



P.E.A.C.E. CENTRE

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PROGRAMME COMPLETION REPORT / FINAL REPORT FOR THE PERIOD 1 February 2005 – 31 October 2006

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Director**

1. Summary and lessons learned

Capacity building (February 2005 to October 2006)

	Produced
Participants in PEACE training courses	241
Participants in courses offered by "outside" experts	141
Participants in Supervision	9
Number of workshops	23

Psychosocial Services Provision to clients

	Produced
Number of clients	497
Number of referring organisations	8

Judging from the admittedly small sample of clients surveyed (14 and 23) the effects of using the psychosocial services offered are very positive: clients report feeling supported and understood by the professionals, they mention positive behaviour change e.g. in relation to family and experience themselves as more capable of dealing with problems.

In a survey of participants in the so-called Wits trauma model training all 17 interviewees mentioned that their attitude towards working with trauma victims had changed e.g. they feel better equipped to offer support. Ninety percent said that their feelings about themselves as helpers had changed as a result of the course.

Programme efficiency was enhanced by building the capacity of professionals and lay counsellors who are likely to work with trauma victims. The professional network consisting of psychologists in private practice, who give time to PEACE clients free of charge helped to enhance cost effectiveness. Much of community outreach and intervention work was carried out by volunteers (4) thus increasing cost effectiveness.

The provision of psychosocial services to trauma victims, especially those who cannot afford private practitioners is a relevant endeavour in a context where government ministries are by no means adequately equipped in terms of human resources to provide such services. Other factors contributing to the relevance of the programme are the country's history of colonialism and apartheid as well as current high levels of violence.

Lessons learned: It is worth persisting in efforts to establish cooperation with government ministries. Goodwill can be built by offering inputs such as good quality training courses.

There are advantages to building capacity in already existing organisations that are relevant to one's own mission. The reach of interventions can be increased and sustainability enhanced. However, unless there is continuity in capacity building through supervision and follow-up, assessing the impact of such capacity building is difficult.

Research and intervention should be very closely linked; if research results are likely to point to interventions which are not within the organisation's mission, objectives and capacity it may be advisable to obtain the commitment of partner organisations which could offer the relevant interventions prior to undertaking the research.

2. Programme background

The sector with which the programme is concerned is psychological well-being/mental health and, more broadly psychosocial development. The activities that form part of the programme must be understood against the background of Namibia's history which has been strongly characterised by a long colonial history, apartheid, a protracted war and other forms of organised violence. World-wide research has clearly demonstrated that many years after violent conflict, the psychosocial after-effects continue to negatively impact on the lives of those directly and indirectly affected.

Since Namibia attained its independence there have been several events with the potential to generate traumatic stress. In 1990 during the Caprivi rebellion about 500 persons were detained by the Namibian police as suspected supporters and many of them were tortured, some severely. In 2000, with the incursions of UNITA forces into the north of Namibia (especially Kavango) and the stationing of Angolan troops on Namibian territory, members of the local population suffered landmine incidents and were shot at.

In Namibia the long term effects of violent conflict and of the structural violence of apartheid are often manifested in a subjective sense of helplessness and powerlessness which make it very difficult for people to make optimal use of the opportunities they may be afforded after independence. Currently, our society evidences very high levels of violence, including intimate partner violence, violence committed by parents, teachers and caregivers in relation to children, criminal violence and suicide. For many Namibians exposure to violence during childhood and in relation to intimate partners has robbed them of a sense of self-worth and confidence.

The constraints facing psychological health in Namibia constitute an important reason for the programme. Psychological well-being, due to budget and historical constraints is low on the priority list of the Government. The low priority accorded mental health can be deduced from the limited number of professionals working for the government in this sphere: three psychiatrists and eight psychologists.

Private psychologists and psychiatrists are limited in number and only cater for the few who can afford it. Only 15% of Namibians are members of medical aid schemes; the others rely on state services. In state hospitals and clinics, and in government ministries where trauma victims are likely to seek help, there tends to be little understanding and knowledge of the nature and impact of these phenomena and of methods of intervention.

Regarding the historical constraints, on taking over power in a country that had been at war for thirty years, the SWAPO Government announced a policy of national reconciliation, which in practice meant that the past had to be forgiven and forgotten. Thus, there has been little if any opportunity to address these traumatic experiences and thereby to improve people's psychological well-being.

3. Programme design

3.1 Programme strategy

The programme strategy aimed at reaching the overall objective of “Contributing to a more tolerant society of well functioning individuals, who can develop themselves to their full potential and fulfil their roles and participate in the social & economic development of Namibia” has three components. The first consists in raising awareness and fostering a broader and deeper understanding about the effects of traumatic experiences among members of the public generally and more specifically among people who are likely to come in contact with trauma victims through their professions. The second component consists in increasing access to psychosocial services for trauma victims. The third consists in community outreach which also has a preventive (in respect of violence) side.

Many people who have experienced trauma and who could derive benefit from psychosocial interventions are unaware that such services exist. Furthermore, such people, on account of learned helplessness, often limp through life, believing that they cannot make changes for the better. Community outreach helps to create a consciousness among such people of how the services can be beneficial.

PEACE helps to increase decentralised support for trauma survivors by offering workshops to people such as police officers, teachers, social workers, school counsellors and lay counsellors among others to enhance their understanding of traumatic stress and equip them with skills to effectively assist trauma survivors. Some trainees are in positions where they in turn disseminate their knowledge and skills to others. By offering training to people outside Windhoek psychosocial services can be provided to trauma victims in parts of the country where PEACE does not have an office.

By including in our training workshops employees of government ministries who are engaged in psychosocial service provision (e.g. school counsellors) as well as students of psychology and social work we enhance sustainability.

Although the training we offer enables participants to effectively assist the majority of trauma survivors with whom they come into contact, there are those survivors (e.g. of multiple or childhood traumas) who require professional assistance. Part of our training helps participants to recognise when they need to refer clients to professionals. PEACE offers a back-up service through its professional network of psychologists.

Violence prevention work is closely linked to community outreach. PEACE carries out activities with vulnerable groups e.g. children in impoverished and marginalised communities to increase their self-confidence and social skills and to offer them constructive opportunities for spending free time. We have made a start in developing alternatives to violence, i.e. seeking constructive ways of dealing with conflict.

3.2 Management set-up & Institutional Framework

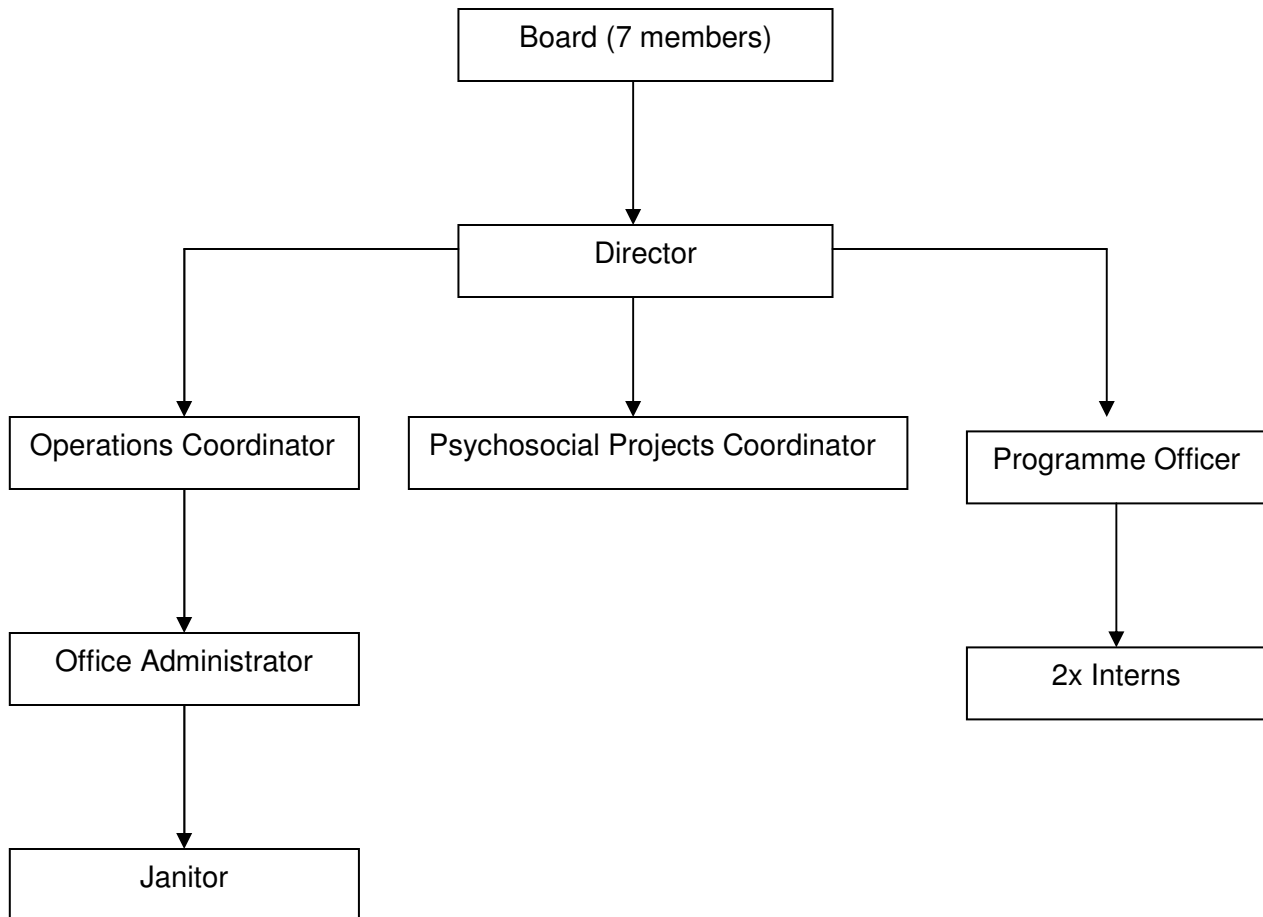
Management consists of the Board of trustees (seven members) and the Director. Board meetings are held at least four times a year. The Trustees bring different, highly relevant knowledge, experiences and skills to management. This includes: strong academic backgrounds and practical experience in social work and psychology; extensive political experience e.g. as member of parliament; experience as member of the former liberation movement; professional experience in journalism and public

relations; a history of active involvement in the Namibian labour movement; extensive management experience both in the private sector and parastatals and legal knowledge.

The Director is a clinical psychologist; prior to joining PEACE she gained five years of management experience as head of the psychology department, University of Namibia.

PEACE is registered as a Trust with the Ministry of Justice and as a Health Centre under the Ministry of Health & Social Services.

Organigram



4. Inputs

Please see financial statements attached for information on Finnish Embassy input.

4.1 Donors besides Finnish Embassy

Centre for the Victims of Torture, Minneapolis

Period: July 2005- June 2006 Amount: N\$345,130.00

Activities financed:

- Operations support: Increase in accessibility of psychosocial service provision through provision of transport fares to PEACE clients; Mobile Counselling Unit in Rundu for period January – May 2006; community outreach work
- Technology Enhancement through purchase of equipment e.g. DVD/video player & screen; maintenance of computer network
- Technical Assistance through training of staff members and professional network members in e.g. Art Therapy & Psychiatry Workshops (x2); Wits trauma model.

Johanniter Hilfswerk

Period: March 2006 ongoing Amount: N\$122 940.25

Activities financed:

- Children's Trauma Therapy Centre: salaries of support personnel e.g. cleaner/cook; food & transport for children; renovation of venue etc.

Ibis

Period: ongoing Amount: N\$70 840.00

Activities financed:

- Development of workshop material and conducting of workshops with potential lay counsellors to increase self confidence and self awareness

Oxfam Canada

Period: Amount: N\$45 000.00

Activities financed:

- Two Introductory, one Advanced and one Training of Trainers workshop in Alternatives to Violence

4.2 Technical Assistance Personnel; Institutional Partner

No technical assistance personnel were used; no institutional partner

Consultant: Dr Brian Harlech-Jones led two PEACE planning meetings.

4.3 Local institution and capacity building

Staff members participated in different training to enhance their skills & knowledge.

Office Administrator:

- Training workshop in power point presentation skills.

Director:

- Intensive narrative therapy supervision.
- Advanced Art Therapy & Psychiatry training
- Alternative to Violence Programme: Introductory, Advanced & Training of trainers
- "AIDS and me"
- Women's leadership Training

Assistant Psychosocial Projects Coordinator:

- Basic Art Therapy & Psychiatry training
- “AIDS and me”

Operations Coordinator:

- Supervision sessions in respect to the pastel bookkeeping
- Alternative to Violence Programme: Introductory, Advanced & Training of trainers

Two interns (enrolled in fourth year of Bachelor of Psychology):

- Basic counselling course offered by Philippi Trust.

Janitor: English course, intermediary level

All staff members: half-day follow-up workshop on conflict transformation.

Members (3) of PEACE professional network: Advanced Art Therapy & Psychiatry

5. Activities

- 5.1 Capacity building: provision of training in trauma awareness, counselling & support to members of partner organisations & to volunteers. While PEACE staff members conduct a considerable number of the training workshops, the Centre also organises relevant workshops which are offered by outside experts.
- 5.2 Counselling & psychotherapeutic interventions: The Centre has set up a professional network that provides free counselling/psychotherapy to its target groups. This network consists of ten psychologists who, on average, give two psychotherapy sessions per week to the Centre’s clients free of charge. The Centre provides transport fares to very needy clients so that these can attend consultations. The Children’s Trauma Therapy Centre was initiated.
- 5.3 Community Outreach & Support: Soccer team and kindergarten, aimed at primary prevention of trauma in an impoverished neighbourhood, Freedom Land.
- 5.4 Increase public awareness on the impact of trauma and the benefits of intervention through the electronic and print media.

6. Outputs

6.1 Capacity building (February 2005 to October 2006)

	Planned	Produced
Participants in PEACE training courses	195	241
Participants in courses offered by “outside” experts	90	141
Participants in Supervision	9	9
Number of workshops	18	23

Participating Organisations included:

- Relevant government ministries i.e. Health & Social Services; Education; Prisons & Correctional Services; Safety & Security
- NGO’s: National Society for Human Rights; Big Issue; Life Line; Philippi Trust; Oxfam Canada; SMA/New Start; Women’s Solidarity; Catholic Health Services; Friendly Haven shelter; Walvis Bay Multi-purpose Centre volunteers
- University of Namibia (Students from Psychology Department)
- Inhabitants of informal settlements who are (potential) leaders
- Portuguese language teachers: Osire Refugee Centre, Namibia & Angola

6.2 Psychosocial service provision to clients

	Planned	Produced
Number of clients	342	497
Number of referring organisations	6	8

Psychosocial services were extended to Rundu through a mobile counselling unit, including psychiatric interventions over five months as a pilot project. This was very successful with a steady increase in client numbers.

6.3 Community Interventions & Support:

Soccer team: 25 children

Kindergarten: 25 children

6.4 Public awareness raising:

Print media: 2 contributions

Television: 2 contributions (Tupopyeni)

Radio: 2 contributions

7. Fulfilment of objectives

The development objectives are still relevant; the problems and shortcomings described above under "Programme Background" still exist.

Extent to which the project achieved its development objectives:

7.1 People affected by organised violence have increased access to psychosocial services. The following indicators are relevant:

- Three hundred and twenty-four (324) people from 3 government ministries, 5 NGO's, psychology students from UNAM and teachers of Osire Refugee Centre participated in courses aimed at creating trauma awareness and equipping participants with trauma intervention skills.
- Twenty-eight persons from 5 NGO's participated in the Basic Alternatives to Violence workshop. Of these 18 completed the Advanced workshop and 14 finished the training of trainers workshop.
- Whenever we conduct training workshops participants fill in an evaluation questionnaire; the responses are the basis for adjusting course material.
- Assessment of workshop usefulness over long term: In November 2005 PEACE Centre offered a course in the "Wits Trauma Model". There were 19 participants and 17 provided answers. The results of this survey are attached (Appendix A).
- It was not possible to hold the quarterly trauma forum meetings as envisaged.
- Research: A staff member and Board member of PEACE conducted a research project to investigate the effectiveness of Women & Child Protection Units. In the process valuable information was gathered regarding the nature of traumatic experiences in different parts of Namibia. Again it was not possible to conduct a needs assessment at Osire because access to the Centre is a problem.

7.2 Create a safe haven with psycho-social therapy for all victims of organised violence:

PEACE broadened its focus to provide the said services to all trauma victims.

- 497 Clients were involved in psychotherapy or counselling.
- In March 2006, 14 clients who had made use of counselling or psychotherapy between November 2005 and March 2006 were surveyed to find out how they experienced the service. The overall conclusion of the evaluation is that all the clients were extremely satisfied with the service. They were feeling better, lives had improved and they had dealt with or were dealing with their problems.

- An evaluation was done with the PEACE Mobile Counselling Unit clients in Rundu. Five service providers who referred their clients were also interviewed. All the clients contacted were very pleased with the service. They felt supported by the psychologist and said that the sessions had helped them e.g. to become emotionally strong. Some clients felt that the time period the service was offered was too short and that should the project be extended they would make use of it. The service providers also gave a positive assessment. (See Appendix B)

7.3 Increased public awareness on the impact of trauma and benefits of intervention. See 6.4 above. Further attempts to achieve this goal were the training courses PEACE presented. At these workshops short information brochures about PEACE were distributed. The Centre distributed some 800 flyers with a “comic strip” depiction of PEACE activities to NGO’s likely to be frequented by trauma victims.

7.4 Community outreach: See 6.3 above.

8. Sustainability

Funding: There is a good chance that by the end of 2007 PEACE will receive no more than 40% of its funding from any one source.

Human Resources: Three young Namibians with good basic knowledge and skills in disciplines relevant to PEACE will be supervised by more experienced professional staff and learn by working alongside these professionals e.g. in training workshops. They will participate in courses offered by PEACE and institutions with which PEACE networks e.g. Healthnet-TPO. Members of informal professional networks of which PEACE staff members form part are prepared to offer workshops and professional services e.g. psychotherapy at minimal cost; this will benefit PEACE staff and target groups.

The sustainability of this project’s benefits to target groups hinges on three factors:

i) Training:

Much of the work done by PEACE should in time be carried out by relevant government ministries, e.g. Health & Social Services and Safety & Security. The training that PEACE envisages to carry out with staff members of these ministries will help to achieve this objective. Training will as far as possible include supervision and follow-up. Since many of those who are expected to participate in PEACE training courses will have no background in psychology or social work, they will not be able to assist in more severe cases. Thus, there will be a need for (additional) professional psychologists and social workers to be employed in these ministries. Professional associations of social workers and psychologists will be encouraged to lobby for the creation of positions in the relevant government ministries. In part the training to be offered by PEACE will focus on the development of effective skills to deal with conflict. This in turn will help to prevent violence and the potentially traumatic experiences that emanate from violence.

ii) Support group development:

The vast majority of people who experience traumatic events are able to cope with these, provided that they can find support in their communities. PEACE work with support groups will in part be aimed at drawing on and developing the skills which community members will be able to use so as to strengthen community ties and to provide support to one another. Thus in time PEACE inputs will no longer be required.

iii) Awareness- raising & Psycho-education Awareness- raising and psycho-education will enable sustainability in the sense that these activities will, at least for some participants lead to an increase in knowledge, a change in attitudes and a sharing of knowledge with others. Furthermore, if through these activities we can succeed in stimulating public debate this may motivate some people to press for changes.

9. Further analysis

PEACE should conduct an impact study to ascertain on a broad basis whether and how knowledge and skills acquired during training workshops are used to assist trauma survivors. A good way to assess the impact of training in future will be to carry out follow-up training and supervision in addition to self assessment questionnaires. We will have to develop indicators to assess the impact of our public awareness- raising in respect of the broader public (not just training course participants) as well as our community outreach activities.

10. Policy relevance

Consistency with policy on poverty reduction:

PEACE does not make direct inputs regarding poverty reduction. However, since traumatic stress reactions and psychological disturbances resulting from trauma frequently produce a sense of helplessness, overcoming traumatic stress and related disturbances can contribute to productivity and to people's motivation to improve their qualifications or search for employment opportunities.

Consistency with policy on human rights, democracy and good governance

An important aspect of the right to health is the right to mental health. PEACE contributes to this right by providing professional psychosocial services to people who would otherwise not have access and by building the capacity of public sector and NGO workers who are likely to be in contact with trauma victims. The programme has strengthened the competence of the public sector and the capacity of civil society through its training courses. For instance, several of the participants (MoHSS, Ministry of Education, Philippi Trust) report that they can work much more efficiently by using art therapy techniques with their clients. It was clear from the feedback we received during a follow-up workshop with teachers to increase their knowledge of the impact of traumatic stress on children's development that the majority had integrated the material covered during the first workshop and that they were applying this in their work. Participants in AVP workshops from both public sector and civil society report that they have found more satisfying and effective ways to deal with conflict in their lives. The conflict handling attitudes and skills transmitted as part of AVP workshops are inherently democratic. Thus it may be expected that the participation of two persons from the Ministry of Prisons & Correctional Services and their commitment to introduce AVP into the Windhoek prison will strengthen democratic practices in that context. At least two human rights institutions namely the National Society for Human Rights and Women's Solidarity have participated in courses organised by PEACE, specifically AVP.

Consistency with the policy on gender equality

The majority of PEACE clients are women. By providing professional psychosocial service free of charge the programme has improved women's access to basic health care. By strengthening women through psychotherapy or counselling, by dealing with the powerlessness, fear and guilt that are an integral part of traumatic stress they are more likely to participate in decision making. The majority of people who participate in PEACE training courses are women. About one out of ten are unemployed. Through the training courses they may improve their chances of being employed. We trust that through the implementation of recommendations flowing from the research on the efficacy of Women & Child Protection Units (WACPU's) these Units will become more effective, thus contributing to the promotion & protection of women's human rights. PEACE has carried out training with police officers and social workers attached to WACPU; such training can increase respect for women's human rights.

11. General experiences gained / lessons learned

11.1 Capacity building

A number of conditions have to be fulfilled if training/capacity building is to be successful. Trainees must actually be in a position (e.g. in terms of job description and work space) to make use of the knowledge and skills they have gained.

Learning is most powerful when people have opportunities for follow-up and supervision. PEACE has to become more effective in ensuring that this is implemented.

Longer term evaluation remains a challenge. To date PEACE has used self-evaluation questionnaires, which are not very objective. If PEACE can negotiate follow-up training, it will be possible to monitor the development of participants and the degree to which they implement new skills and knowledge.

PEACE should be careful not to duplicate training course that other organisations e.g. Life Line/ Child Line are already doing effectively. Rather The Centre's courses should fill gaps which other organisations do not have the capacity to fill. We have learned that psychosocial service provision is carried out either by professionals or by lay people who frequently participate in a single training course and then do very difficult work usually with little support or follow-up training. PEACE is in a position to offer courses and supervision to provide lay counsellors with more in-depth knowledge and skills.

11.2 Psychosocial service provision

In the future the Centre should back up service provision with capacity building. This would be particularly important in cases where the Centre tries to expand psychosocial service provision beyond Windhoek as we did in the case of the Rundu pilot project.

Sustainability in the field of psychosocial service provision can, at least to some extent, be implemented through the establishment of support groups. It would be important to ensure that interested members of support members can participate in training courses.

11.3 Community Interventions & Support

It is easy to spend a great deal of resources when carrying out a community activity with limited results. In future the Centre's activities will have to be time-limited, and with a potential to reach more people who could potentially reinforce changes in each other e.g. parents and children. Also activities should be of such a nature that they can readily be taken over by community members.

11.4 Research

The initial intention with conducting the ex-combatants research project had been to develop interventions, to improve the life circumstances of the ex-combatants. However, it turned out that PEACE does not have the necessary expertise to help address the most important needs expressed by the ex-combatants i.e. material needs. For any future research, the project as well as associated research objectives and questions should be situated more exactly in the domain of the PEACE vision and objectives. Furthermore research results should be readily translatable into interventions. Better still may be to integrate research and intervention in a single project.

PROGRAMME/PROJECT FACT SHEET

1. Partner Organisation: P.E.A.C.E. (People's Education, Assistance & Counselling for Empowerment) Centre

2. Project Title: Addressing the impact of violence & trauma through psychosocial interventions

3. Development Sector: Human rights

4. Focus: Psychosocial service provision to trauma victims; enhancing awareness and understanding of the impact of trauma

5. Geographical Coverage and Project Site: Mainly Windhoek, with Rundu as pilot project; training was carried out with people from Oshakati, Walvis Bay, Katima Mulilo, Rundu, Keetmanshoop

6. Duration: - 18 months

7. Starting Date: February 2005

8. Project Financing: N\$583 910.00

9. Total financing from the Embassy of Finland

10. Other financing:

Centre for the Victims of Torture	Amount: N\$345,130.00
Johanniter Hilfswerk	Amount: N\$122,940.25
Ibis	Amount: N\$70,840.00
Oxfam Canada	Amount: N\$45,000.00

11. Intended Beneficiaries: Trauma victims; persons vulnerable to violence & other forms of violence; persons who work with trauma victims

12. Project Purpose:

Provide improved access to appropriate and effective psychosocial interventions to trauma survivors and people, whose lives have been impacted by violence.

Ensure increased and improved decentralised support and involvement in violence prevention and trauma intervention through strengthening the capacity of other service providers and of community members.

Increase awareness and understanding of the nature of trauma, its impact and of how interventions can be helpful.

13. Overall Project Objective

To contribute to a more tolerant society, of well functioning individuals, who can develop themselves to their full potential, can fulfill their roles and participate in the social and economic development of Namibia.

February – October 2006

	Produced
Participants in PEACE training courses	131
Participants in courses offered by “outside” experts	133
Participants in Supervision	9
Number of workshops	14

Extent to which the project achieved its development objectives:

8.1 People affected by organised violence have increased access to psychosocial services. The following indicators are relevant:

- Two hundred and four (204) people from 3 government ministries, 5 NGO's, psychology students from UNAM and teachers of Osire Refugee Centre participated in courses aimed at creating trauma awareness and equipping participants with trauma intervention skills.
- Twenty-eight persons from 5 NGO's participated in the Basic Alternatives to Violence workshop. Of these 18 completed the Advanced workshop and 14 finished the training of trainers workshop.