment. All children are adhered to their medications and hospital followed up consultation is up-to-date. Sessions on building resilience and adherence to treatment among 7 children affected by chronic diseases are continuously taking place in collaboration with the MoHSS whenever the children are going for follow-ups. Immunization for all children below 10 years old is to update.

### **Education provision:**

School was closed due to COVID-19 regulations nationally. Out of 52 children enrolled in academic programs, 94% of the children and youth are progressing to the next academic level.

### **Family Strengthening:**

The programme has achieved to reach the total number of 476 children from 160 families. Subsequently under the youth programme, it has 9 youth at tertiary institutions and 10 at vocational institutions.

The FS programme is geared towards strengthening the capacity of families to protect and care for their children. As such, the programme seek to build self-reliance within the family, so that it is able to fulfil its responsibility for the care of the children

- A total of 23 learners from different schools in Tsumeb were assisted in subjects of difficulty at the social Centre more specially grade 1 – 7, the high grades on the other hand organized among themselves in small groups with peers to assist themselves.
- The programme recorded a splendid academic year as 85% of school going children passed and have transited to the next grade. In summary 234 school going children, 198 passed, 36 failed and of 36, 17 were condoned and transferred to the next grade.

### **FS Tsumeb Projects**

The program had bricklaying and garden project. Due to COVID-19 pandemic and lockdown these project has been negatively affected and didn't yield results desired.



As a mean of food security, the caregivers have been indulged in gardening activities for daily consumption. Different crops were planted and caregivers sold surplus to generate income for seeds and any maintenance of the garden.



FSP beneficiaries busy to replant veggies at social centre

### **Youth Employability both SFC & FSP**

A total of 7 youth were placed at different institutions/ companies for job shadowing in the areas of young people career interest.

### **MA Cross Cutting Issues**

The COVID-19 compliances have been observed by CVs. COVID-19 Emergency Team was appointed and led by social workers. CVs Programme location put prevention mechanism in place such as isolation house, Sanitizers, clean water, thermometer and visitor attendance register placed at the gate. School children were provided with face masks. COVID-19 prevention information had been provided to mothers, assistant mothers and all staff.

The locations teamed up with local authorities to distribute food parcels, sanitizers and masks to vulnerable members of communities through the FSP.

In Tsumeb specifically as part of the Solidarity plan, the needle work project initiated a mask production and distributed the mask to the beneficiaries as it became mandatory that all people should wear masks in public spaces.