

4. PEOPLE'S QUALITY OF LIFE

4.1 POPULATION AND HEALTH

The Vision for Namibia in 2030 is about the people. Therefore, at the centre of the visioning exercise was concern for the population in relation to their social (particularly health), economic and overall well-being. How many Namibians? How well are they living? Where do they live, and what do they do for a living? All the questions about the welfare and well-being of the people of this country, at any point in time, even beyond 2030, is about our population's living conditions. In essence, the dynamics of our population and the associated social, economic, demographic, environmental and political factors are critical elements in visioning, scenario-building and determining of strategic elements that would translate the vision for 2030 into reality.

4.1.1 Population Size and Growth

The available evidence suggests that though relatively small in size (1,826,854 in 2001), the population of Namibia experienced a high growth rate of over 3.0 per cent in the decade before Independence (1981 – 1991). Against the official projections that anticipated a continuation of the growth trend well beyond 2000, the negative impact of HIV/AIDS on health and longevity of the people has reduced the growth rate from the projected estimate of 3.0 percent per annum to 2.6 percent (1991-2001).

Given the continuing negative effect of HIV/AIDS on the population in the immediate future, the growth rate of the population will be further curtailed to about 1.5 percent or below annually until about 2015, when the worst impact of the epidemic will probably be seen. The overall population size will, however, not be reduced as a result of the pandemic; and even in the worst-case scenario, as shown in Table 4.1, Namibia will have a population of about 3.0 million by 2030.

Initial estimates based on the 1991 census indicated that the population of Namibia would continue to increase, from 1.4 million in 1991, to 1.63 million in 1996 to 1.9 in 2001 and 3.5 million in 2021, based on an anticipated annual population growth rate of slightly over 3%. These projections were based on the high fertility rates prevailing at the time. However, because of HIV/AIDS, these initial assumptions needed to be reconsidered. Projections by 5-yearly intervals for the three scenarios are contained in Table 4.1, and illustrated in Fig. 4.1

Year	Low Variant	Medium Variant	High Variant
2001	1.83	1.83	1.83
2006	2.02	2.14	2.25
2011	2.19	2.39	2.61
2016	2.39	2.66	3.01
2021	2.57	2.93	3.41
2026	2.78	3.23	3.86
2030	2.98	3.49	4.27

Table 4.1: Namibia - Population Projections (in millions)

Based on the 'High', 'Medium' and 'Low' Variants of the Projection Model.

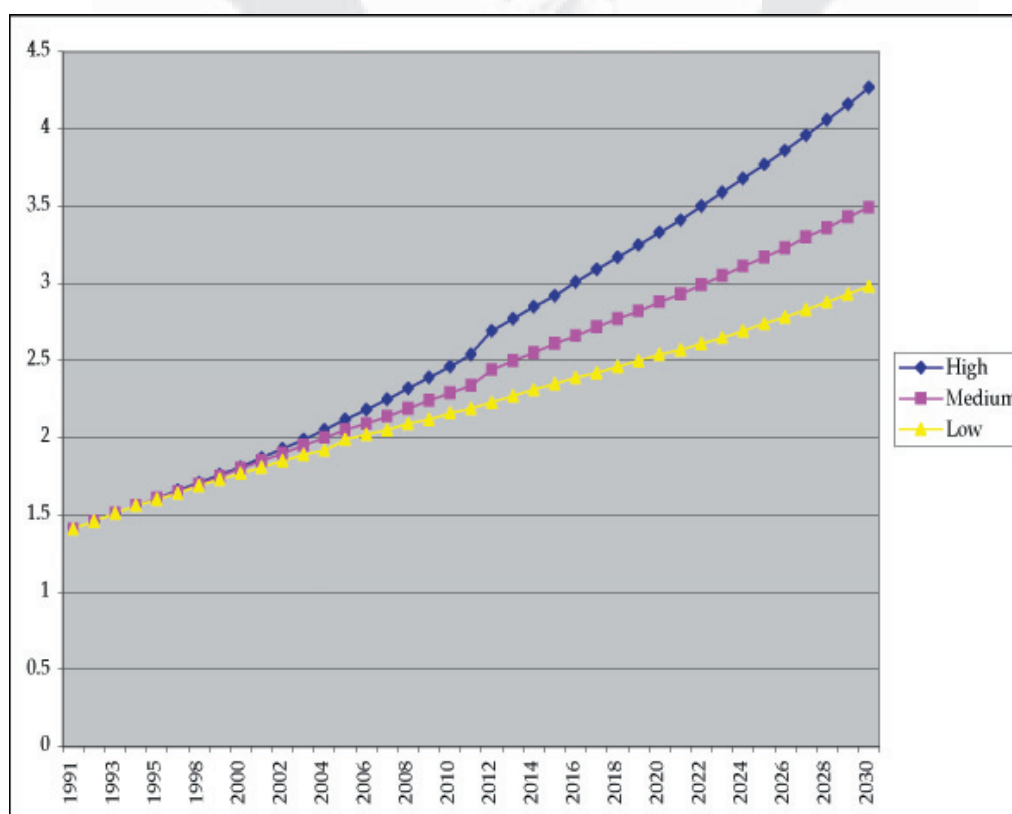


Figure. 4.1. Projected Population, 1991 - 2030

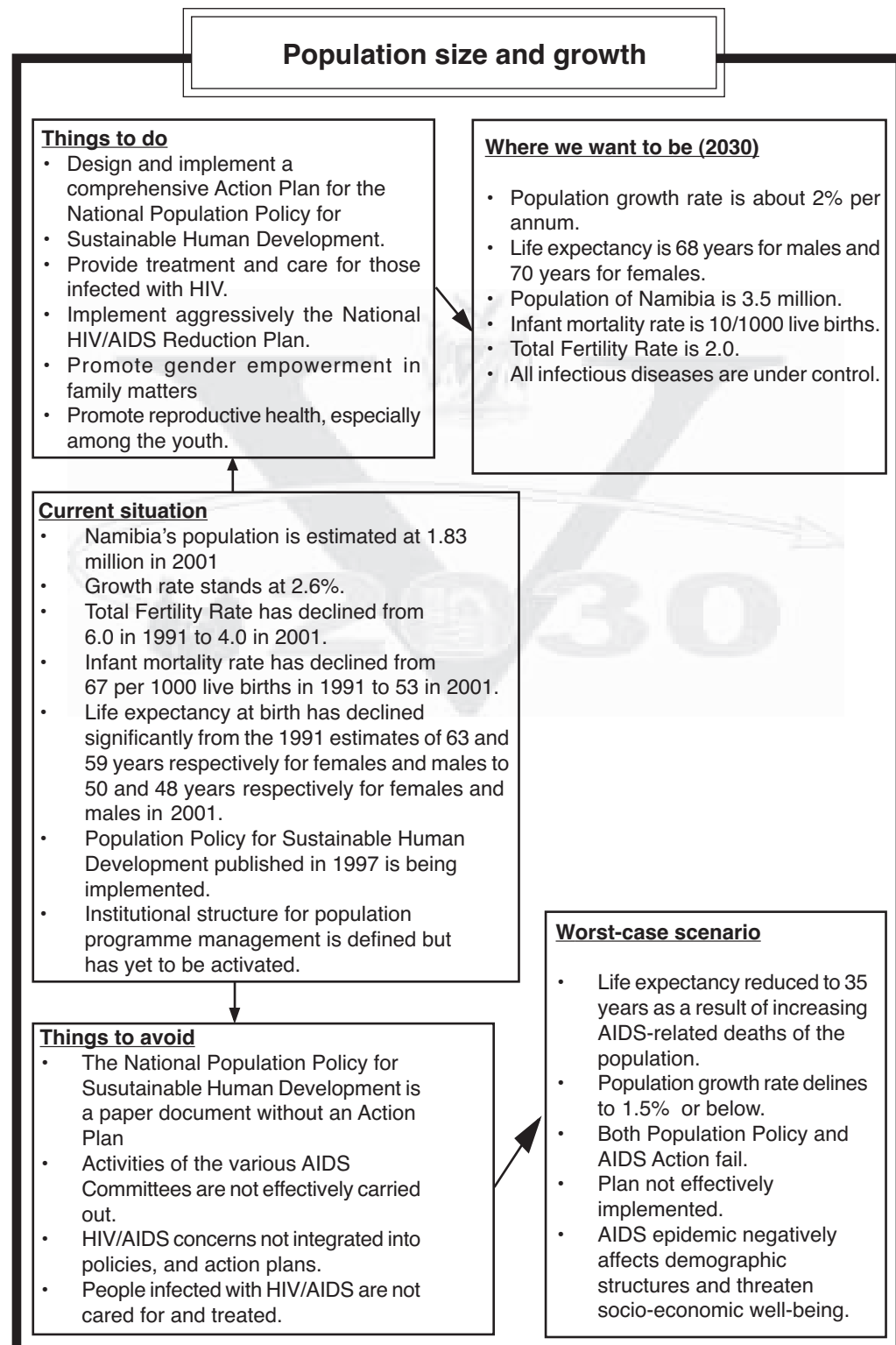
Based on the 'High', 'Medium' and 'Low' Variants of the Projection Model

The results of the 2001 population census show a total population of 1,830,330 for the country. The variations in the projections shown in Table 4.1 are due to differences in the assumptions made about the future course of mortality and

fertility during the Vision period. Due to uncertainty about the future course of the HIV/AIDS epidemic, the projections of the population should be reviewed periodically during this period. It is, however, suggested that the 'Medium Variant' of the projection should guide Vision implementation from the beginning.

Sub-Vision

A healthy and food-secured nation in which all preventable, infectious and parasitic diseases are under secure control; people enjoy a high standard of living, good quality life and have access to quality education, health and other vital services. All of these translate into long life expectancy and sustainable population growth.



Targets for Population and Health

- Reduction in the population growth rate from the annual average growth rate of 2.6 % (1991 – 2001) to 2.4% by 2015, 2.2% by 2025, and 2.0% by the year 2030.
- Reduction in the infant mortality rate from 53 per 1000 live births in 2001 to 30 per 1000 live births by 2015; 15 per 1000 in 2025; and 10 per 1000 in 2030.
- Reduction in the maternal mortality rate from 271/100,000 live births in the year 2002 to 80 per 100,000 in 2015; 50 per 100,000 in 2025; and 20 per 100,000 in 2030.
- Reduction in the total fertility rate from the 2002 level of 4.2 to 3.5 by the year 2015; 3.0 by 2025, and 2.0 by 2030.
- Full immunization coverage from 65% in 2002, to 70% in 2015, to 75% in 2025, and 80% in 2030.
- Increase contraceptive prevalence rate from 37.8% in the year 2002 to 50% by the year 2015; 65% by 2025; and 80% by 2030.

Objectives

- To reduce mortality from all causes, including HIV/AIDS.
- To revive the population policy and implement it effectively.
- To make health services adolescent/youth friendly and accessible to all.
- To make anti-retroviral drugs available to and affordable the public.
- To intensify population information, education and communication (IEC) through appropriate means taking, into account people with disability.

Strategies

- Providing treatment and care for those infected and limiting the further spread of the disease.
- Developing a comprehensive Action Plan and reviving the institutional structures in place for programme implementation.

Institutional responsibilities for resolving population and related health problems are clearly stated in the ***Population Policy for Sustainable Human Development (1997)***. While all the sectors are involved and their respective duties defined, overall technical coordination of policy implementation is vested in the NPC, supported by the National Advisory Committee on Population.

4.1.2 Migration, Urbanisation and Population Distribution

Migration has historically been male dominated and mostly from the northern communal areas to the commercial farming, mining and manufacturing areas in the centre and south. The distribution of Namibia's population is highly uneven, being closely linked to agro-ecological conditions and thus economic and social opportunities. While the national population density in 2001 was 2.1 persons/km², one of the lowest in Africa, in Ohangwena, Omusati, Oshana and Oshikoto Regions it was 13.2 persons/km². These four regions contain 6.8% of Namibia's land area, but had 44.9% of the total population in that year (see population total by Region, Fig. 4.2).

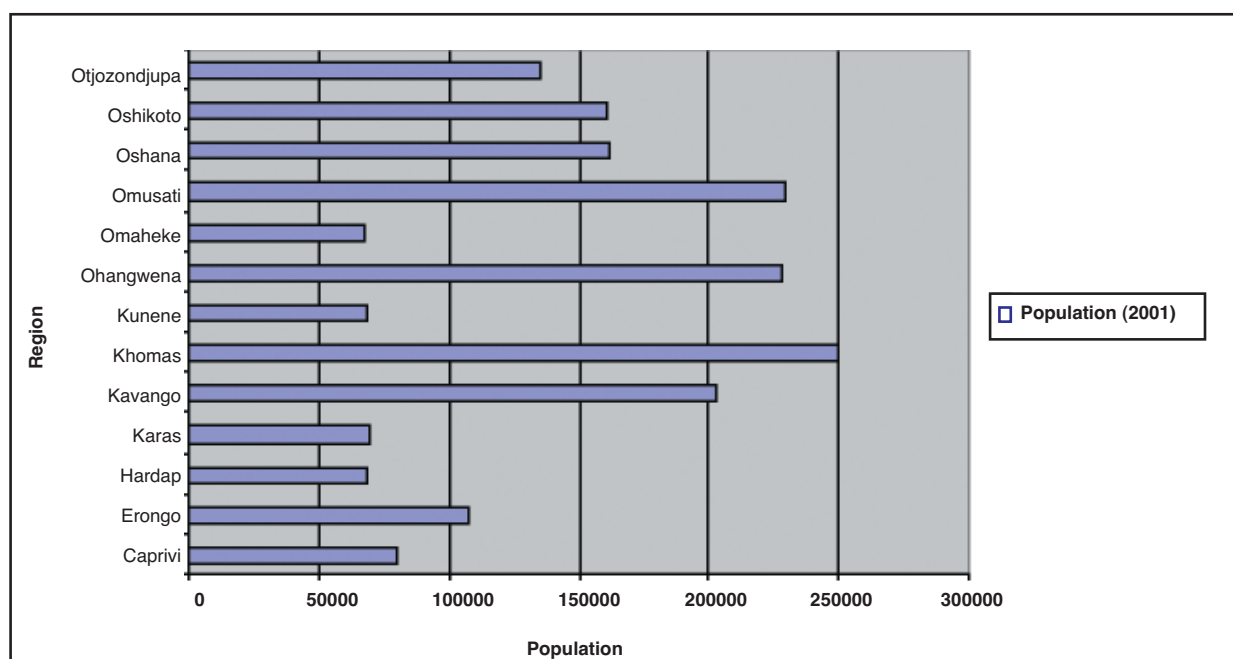


Figure. 4.2: Population by Region(2001)

Only 27% of Namibia's Population was urbanised in 1991; by 2001 the proportion of the population living in urban areas increased to 33%. One important demographic characteristic of the urban population in Namibia is the very high rate of growth. While the overall national population increased at 3.1 percent per annum from 1981 to 1991, the urban population registered a growth rate of 5.6 per cent, and the rural population 1.97 per cent.

At the current rate of urban population growth it is estimated that the population of Namibia would be 43 percent urbanised, with about 1 million people residing in urban places by the year 2006, and 50 percent by 2010; 60 per cent by 2020, and 75 per cent urbanised by 2030. The major factor promoting the rapid rate of urbanisation in the country is rural-to-urban migration, mainly of young men and women in search of better social and economic opportunities. This trend is likely to continue during the Vision period. The trend in urbanisation is shown in Fig. 4.3.

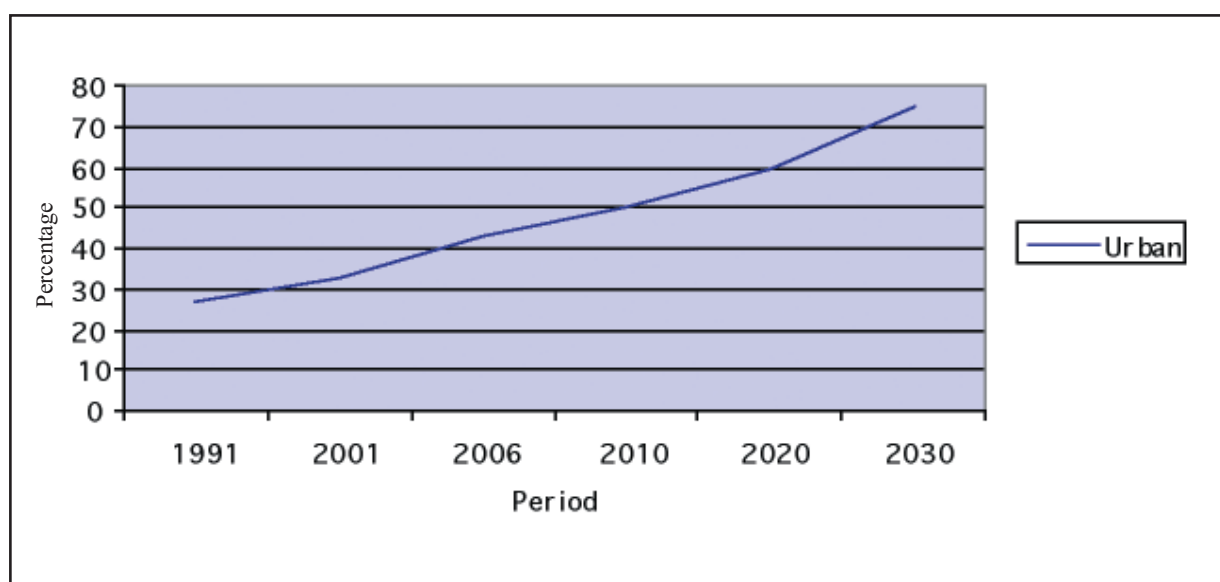
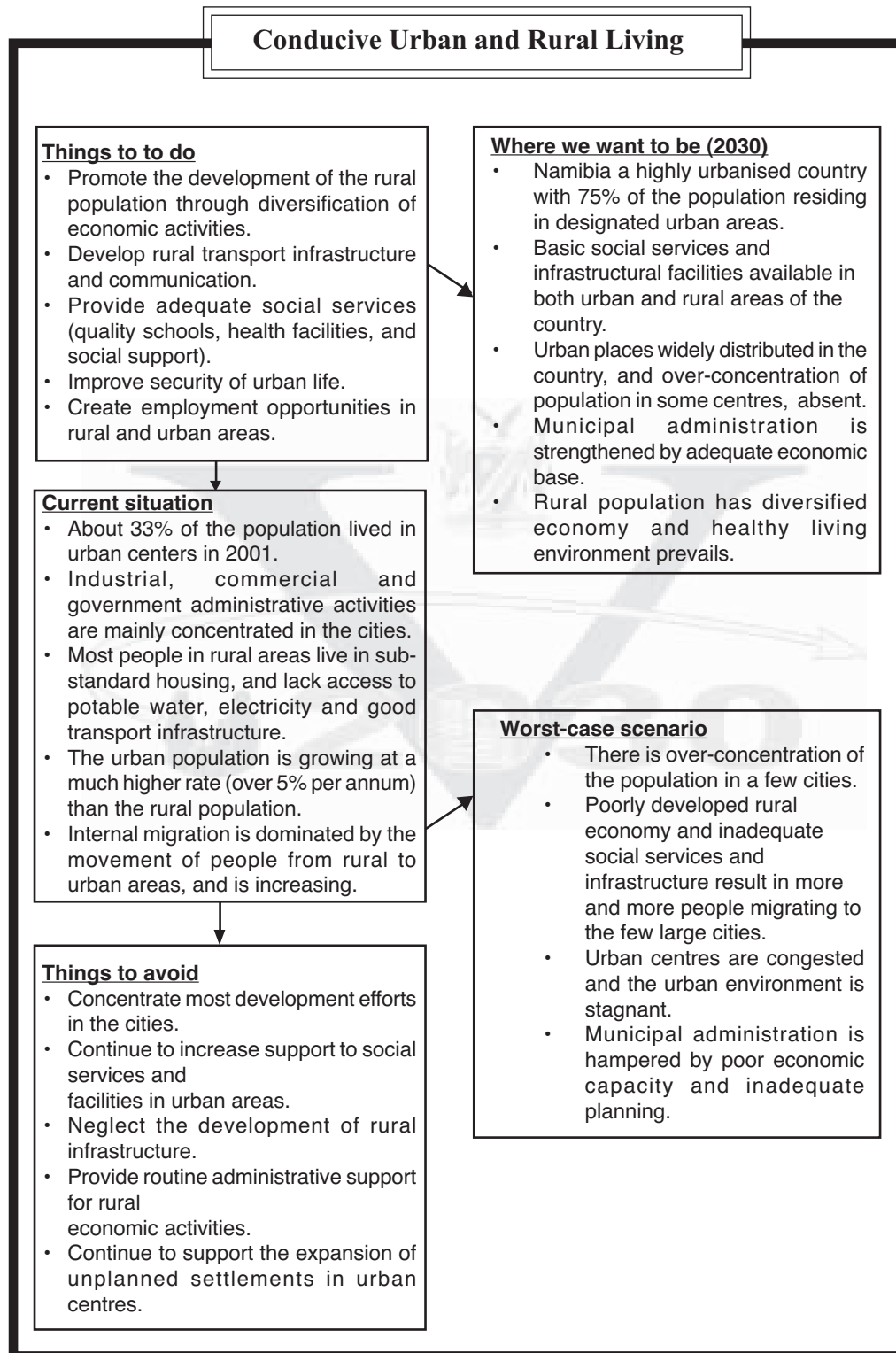


Figure. 4.3: Urbanisation Trend in Namibia

Sub-Vision

There is free movement of the population within the country and population distribution is maturely adjusted to the location of resources for livelihood. Namibia is a highly urbanised country with about 75 per cent of the population living in proclaimed urban centres, while the predominance of Windhoek has considerably reduced as a result of growth of other urban centres throughout the country.



Objective

The overall objective is to achieve integrated rural and urban development in which living conditions and social and economic opportunities are adequate for all.

Strategies

- Promoting rural and urban development,
- Ensuring that overall social and economic development is commensurate with the degree of urbanization of the population,
- Enhancing the capacity of local authorities to function effectively,
- Harmonizing the local markets for agricultural trade, including removal of the “red line”.
- Upholding the constitutional provisions for international migration as well as the appropriate immigration policies.

4.1.3 Population Age and Sex Distribution

As in most developing countries, the Namibian population is very youthful. Children below the age of 15 years constituted 42% of the population in 1991, resulting from persistently high levels of fertility and declining levels of infant mortality. Older persons aged 60 years and over made up 7.0% of the 1991 as well as the 2001 population, most of them enumerated in rural areas.

The results of the 2001 population census indicate that close to 40% of the total population is under 15 years of age. This shows little change from 43% in 1991 and the estimate of 41% by the CBS in 1996. The 2001 census report also shows that rural areas, where 67% of the population live, have relatively more young people (44%) as well as more senior citizens or those 60 years and over (8%) compared to the urban population, where there are 30% and 4% young and old persons respectively. The majority of urban residents (64%) is made up of the economically active age group (15-59 years) compared to 46.3% of the rural population. Overall, senior citizens constitute a small percentage of the total population (7%) in the 2001 census report and this, as shown in Figure 4.4, is not expected to increase appreciably during the Vision period, as a result of the effect of HIV/AIDS on the population.

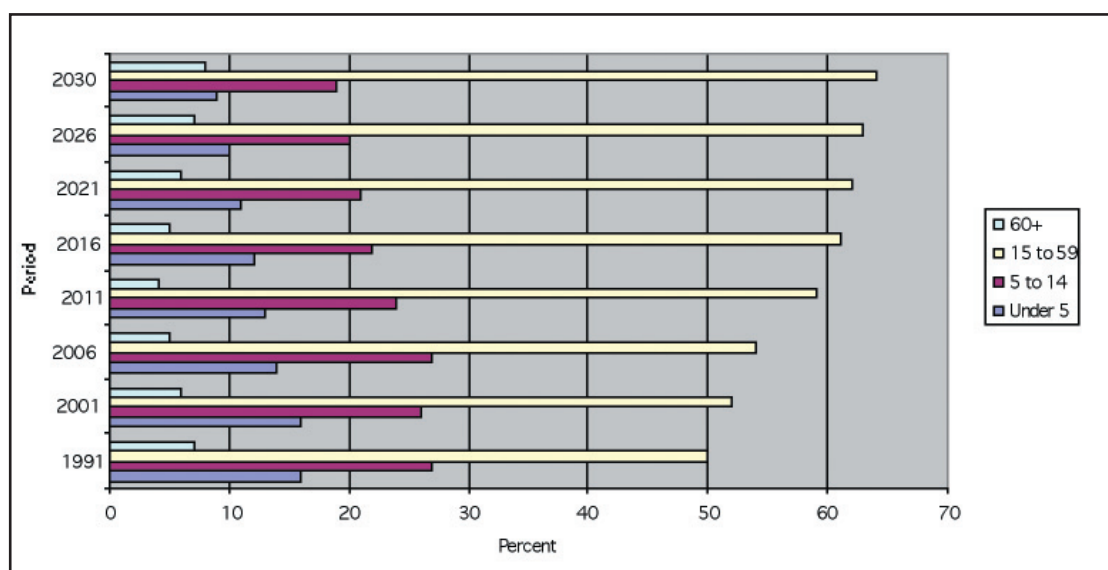


Figure 4.4: Population Projection by Age Groups

The 2001 total population of 1,830,330 for the country shows that there were 942,572 females (or 51% of the total) and 887,721 males (see regional distribution of population by sex in Figure 4.5). This implies a sex ratio (defined as the number of males per 100 females) of 94.0 in 2001, virtually unchanged from 1991 when it was 94.8. Regionally, however, there are considerable variations due to migrants' selectivity. (Internal migration distorts sex ratios and these, therefore, vary widely between age cohorts and urban/rural populations). Sex ratios in the 2001 census report vary widely among the 13 regions in the country between a low of 83 for Ohangwena to a high of 115 for Erongo; and also between 91.9 for the rural population of the country to 99.1 for the urban population.

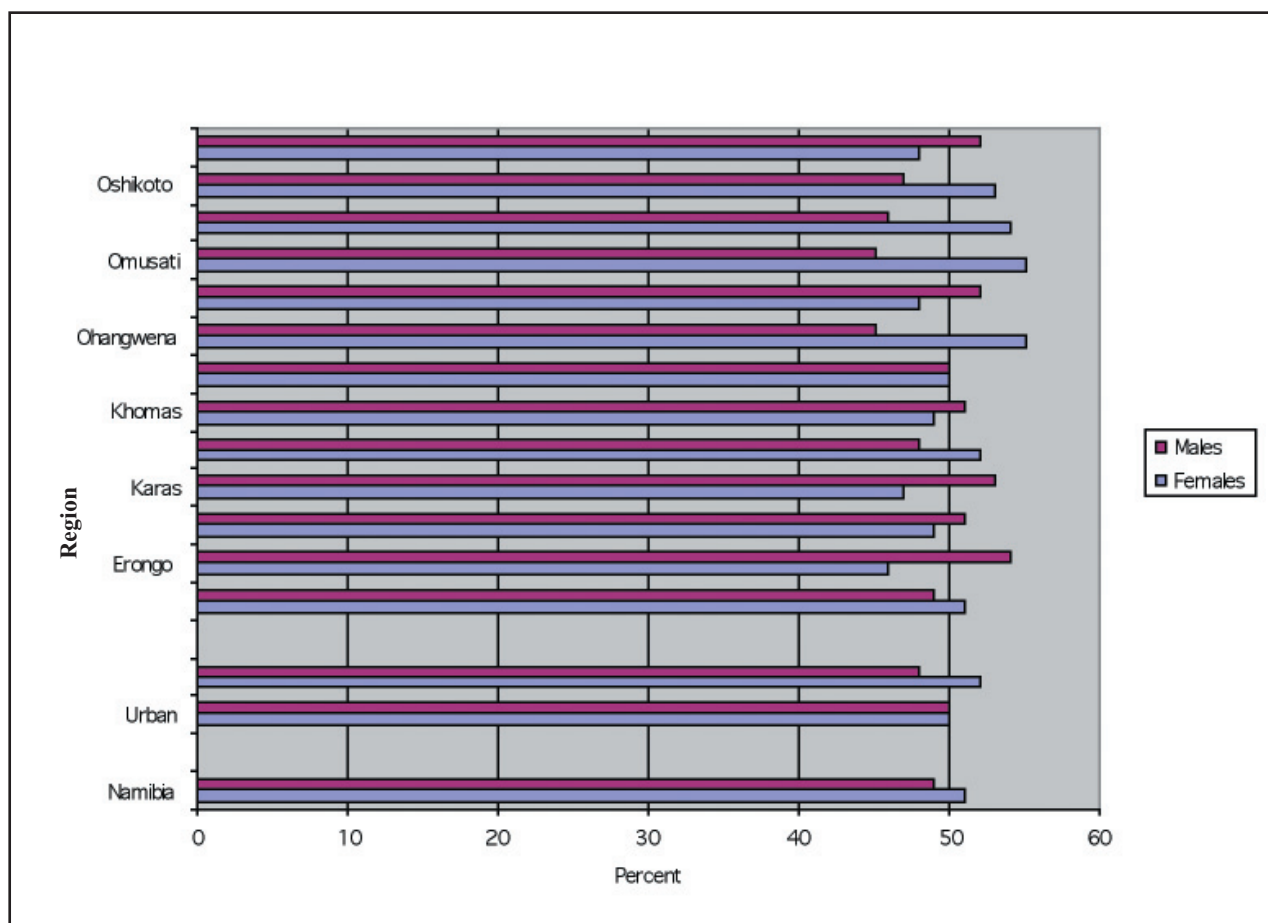


Figure. 4.5: Population Distribution by Region and Sex (2001)

Sub-Vision

Namibia is a just, moral, tolerant and safe society with legislative, economic and social structures in place to eliminate marginalisation and ensure peace and equity between women and men, the diverse ethnic groups and people of different ages, interests and abilities.

Equity in Age and Gender Matters

What to do

- Intensify the provision of population education at all levels of the education system.
- Provide population education to the general public.
- Educate men and women on gender and development issues.
- Ensure the reproductive rights of women.
- Empower youth and women through adequate education and access to gainful employment.

Where we want to be by 2030

- Equity between women and men in social, economic and political matters.
- Fairness in dealing with people of different ages, interests and abilities.
- Men and women have equal access to opportunities for livelihood.
- Girls remain in schools as long as boys, and women also participate in science.

Current situation

- Namibia has a youthful population, with 42% of the population under 15 years of age in 1991, and estimated to be 40% in 2001.
- Children and young people under 30 years of age make up over 70% of the population.
- Older persons aged 60 years and above make up about 7% of the total population as a result of overall short life expectancy at birth in the population.
- There are higher proportions of both the young and the old populations in the rural areas compared to the urban areas.
- Women outnumbered men in the ratio of 100:94 in 2001 in the total population, but there are regional distortions due to migration.

What not to do

- Planning without consideration for gender.
- Planning for the people without considering differences in population structure, by age.
- Discrimination in access to social services and economic opportunities based on gender, age, and ethnicity.
- Senior citizens, disabled people are treated just as

Worst-case scenario

- Rampant discrimination due to age, sex, and disability.
- Relevant social and economic policies that provide support to disadvantaged groups, are not implemented.
- Young people have poor education, girls are worse off and older persons and the disabled have no chance to compete.

Objectives

The objectives are to:

Ensure that the young people of Namibia are educated, skilled, motivated, confident, assiduous, responsible and healthy, and are thus empowered to play an active role in shaping a better society, which will be their inheritance and their duty to sustain and manage in the future.

- Ensure that the elderly citizens are acknowledged and respected for their past contributions to the development of our country, and in their old age they will be well cared for and remain happy senior citizens in a safe and loving environment.
- Improve the situation of the disabled based on enhanced recognition of their rights and abilities, much as in other countries, through improved and expanded training and support programmes.

Strategies

- Providing quality education for all.
- Creating adequate employment opportunities for all those who are active and willing to work.
- Implementing the Affirmative Action initiatives so that those disadvantaged and people living with disabilities are well represented in the work place at all levels.
- Disaggregating all data by gender, for effective planning, and increasing the flow of information on important gender issues and law reform.
- Implementing all relevant policies and legislations, and providing the appropriate setting for women to give input on law reform proposals.

4.1.4 Healthy Living for Longevity

Namibia operates a health care system aimed at ensuring equity of access to quality health care services to all; promoting community involvement and greater citizen participation in the provision of health services; providing affordable health services; facilitating co-operation and inter-sectoral action with all major players in the provision of health care; instituting measures to counter major health risks including the prevailing communicable diseases, such as malaria, tuberculosis, HIV/AIDS, etc; and ensuring the development of human resources in sufficient numbers for staffing various health delivery systems.

In addition, the health system aims at ensuring the development of a national health care system that is capable of providing a fully comprehensive range of preventive, curative and rehabilitative health care that is cost-effective, sustainable and acceptable to the most disadvantaged communities, promoting equity and facilitating the effective implementation of defined strategies and interventions.

- AIDS makes a significant contribution to poor health and to low life-expectancy. Hospitalisation and deaths due to HIV/AIDS-related complications have been steadily increasing, thus putting an additional burden on the health systems. Since 1996, AIDS has been the leading cause of deaths in Namibia. Figure 4.6 illustrates HIV/AIDS' contribution to hospitalisation and death as a proportion of the total admissions and deaths.

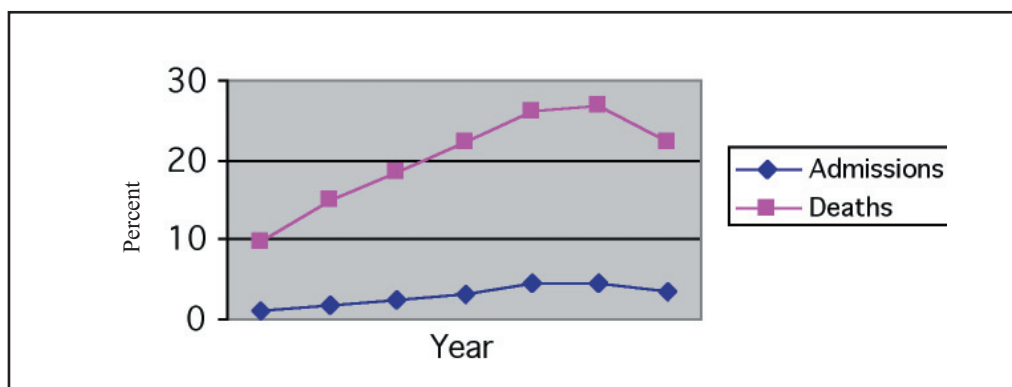


Figure. 4.6: AIDS Related Admissions and Deaths as % of Total

Recent estimates derived from the 2001 population census indicate that the life expectancy at birth in Namibia was 50 and 48 years respectively for females and males. This shows a significant decline from the 1991 estimates of 63 and 59 years respectively for females and males, largely due to the effect of HIV/AIDS.

The Government of Namibia has in place a detailed, multi-sectoral strategy for combating HIV/AIDS, and which recognises the epidemic as the most serious challenge to development in the country. The national response to HIV/AIDS aims to reduce transmission to below epidemic levels and to mitigate its impacts across individuals, families, communities and sectors. Sectoral strategies and targets are detailed in the 1999/2004 National Strategic Plan, which is among the most comprehensive in the region. It is of interest that, despite the high rate of HIV infection and widespread knowledge of the mode of transmission, only 28.2% of all women (married or unmarried) have ever used a condom, and an extremely low 8.9% are currently using condoms.

Currently, family planning services are available in 93% of Government health facilities. However, in 2000, only 61% of all women had used a modern contraceptive method at least once in their lives. It is noteworthy that, given the atmosphere of HIV/AIDS, only 9% of all women use condoms. Use of antenatal facilities is also generally popular, since 91% of women who had given birth during the 1995-2000 period, had been assisted during birth by trained medical personnel.

The results of the 2001 population census indicate that over 82% of all households in the country have access to safe water; the proportion is higher in urban (98.4%) than in the rural areas (79.9%). The census report also indicates that about 54% of the households in the country have no toilet facility, using the bush instead; over 70% of the households in the urban areas use flush toilets compared to 10% in the rural households.

While Namibia is considered to be food secure at the national level, many households are still vulnerable to chronic or acute food insecurity due to low agricultural production, recurrent drought, low incomes and limited off-farm employment opportunities. Despite the Government's strong commitment to the reduction of food insecurity and malnutrition during the First Food and Nutrition Decade (which will end in 2002), progress has been limited.

The above Government strategies and programmes aimed at improving the health of the population will succeed to the extent that the people themselves are willing and able to take advantage of the opportunities and facilities being provided. These health programmes, in addition to the provision of services, also provide information and education on various aspects of life and healthy living for the individual, family and the community. These include information/education on family formation and family planning services, prevention of infectious and parasitic diseases (such as HIV/AIDS, TB, STDs, malaria and vaccine preventable diseases), as well as other causes of ill health and death. Information and services are also being made available to the public through these programmes on nutrition, feeding and drinking habits, physical activities for healthy development and environmental hygiene.

The challenge is for each individual, family and community to take advantage of the services and facilities provided by the Government and related agencies in support of healthy living.

Sub-Vision

Namibia is free of the diseases of poverty and inequality; and the majority of Namibians are living healthy lifestyles, provided with safe drinking water and a comprehensive preventive and curative health service, to which all have equal access.



Healthy Living for Longevity

Things to do

- Implement effectively the Primary Health Care Programmes, including HIV/AIDS, Safe Motherhood, TB, Malaria, etc.
- Provide public education on healthy living.
- Improve the health infrastructure, particularly in rural areas.
- Ensure food security at household level.

Where we want to be by 2030

- Namibia is a healthy, food secured nation.
- Average life expectancy is about 69 years for both sexes, since death rates across the ages are low.
- All communicable diseases are under control, including HIV.
- People have access to safe drinking water, adequate housing and sanitation.
- All couples have access to and use effective means of family planning.

Current situation

- The leading causes of death in Namibia are AIDS, TB, malaria, gastroenteritis, cancer, pneumonia, prematurity, malnutrition, congestive heart failure, and cerebro-vascular accident accounting for 76% of all deaths in the hospitals.
- According to the 2002 sentinel sero survey among pregnant women, the HIV prevalence ratio stands at 22.0%.
- The cumulative number of HIV positive cases from 1986-2002 is 116 475.
- According to the 2000 Namibia Demographic and Health Survey, 5% of children are severely underweight, 2% are severely wasted and 8% are severely stunted.
- 91% of women have access to antenatal care services provided by a doctor or a nurse.
- 75% of the population have access to safe water.
- 41% of the population have access to sanitary means of excreta disposal.

Things to avoid

- Simply maintain current efforts and level of resources in implementing health programmes.
- Centralise the provision of health services.
- Restrict the flow of information on health matters.

Worst-case scenario

- Number of HIV-positive people increases from 219,00 in 2002 to 500,000 in 2030.
- Little behaviour change in spite of knowledge of Reproductive Health and the spread of HIV/AIDS.
- HIV-infected persons are not given treatment due to cost factor.
- HIV/AIDS not factored into policies and planning.

Objective

The overall objective is to ensure that Namibians enjoy a healthy, productive and long life.

Strategies

- Intensifying programmes of health education, targeting the different sections of the population in order to achieve behaviour change for disease prevention and cure.
- Assisting the health personnel to deal with the stress and burdens of HIV/AIDS on the health system.
- Investing adequate resources in the fight against HIV/AIDS epidemic and associated diseases, including treatment of those infected and providing support to orphans.
- Focusing on total quality management of the health programme.
- Developing and managing a comprehensive Food Security Network.
- Maintaining emphasis on primary health care within the context of decentralisation, both deconcentration and devolution.
- Increasing the focus on training medical and paramedical personnel, and helping to ensure service provision in remote rural areas.
- Improving the distribution of infrastructure to ensure service provision in remote areas.
- Continuing to improve access to health care and health facilities in previously under-served regions, must remain a priority.
- Improving the HIS data collection, management and dissemination; and strengthening feedback to those involved in the HIS chain of data collection so that local use is encouraged.
- Ensuring that all development plans and sectors include and implement HIV/AIDS responses in their efforts.
- Strengthening Reproductive Health and Family Planning programmes with the aim of ensuring that women gain more control over their reproductive health. This would include strengthening the identification and treatment of STD's.
- Based on a consideration of the various aspects of stigma, policies will be developed and plans will be implemented to achieve destigmatisation.
- Developing an understanding of the impact of the HIV/AIDS epidemic across all sectors.
- Achievement of these objectives will be dependent on sound political leadership and the involvement of all sectors (Public, private, Civil Society) of Namibian society.

4.1.5 Promoting Healthy Human Environment

The health management system in the country is designed to promote a healthy living environment for all Namibians through the elimination of vaccine-preventable diseases; and the attainment of the highest level of environmental sanitation, community and personal hygiene in order to eliminate air, water and vector-borne diseases. In addition, the health-care programme is designed to attain the highest level of responsible behavioural practices in order to eliminate STD's, HIV infection and alcohol and substance abuse. The system also supports treatment of physical and mental illnesses.



The Government of Namibia inherited, at Independence, a health care delivery system which was curative-oriented, and fragmented along racial and ethnic lines. Following Independence, a national health system was put in place and the Primary Health Care (PHC) strategy was adopted with emphasis on preventive, promotive and rehabilitative health care. The Government is in the process of decentralizing health services. This has involved the deconcentration of responsibilities to the regional level with the establishment of 13 health regions, in line with the 13 administrative regions. A total of 34 health districts have been created.

Currently, the provision of health care in Namibia is split between Government (70-75%), missions (15-20%) and the private sector (5%). The missions are not-for-profit providers, and subsidised by the state through the MOHSS. The private sector is mainly urban and provides health care through 11 medium sized hospitals.

The results of these efforts to re-orient the health service delivery system are demonstrated in the improvements in basic health indicators, such as fertility rates, infant mortality rates, etc. These Government programmes are based on a series of policies, e.g., those related to primary health-care, tuberculosis control, malaria control, etc. However, such decentralisation is taking place within the context of continuing personnel shortages, particularly at the professional level.

Sub-Vision

All the people of Namibia have equitable access to high quality and affordable health care services; the health infrastructure is strong, equitably distributed, and is being supported by adequate human, material and financial resources.

Promoting Healthy Human Environment

Things to do

- Maintain the health care principles of equity, accessibility, affordability and community participation.
- Streamline training of medical staff and support the training of Namibian doctors.
- Intensity support for the expansion of health infrastructure throughout the country.

Where we want to be (2030)

- Healthy environment for all Namibians.
- Healthy facilities within easy reach of people in rural and urban places.
- Adequate housing, with water and sanitation facilities for all.
- Medical facilities have adequate staff (doctors, nurses, etc) mostly Namibians.

Current Situation

- About 80% of the population live within 10km of a public health facility; leaving about 380,000 people, largely in rural areas, without ready access to health facilities.
- The ratio of population per public service doctor is 7,500; the severity of health staff shortages increases the further away one is from the capital cities.
- Focus of the health delivery strategy is Primary Health Care, with emphasis on community health, preventative measures and on treatments that can be provided relatively cheaply (mainly through outreach points, clinics, health centres and district hospitals).
- Most rural dwellers live in sub-standard houses without water and sanitation facilities.

Things to avoid

- De-emphasise community participation in health matters.
- Rely on expatriate medical personnel.
- Reduce health budget for economic reasons.
- Concentrate health services and facilities in the cities so as to gain the economy of scale.

Worst-case scenario

- Poor transport and communication infrastructure hamper the provision of health services to the rural population.
- Inadequate information on health matters make it difficult for communities to participate in public health programmes.
- Continued health staff shortages worsen the health situation.

Objectives

The overall objectives are to:

- Improve the physical and mental health status of all Namibians, and
- Improve and maintain the social well-being, self-reliance and coping capacities of individuals, families and communities.
- Strengthen and consolidate the Primary Health Care programmes;
- Improve the quality of Institutional and Curative Health Care services;
- Strengthen the Health System Management and Development;
- Improve the efficiency and effectiveness of Resource Allocation and Functional Management.

Strategies

- Ensuring that the health facilities are accessible to all and well equipped with both human and material resources, and the services are affordable and of acceptable and high quality.
- Strengthening the health system so that the system is effectively responsive to the increasing demands, and Primary Health Care/Community-based Health Care is playing a dominant role in health-care delivery, which is effective and efficient.
- Promoting institution and human capacity-building in the health sector in order to ensure there is appreciable increase in the number of health facilities and the staff establishment sufficient to meet increasing demands.
- Effectively decentralising health services and facilities to the political regions and the communities.
- Developing the HIS to provide timely, accurate data, available for planning and decision-making.
- Establishing a research institution responsible for research and production of drugs, especially the antiretroviral drugs.
- Strengthening and expanding Information, Education and Communication (IEC) programme, and ensure its effective and efficient implementation.
- Formulating an occupational health policy, including quality control measures for good processing industries. Implement the policy effectively.
- Ensuring the availability of affordable antiretroviral drugs to all HIV-infected Namibians.
- Changing the policy of confidentiality on HIV/AIDS for it to be treated as all other diseases.

4.2 WEALTH, LIVELIHOOD AND THE ECONOMY

When Namibia became independent in 1990, the economy was stagnant, growing at 1.1% in the 1980's. Its wealth remained highly skewed, with 5% of the population enjoying close to 80% of wealth in the country. There was widespread poverty and high unemployment. The access to basic services remained extremely limited to the majority of the population.

The direction economic policy-after Namibia's Independence - was to break the vicious cycle of poverty, skewed income inequality and high unemployment, and to build a foundation for self-sustaining economic growth and development. The main policy focus has, therefore, been to ensure macro-economic stability for ensured economic growth, poverty reduction and increased employment. It also ensures an enabling regulatory framework which aims to promote micro-economic reforms and efficiency, through trade and industry policy, rural and agricultural policy, and rural infrastructure development.

Since Independence, Namibia has achieved some notable success with regard to policy objectives through improving access to basic social service and infrastructural provision. Its broader macro-economic policy has been supportive of ensuring a stable and improved investment climate and moderately improved economic growth. Despite such improvements, Namibia's economic vision still remains central to the need of its desire to enhance the standard of living and to improve the quality of life of all the Namibian people. This can be achieved only if there is accelerated economic growth and sustainable economic development in the country.

4.2.1 Macroeconomic Environment

Although economic growth in Namibia started to improve considerably after Independence, the level of growth has not been sufficient to address the many social evils facing the country. During 1990-95, economic growth reached an average growth rate of 5 percent, surpassing the average of 1.1 percent during the previous decade. However, growth slowed thereafter, reaching a level of 3.5 percent during 1996-2000. (See Table 4.2 for projections of selected macro-economic indicators for the country up to 2030).

The high growth rates achieved in the first half of the 1990's were mainly primary sector driven, whereas the low growth in the latter part was due to adverse external influences, such as climatic and marine conditions with their attendant effects on agriculture and fisheries, and fluctuations in international commodity demand and prices, which impacted on mineral production and exports. to be about 7%. Taking into account a rapidly increasing population, real GDP per capita growth actually fell from 1.9% in the first part of the 1990's to 0.4% in the last part of the 1990s.

Although gross domestic investment improved remarkably after Independence, the level has remained insufficient to spur higher rates of economic growth needed to reduce poverty and the high unemployment rate. On average, gross domestic investment has hovered around 20 per cent of GDP during the first period after Independence, falling short of the high level saving of about 25 per cent of GDP which the country has been able to generate during the same period. As a result, a substantial amount of money is being invested outside the country.

Macroeconomic Indicators	1990	1996	2001	2006	2011	2016	2021	2026	2031
	1995	2000	2005	2010	2015	2020	2025	2030	2030
Population growth#	3.1	2.9	2.6	2.1	1.8	1.6	1.9	2.1	2.0
Real GDP	5.0	3.5	3.5	3.7	4.5	6.3	7.3	9.4	5.8
Real GDP per capita	1.9	1.5	1.8	2.2	3.2	4.4	5.2	7.3	4.0
Real Fixed formation growth	7	3.7	5	6.2	7.7	9.9	12.7	15	9.4
Real Consumption growth	4.1	4.8	1.3	2.6	3.1	6.3	8	7.5	4.8
Inflation	10.7	8.5	9.0	7.7	7.8	6.1	4.5	4.5	6.6
Gini Coefficient	0.70	0.70	0.69	0.63	0.55	0.47	0.39	0.30	0.50
Employment ^	1.0	1.2	2.7	3.2	3.4	3.7	3.7	3.7	3.4
Trade Balance (%GDP)	-6.0	4.3	-0.9	-0.3	-4	-5.9	-5.9	-5.0	-3.6
Budget Deficit (%GDP)	-2.7	-3.8	-3.2	-3.7	2.4	-1.0	-0.3	0.0	-0.7

Table 4.2: Selected Macro-economic Indicators 1990-2030

Note: With the exception of population, these are actual figures, whereas the rest are projections, #Population HIV/AIDS adjusted, ^ Employment growth obtained from Group on Human Resources. Figures are expressed in percentages, or averages, unless otherwise stated.

The inflation rate in Namibia is largely determined by price determination in South Africa, since 80% of Namibia's imports come from South Africa. The inflation rate grew on average by 12.7% during 1990-1995. It started to decline moderately during the second half of the 1990s, averaging 8.5%.

Namibia has one of the most unequal income distributions in the world, posing a Gini coefficient of 0.70. This is extremely high when compared to 0.58 for the average Gini coefficient for SADC, excluding the Democratic Republic of Congo and Mozambique. A Gini coefficient that is above 0.55 is an indication of a very unequal income distribution. Hence, GDP per capita can hardly be used to accurately reflect the welfare of the population in a country where income distribution is highly skewed.

Despite the government's efforts to create jobs, unemployment in Namibia has been recorded to be as high as 33.8% of the labour force. The level of under-employment in terms of very low levels of productivity and income, or insufficient work, is also widespread among workers in the traditional economy. Job-creation in Namibia has been rather luster lacking, and the structure of the labour force has not changed in line with expected trends. Instead, it has exhibited a decline in employment. Total employment fell over the period 1991-1997 by some 9.5%. The declining levels of employment are particularly evident in the primary industries, notably agriculture and mining, while employment grew within the

fishing sector. Employment in the primary industries declined by about 29% between 1991 and 1997, or by about 5.6% per annum on average.

Since Independence, Namibia's balance of payments has mostly recorded overall surpluses. These surpluses have been generated by the current account because the capital account has largely recorded net outflows throughout this period, resulting from the investments of pension funds and life insurer outside the country. The surpluses recorded on the current account were largely on account of investment income and transfers from customs union. On the other hand, the trade account has continued to register deficits since imports have remained larger than exports during the post- Independence period. Consequently, the trade deficit averaged about six per cent of GDP between 1990 and 2000.

Since 1990, the Government has been engaged in re-orienting Namibia's fiscal policy towards fiscal prudence and discipline with the objective of attaining overall macro-economic stability and laying the foundation for sustainable development, which is the basis for poverty alleviation and employment creation. The budget deficit, as a percentage of GDP, was recorded as 2.7% in the first half of the 1990s, but it declined to 3.4% during the 1996-2000 period.

Sub-Vision

Namibia operates an open, dynamic, competitive and diversified economy that provides sustained economic growth, the basis for availing resources for the fulfilment of major national objectives like poverty reduction, human resource development, employment creation, and the provision of adequate social services and infrastructural facilities.

Targets by 2030

- GDP and GDP per capita growth of 6.2% and 4.4% respectively
- Low unemployment level of 2.3% and an inflation rate averaging 4.5% per annum
- 10% primary, 42% secondary and 48% government sector of GDP
- Investment growth at 10.2%
- Gini coefficient at 0.3
- Trade deficit at 3.3% GDP
- Budget deficit at 1.5% GDP
- Substantial investment in rural infrastructure

Macro-economic Environment

Things to do

- Promote export development and competitiveness
- Promote efficient production and savings investment culture
- Promote an efficient services sector
- Consciously ensure external debt sustainability
- Establish an integrated industrial strategy
- Promote the existing EPZs
- Adopt spatial measures that are appropriate to different areas.
- Promote access to financial services.
- Ensure supply and efficiency of entrepreneurship
- Ensure supply and allocation of capital
- Promote skills development
- Support information and communications technology
- Promote regional integration
- Import relevant skills to augment shortage
- Modernise agriculture and develop competitive rural economies
- Facilitate economic empowerment and promotion of women and disadvantaged groups
- Establish a framework for national development and rural transformation
- Create a healthy labour force and society
- Create a literate and well-informed society
- Promote full employment

Where we want to be (2030)

- High standard of living as reflected in high per capita income.
- Low unemployment and inflation rate.
- High economic growth of at least above 5% annually.
- Open, resource-based and diversified economy, with GDP growth being secondary sector (export oriented manufacturing and knowledge intensive) industry-driven.
- Well developed and modernised agricultural sector.
- Substantial investment in rural infrastructure, with flourishing SME and EPZ sectors.
- Highly skilled and productive labour force with high levels of employment.

Current situation

- The average GDP growth is at 4.0%
- Low and declining per capita income
- High income inequality with Gini coefficient of 0.70
- Unemployment at 33.8% and rising. Employment growth is at 1.0 percent
- Poverty still widespread
- 20% Primary and 15% Secondary sector share of GDP.
- 55% Government contribution to GDP
- Inflation averaging at 10%
- Investment growth at 10%
- Trade Deficit as a % of GDP is at -6.0%
- Budget Deficit above 3%

Worst-case scenario

- Slow GDP growth rate of 2.7% or less with negative growth in GDP per capita
- Still primary sector driven economy subjected to depressed commodity prices, adverse weather and environmental conditions
- Unemployment reaches 55% with 20% inflation rate
- Investment growth is near zero and income inequality worsens to 0.85
- Policy on diversification fails, thus trade balance deteriorates.
- Low productivity with a large unskilled labour force.
- Government deficit reaches 10% of GDP

Things to avoid

- Heavy reliance on primary sector as the driving force for economic Growth.
- Promoting a relatively closed and protectionist economy with small or non-existent industrial capacity.
- Widespread poverty and skewed income distribution.
- Docile labour force with high unemployment.

Objective

To ensure that Namibia is an industrialised country of equal opportunities, which is globally competitive, realising its maximum growth potential on a sustainable basis with an improved quality of life for all Namibians.

Strategies

- Creating an open, dynamic, competitive and diversified economy.
- Promoting and sustaining sound macro-economic management.
- Creating employment opportunities.
- Ensuring consistency between macro-economic stabilisation and long-term development.
- Mainstreaming HIV/AIDS into macro-economic policies and programmes.
- Promoting integrated urban and rural development.
- Promoting regional economic integration and an industrial base.
- Reduction of poverty and income inequality.
- Fostering attitude-transformation and developing individual initiatives.
- Creation of a vibrant labour market information system to reduce unemployment.

4.2.2 Transport Infrastructure

The transport sector is critical to the development of all sectors of the economy and in the promotion of national as well as regional integration. Namibia is relatively well supplied with road, aviation, maritime and rail transport infrastructure. However, there are imbalances in the regional coverage, particularly regarding roads and railways.

Until 1995, the road transport sector was still regulated in terms of the Road Transportation Act, 1977 (Act No. 74 of 1977), under which the market was dominated by a few large operators, making it difficult for previously disadvantaged Namibians to gain access to the market. Government, in a bid to redress this shortcoming, published the White Paper on Transport Policy in 1995 and the resultant recommendations are being implemented.

The transport sector has been implementing certain bold strategies in support of its objective to provide effective and efficient transport infrastructure, efficient and safe operation of transport services, and achievement and maintenance of quality standards in transport. These include:

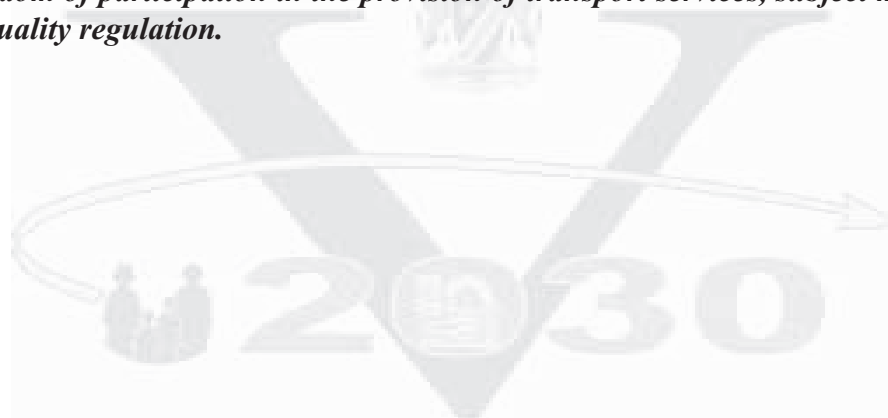
- a) Institutional reform - review of the role of Government in transport, institutional reform, promotion of competition and user pricing;
- b) Adoption of labour-based road construction and maintenance, as a means of employment-creation and the alleviation of poverty, while maintaining effectiveness and efficiency;
- c) Review of parastatals in the transport sector, leading to the establishment of Air Namibia as a separate company and the consolidation of the remaining business of TransNamib Limited as TransNamib Holdings Ltd, operating as transNamib Limited for road-and NamRail for rail transport;
- d) Development of appropriate plans and policies, including: the National Transport Development Plan; the National Transportation Master Plan; the Roads Master Plan; the new Road Traffic and Transportation Act; and Maritime Development.

The main challenges faced by the transport sector are the following:

- Expansion and maintenance of road infrastructure network to uncovered places in rural areas and others.
- Adequate maintenance of existing road network;
- Provision of road linkages to neighbouring countries;
- Maritime development (policy and legal framework, sea transport, port management, shipping and trade, navigational aids and services, capacity-building, etc);
- Maintenance of existing infrastructure.
- Promotion of public/private partnership in infrastructures-development and operation.
- Railway network to cover the country.
- Development of air navigation and airspaces infrastructure to meet demand;
- Capacity-building in support of the sector, particularly in Civil Aviation, Meteorological Services and Maritime Affairs.

Sub-Vision

Safe and cost-effective transport infrastructure is available throughout the country, and so also specialised services in their different modes, to balance the demand and the supply thereof in an economically efficient way; and there is freedom of participation in the provision of transport services, subject mainly to quality regulation.



Transport Infrastructure

Things to do

- Expand road infrastructure network to uncovered places in rural areas and others.
- Design user friendly urban traffic system.
- Adequately maintain existing transport network.
- Provide road linkages to neighbouring countries.
- Promote public/private partnership in infrastructure development and operation.
- Railway network to cover the country.
- Develop and implement appropriate Acts/ Policies.
- Develop air navigation and airspaces infrastructure to meet demand.
- Develop capacity in support of the sector, particularly in Civil Aviation, Meteorological Services and Maritime Infrastructure Affairs.

Where we want to be (2030)

- Safe and cost-effective transport infrastructure is available throughout the country, serving rural and urban communities.
- Urban transportation makes adequate provision for the different categories of residents – pedestrians, cyclists, motorists, and people with disabilities.
- Specialised transport services in their different modes are available to balance the demand.
- Transport services (road, air and maritime) are provided in an economically efficient way.
- There is freedom of participation in the provision of transport services, subject mainly to quality regulation.
- The transport sector contributes to economic growth, employment creation, and poverty reduction in a competitive, safe, efficient, effective, reliable and affordable manner.
- Adequate capacity exists in support of the sector, including Civil Aviation, Meteorological Services and Maritime Affairs.
- Namibia is a transport hub within the region.

Current situation

- Namibia is relatively well supplied with road, aviation, maritime and rail transport infrastructure.
- There are imbalances in the regional coverage, particularly regarding roads and railways.
- Government, in a bid to redress this shortcoming published the White Paper on Transport Policy in 1995 and the resultant recommendations are being implemented.
- Government has carried out institutional reform - review of the role of Government in transport, promotion of competition and user pricing.
- The sector is adopting labour-based road construction and maintenance, as a means of employment-creation and the alleviation of poverty, while maintaining effectiveness and efficiency.
- Review of parastatals in the transport sector led to the establishment of Air Namibia as a separate company and the consolidation of the remaining business of TransNamib Limited as TransNamib Holdings Ltd, operating as transNamib Limited for road and NamRail for rail transport.
- Government has developed some appropriate plans and policies, including: National Transport Development Plan; National Transportation master Plan; Roads Master Plan; new Road Traffic and the transportation Act.

Things to avoid

- Neglect maintenance of existing and new transport infrastructure.
- Inadequate transport coverage of rural areas.

Worst-case scenario

- imbalances in transport coverage.
- Vast rural areas remaining inaccessible by any means of transport.
- Transport facilities too costly for the poor.
- Namibia poorly linked by transport to other countries in the region.

Objectives

The main objectives of the transport sector are to:

Contribute to national development through the provision of transport services that are equitably distributed throughout the country and which contribute to economic growth, employment creation, and poverty reduction in a competitive, safe, efficient, effective, reliable and affordable manner; and to render the provision, management and maintenance of transport services on an economical and long-term sustainable basis.

The objectives of the transport sector are to:

- implement a comprehensive culture change plan;
- develop private sector expertise in the construction and maintenance of roads on a tender/contract basis;
- draw up and implement a master plan of development for each of the airports/aerodromes of the airports company;
- draw up and implement an aviation communication and navigation aids master plan;
- commercialise air navigation services and create an autonomous Civil Aviation Authority;
- set up an appropriate maritime administration;
- revise and promulgate new maritime legislation;
- develop maritime training to provide qualified seafarers;
- promote the employment of Namibian seafarers to the international shipping industry;
- install appropriate measures to protect the integrity of the Namibian waters;
- ensure the implementation of the approved recommendations of the Independent Task Force on TransNamib Ltd;
- draw up and implement a master plan for the development of a meteorological services infrastructure in Namibia.
- commercialise most of its functions that can more efficiently be performed in a commercial environment;
- maximise the involvement of the private sector in the provision of services currently provided by the department;
- promote and participate in the establishment of additional maintenance and repair centres in the regions in order to enhance efficient maintenance and avoid unnecessary expenses;
- train, through special training courses, workshops and seminars all personnel of the ministry to increase the efficiency and effectiveness of staff and to foster professionalism;
- computerise the administrative functions of the ministry to ensure efficient performance and sound financial control;
- transform the stores financial system to that of a trade account;
- introduce the provisioning of non-standardised stock items, according to customer needs; and
- improve the efficiency and productivity of the government garage, including the commercialisation of certain functions which can be performed more efficiently in a commercial environment.

Strategies

The broad strategies of the transport sector include the following:

- implementing the policies contained in the White Paper on Transport Policy;
- restructuring the Ministry as provided for in the MWTC 2000 Project;
- ensuring that new institutional structures are effective and responsive to technological and international developments;
- staffing the new institutional structures and the department with fully trained Namibians;
- implementing the road-user charging system;
- establishing the road fund administration, roads contractor company and roads authority, and to have these fully operational;
- reviewing appropriate aviation user charges;
- implementing the recommendations of the aerodromes Master Plan;
- promoting accession to relevant maritime conventions;
- approving the training and examination of seafarers in Namibia;
- issuing and registering seafarers and promoting the registration of ships and vessels;
- ensuring seaworthiness of ships and vessels;
- ensuring the prevention and combating of marine pollution;
- revising all relevant legislation, including the National Transportation Corporation Act, 1987;
- drawing up legislation for quality control of rail services; and
- putting in place a Namibian Meteorological Services Act.
- standardising basic building designs;
- creating a commercial account for fixed asset management;
- introduce appropriate adjustment of lease rental tariffs and categorizing all accommodation;
- implementing commercialisation principles and ideas to strengthen and
- increase the capacity of the organisation prior to becoming a fully fledged commercial entity;
- decentralizing cleaning services and the transfer of security services;
- reviewing the air transport service to meet the needs of user ministries;
- accelerating the vehicle replacement programme of the government garage.

4.2.3 Employment and Unemployment

High and persistent unemployment is one of the key weaknesses in the Namibian economy. Dealing with unemployment is complex. Granted, in almost all economies at almost any time, many individuals are unemployed. That is, there are many people who are not working but who say they want to work in jobs like those held by individuals similar to them, at the wages those individuals are earning. However, in Namibia unemployment is of a structural nature in that there is a mismatch between skills and available jobs. There are also institutional bottlenecks that may inhibit job creation, such as the dominance of trade unions in both the private and public sectors, although the extent of its impact on employment and wages in Namibia is not well researched. Unemployment is estimated to be as high as over 30 per cent.

A recent study (2000) found that unemployment has been growing since the 1970's in spite of the fact that the economy has only a small labour force of about half a



million people. According to this study, there were about 20,000 people unemployed in 1970 compared to about 170,000 people in 1998. If these figures are true, then unemployment increased from 7.7 per cent in 1970 to 32.1 percent in 1998. Contrast this with growth in nominal GDP that was about N\$151.6 million in 1970 and in 1998 stood at N\$16,826 million (N\$8,165 million in 1990 prices). This strongly suggests that the economy has performed dismally at creating additional jobs, without controlling for other dynamics such as post-Independence population growth.

The economically active population in the country was estimated at 612,618 in 1997, made up of 307,454 men and 305,165 women. Based on the broad definition, the unemployment rate was 34.5% for the whole country; the rate was higher for women than for men (40.4% against 28.6%, respectively); and lower in urban areas (32.4%) than in rural areas (36.1%).

As pointed out earlier, unemployment in Namibia is very much of a structural nature, characterised by the following structural features:

- Limited size of the domestic market
- Economic dualism and labour market segmentation
- Declining productivity in agriculture
- Weak performance of the manufacturing sector

It has also been found that unemployment in Namibia has been accompanied by rising capital intensity, which implies that some substitution of labour for capital took place. Agriculture and fishing; trade, repairs and hotels; real estate and business services; and transport and communication are the only sectors that had employment intensity indexes greater than 1 for at least 14 years in total over the period 1970 to 1998.

Not surprisingly, mining, manufacturing and the general government were found to be highly capital intensive. Only fishing and agriculture were found to be consistently labour-intensive over the investigation period. Therefore, technological choice in the modern sector is critical and policies/incentives schemes that subsidises capital without corresponding subsidies for the use of labour, should be guarded against.

The Government has put in place a number of policy measures and programmes, to encourage local and foreign investment in the economy of Namibia, with the view to diversifying productive activities and creating employment opportunities for the country's fast-increasing labour force. These include:

- i. Affirmative Action (Employment) Act No. 29 of 1998, for the enhanced participation and integration of previously disadvantaged groups in society in the labour market, and the promotion of equal opportunity in employment;
- ii. White Paper on Labour Based Works (September 1998), for positive contribution to poverty reduction and employment creation;
- iii. National Employment Policies for Job Creation and Protection of Workers (May 1997), to provide a legal framework for employment promotion and creation;
- iv. Public Service Act No. 13 of 1995, for establishment, management and efficiency of the Public Service and regulation of employment;
- v. Employee Compensation Act No. 30 of 1941 (amended by Act 5 of 1995), for the establishment of Employees Compensation Accident Fund and Accident Pension Fund.

In 1995, the Ministry of Agriculture, Water and Rural Development produced a National Agricultural Policy, which outlined the objectives of the agricultural sector, and strategies for achieving the objectives. The objectives included, among others, achieving growth and stability in farm incomes; ensuring food security and improved nutritional status; creating and sustaining viable employment and general livelihood opportunities in rural areas.

During 1997, the Ministry of Trade and Industry came up with a policy paper on small business development, whose general stance was pro-development of small business, as a way of involving the majority of the people in productive activities. The specific objectives of the policy were to: increase the real income accruing to the small business sector; diversify activities away from low value-added and crowded activities; and increase the involvement of small business in manufacturing activities. The government regarded the development of small business (small-scale and informal sector enterprises) as holding the key to employment and the economic empowerment of a large section of the population.

In spite of these policy incentives, which were put in place to promote investment in the economy and stimulate employment, especially in the manufacturing sector, employment still remains a major problem as the economy of Namibia remains heavily dependent upon tertiary and primary industries.

The results of the 1997 Namibia Labour Force Survey show that agriculture remains the largest employer of labour in the country, employing 36.6% of those economically active. This was followed by the wholesale and retail trade sector (8.4%), private households (7.1%), and community/personal services (6.1%). The private sector employed 44% of the workforce, followed by Government. A fairly large proportion of the workforce (11.7%) is classified as 'unpaid family worker', while 9% are self-employed.

The 2001 census results, illustrated in Figure 4.7, indicate that the workforce is dominated by Private and Public Services, employing 57.1% of all workers, followed by agriculture, hunting, fishing (25%) and manufacturing (12.3%).

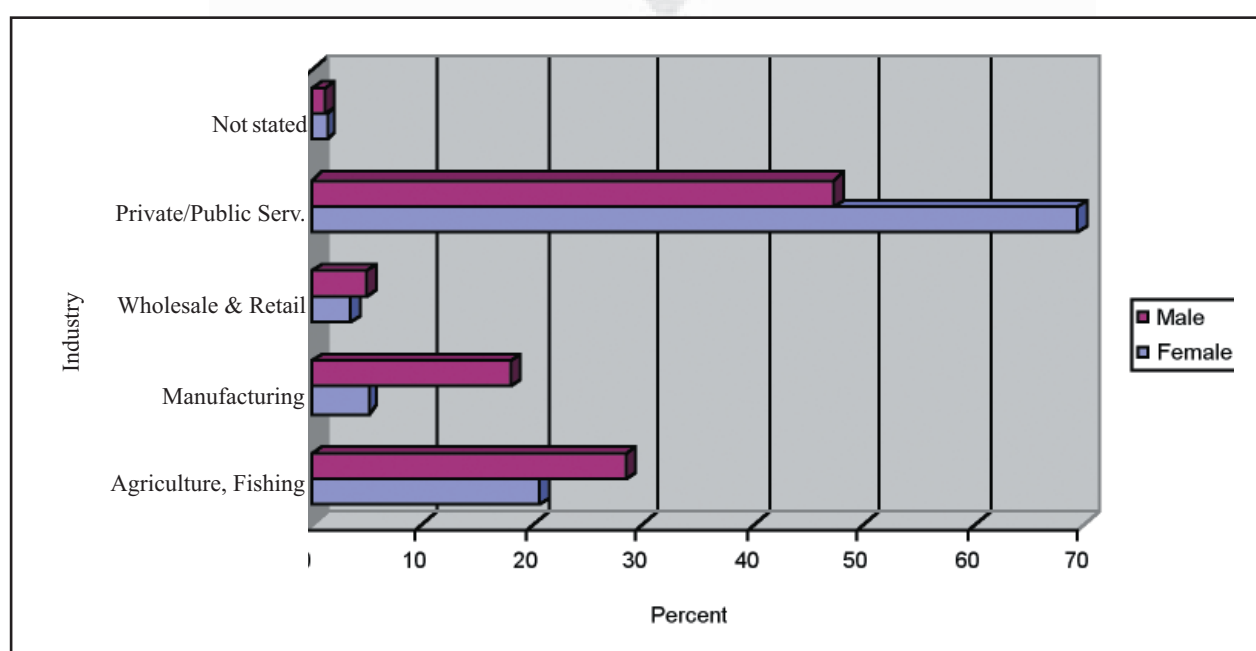


Figure. 4.7: Employment Workforce by Industry and Gender (2001)

As indicated by the educational characteristics of the workforce, only a very small proportion of the employed is skilled: 12.5% of the workforce has no formal education; 44% has only full or partial primary education; and less than 1.0% has post-secondary education.

The 2001 census figures show that the overall unemployment rate is 31%, higher for females (35.9%) than for males (26.8%). Unemployment is remarkably high among the youth; 40.4% for those aged 15-19; and 46.9% for those 20-24 years of age. As illustrated in Fig.4.8, there are significant differences over the employment rate by age for both sexes; the rate is higher for females in all ages up to age 64.

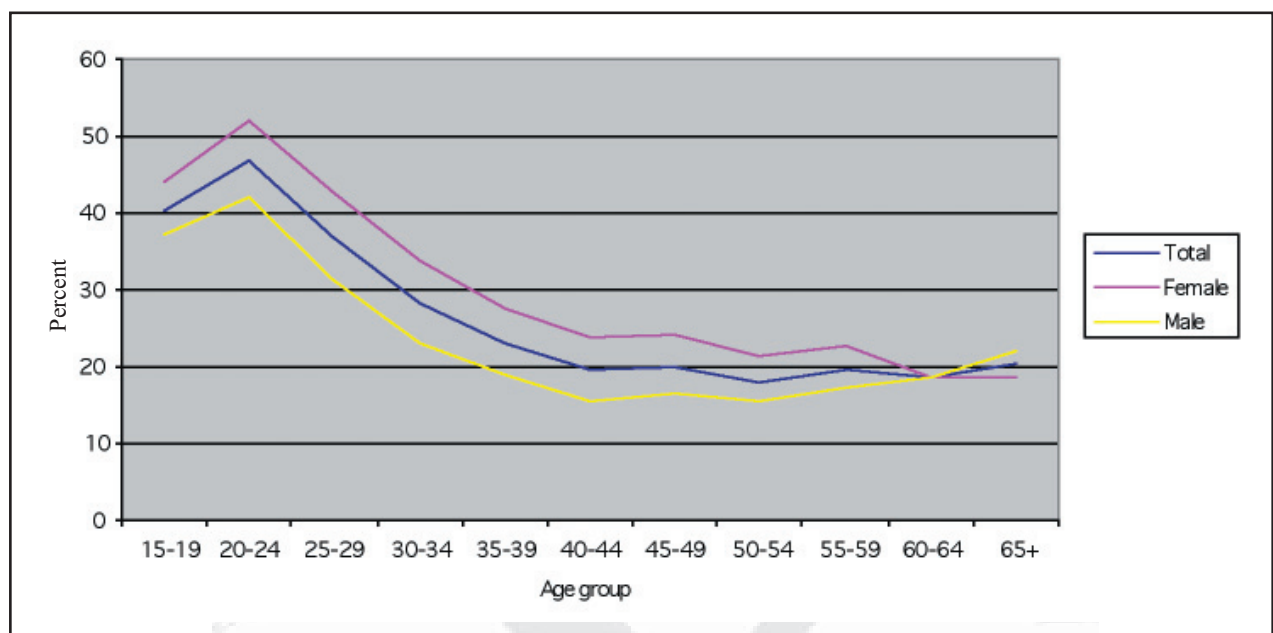


Figure. 4.8: Unemployment Rate by Age and Sex (2001)

Although the Labour Act of 1992 stipulates that no child under the age of 14 years may be employed for any purpose, the 1999 Namibia Child Activity Survey found that 16.3% of children between 6 and 18 years of age were employed.

Sub-Vision

The economic environment is suitable for all citizens who are able and willing to work, and there is full employment in the economy, with a well-established and functioning Labour Market Information System for the effective management of the dynamics of the labour force.

Employment and Unemployment

Things to do

- Promote vigorously employment creation policies and programmes.
- Implement the existing labour laws and policies in the country and international conventions to which Namibia has committed herself.
- Promote the effective development and operation of small and medium scale enterprises.
- Provide training in business development and management to both in-school and out-of-school men and women.
- Encourage the development of self-employment among potential job seekers.
- Ensure that education and training programmes address the demands in the labour market.
- Place emphasis on technical education and training at all levels and facilitate such training by providing adequate financial support.
- Institute measures that will increase labour productivity.
- Encourage people to work with their hands.

Where we want to be (2030)

- There is decent work for all who are willing and able.
- Healthy labour conditions exists
- There is social justice, equity and fair labour practices
- There is compliance by all with the legislation on affirmative action and equal opportunities in employment.
- Namibian workers earn at least a decent wage.
- Child labour is non-existent.
- Employment protection is pursued
- Industrial peace/harmony is maintained.
- The Labour Market Information System is in operation in all the regions, and is effective.
- A continuing process of institutional and human capacity building is enhancing productivity of labour.
- The workforce has access to and effectively utilises modern technology in production, marketing and communication.

Current situation

- High and persistent unemployment is one of the key weaknesses in the Namibian economy.
- The 2001 census figures show that the overall unemployment rate is 31%, higher for females (35.9%) than for males (26.8%). Unemployment is remarkably high among the youth, namely 40.4% for those aged 15-19; and 46.9% for those 20-24 years of age.
- The Government has put in place a number of policy measures and programmes, to diversify productive activities and create employment opportunities, for e.g. Affirmative Action (Employment) Act No. of 1998, White Paper on Labour Based Works (September 1998); National Employment Policies for Job Creation and Protection of Workers (May 1997); Public Service Act No. 13 of 1995; Employee Compensation Act No. 30 of 1941 (amended by Act 5 of 1995).
- Employment still remains a major problem as the economy of Namibia remains heavily dependent upon tertiary and primary industries.

Things to avoid

- Placing barriers on capacity development.
- Discouraging the operation of small and medium scale enterprises.
- Not implementing employment creation policies and programmes.
- Passive support to programmes of education and training, particularly in science and technology

Worst-case scenario

- Widespread unemployment and under employment.
- Abundant supply of unskilled workers.
- Declining labour productivity and rising wages.
- Labour unrest.
- Predominance of foreign workers

Objective

To ensure that all factors of production in an economy (land, labour, capital and entrepreneurship) are fully utilised.

Strategies

- Placing competent people in the right places with clear job descriptions to prevent duplication of efforts.
- Promoting self-employment by creating the enabling environment for the SME sector, including access to loan for micro and macro enterprises.
- Maintaining an effective Labour Market Information System.
- Creating job opportunities for all categories of workers.
- Promoting local business people.
- Training people in specific skills needed.
- Applying non-discriminatory employment policy in all sections of our society.
- Creating a conducive environment for investors and providing practical training for self-employment.
- Formulating and implementing appropriate employment creation policies and programmes.
- Encouraging disadvantaged persons to exercise their skills.
- Equipping people with skills to compete in the market environment.
- Supporting capacity-building initiatives at all levels.

4.2.4 Data and Research

National data on macro-economic issues are collected through the Population and Housing Census, undertaken every ten years, with preliminary results from the 2001 census just released. Other national surveys include the Household Income and Expenditure Survey; the 1999 Living Conditions Survey; the Namibia Labour Force Survey, 1997, 2001; the 1999 Child Activity Survey. National social and economic data have also been collected through the 1994/95 Namibia Agricultural Census and the series of Annual Agricultural Production Surveys since 1996/97. Health data have been collected through the Demographic and Health Surveys (1992 and 2000). The Ministry of Home Affairs is responsible for vital registration (the continuous and timely registration of vital events, i.e. births, deaths and marriages). However, coverage is far from universal; it has been estimated that only 20.3 percent of the expected total live births in the country were registered in 1991, and 27.2 percent in 1992, with better coverage reported in urban than rural areas.

The National Population Policy for Sustainable Development provides for the collection and dissemination of national social, demographic, economic and related data for planning purposes and encourages the strengthening of existing institutions established for this purpose (e.g., the Central Bureau of Statistics; the line Ministries; etc). In line with the Policy's multi-sectoral approach, the need to adopt collaborative approaches to data collection, analysis and dissemination is being fostered among the relevant agencies. Virtually all the Government sectors collect official data, but most of these are not analysed to provide information to the public.

Research is being undertaken in the country by numerous institutions both public and private (Unam; the PoN; National Forestry Research Centre; National

Botanical Research Institute; DRFN; NEPRU; Namibia Nature Foundation; Central Veterinary Laboratory; National Forensic Laboratory; Namibia Meteorological Service; and some other ministries, agencies and parastatals).

The review for NDP2 formulation shows that private sector research activities in Science and Technology are limited. However, there is no mechanism for monitoring research activities in the country. Therefore, the scope of research activities and their impact on planning and development in general are difficult to determine. It is planned that during the NDP2 cycle, Government will initiate, among others, four key co-ordinating Science and Technology institutions; namely, i) Commission for Research, Science and Technology; ii) the Centre for Innovations, Research and Entrepreneurship of Namibia; iii) National Council on Higher Education; and: iv) Science and Technology Information Centre.

In order to support Science and Technology research in public institutions and encourage private participation, Government plans to create a common resource pool, the Science and Technology Innovation Fund. The Fund will finance national research under the guidance of the National Commission for Research, science and Technology. Research on macroeconomic issues will continue to be supported by Government and private agencies through their conventional channels.

Sub-Vision

Namibia has a wealth of accurate, reliable and current information on aspects of its population in relation to social and economic development planning and programme management; through research, the range of information available on population and development in Namibia is consolidated, the national research programme continues to identify and fill gaps in knowledge.

Data and Research

Things to do

- Strengthen the existing institutions that are responsible for generating data and information for development planning (Central Bureau of Statistics and other Ministries collecting social and economic, and environmental data);
- Create adequate capacity for research in social and economic development in Namibia through the higher institutions of learning.
- Develop a national research agenda on social and economic issues and implement it.

Where we want to be (2030)

- There are adequate scientific data and information (social, demographic, economic, environmental,) for development planning and programme management.
- There is complete registration of births, deaths and marriages.
- The existing institutions that are responsible for generating data, and conducting research for development planning continue to operate efficiently.
- There are adequate resources for data collection, analysis and dissemination of data and information.
- Adequate capacity exists for training and research in Science, technology, as well as social and economic development and environmental issues in Namibia.
- Adequate research is done in support of an active, dynamic and competitive Science and Technology sector in Namibia.
- There is a general understanding of development issues in the country.
- Research covers a wide range of development issues in the country, and information on research is accessible.
- There is adequate funding of data collection, research and information dissemination for development planning and programme management.

Current situation

- National data are collected through the Population and Housing Census, undertaken every ten years since 1991.
- Other national surveys include the Household Income and Expenditure Survey; the 1999 Living Conditions Survey; Labour Force Surveys, 1997 and 2001; Annual Agricultural surveys, 1996 to 2002.
- Health data are collected through the Demographic and Health Surveys (1992 and 2000) conducted by the Ministry of Health and Social Services, with support from other research agencies.
- Vital registration is carried out by the Ministry of Home Affairs but coverage is incomplete.
- Research works are being undertaken in the country by numerous institutions both public and private, but there is no mechanism to monitor the range of activities.
- It is planned that during the NDP2 cycle, Government will initiate, among others things, four key co-ordinating Science and Technology institutions.
- In order to support Science and Technology research work in public institutions and encourage private participation, Government plans to create a common resource pool, the Science and Technology Innovation Fund.
- Research on macro-economic issues will continue to be supported by Government and private agencies through their conventional channels.

Things to avoid:

- Discourage research in Science and Technology; as well as social and economic research and data collection.
- Reduce resources to institutions responsible for research, data collection and analysis.
- Collect data without analyzing.
- Non-dissemination of data and information.

Worst-case scenario

- Existing data for planning are outdated
- Planning is done without adequate data and information
- Programme monitoring and evaluation inhibited due to lack of data
- Research is neglected

Objectives

- To organise and co-ordinate data collection, processing, and dissemination at all levels of the economy and society.
- To ensure the continuous production of necessary data for development planning, plan monitoring and evaluation and progress reporting.
- To ensure that, through research, the range of information available on development issues in Namibia is consolidated, adequate and accessible for planning and programme management.

Strategies

- Implement a National Statistical System, through consultations with producers and users of statistics in the country, consisting of decennial censuses, universal and complete vital registration (births, deaths, marriages), official records laboratory studies and special surveys.
- Strengthening the existing and new institutions involved in the collection, analysis and dissemination of scientific and macro-economic and related data for planning.
- Strengthening capacity-building for research and programme implementation by the existing institutions and through networking.
- Promoting timely and continuous collection, analysis and dissemination of data from all sources;
- Promoting research on science and technology and emerging development issues such as HIV/AIDS, orphans, ageing and socio-cultural factors affecting demographic behaviour, particularly sexuality, family formation, migration, gender discrimination, etc.
- Integrating Namibia Vision 2030 issues into the school curricula at all levels; building capacity in the training of teachers; and designing and publishing instructional materials on Vision 2030.

4.3 DEVELOPING A KNOWLEDGE-BASED SOCIETY

The modern world is moving from heavy industry to a knowledge-based economy based on specialist services, specialised industries, communications, and information technologies. Namibia needs to fast track its development process, and springboard over the heavy industry development path taken by the industrialised countries. We must focus on high value-added services, specialised industries that are modest in their water requirements and information technology. To achieve this, we will have to transform ourselves into an innovative, knowledge-based society, supported by a dynamic, responsive and highly effective education and training system.

4.3.1 Information and Communication Technology (ICT)

Advanced micro-electronics-based Information and Communication Technologies (ICT's) are at the heart of recent social and economic transformations in the industrialised and much of the developing world. These technologies are now being applied to all sectors of the economy and society. The growth in the use of ICT's is aided by persistent price reductions and the continuing improvements in their quality and capabilities. Greater use of ICT's opens up new opportunities for Namibia and other developing countries to harness these technologies and services meet their development goals.

Worldwide, ICT is developing at an impressive rate and the trends for future developments include wireless access and digital technology developments; ever-increasing access to information for education, entertainment, health and lifestyle through the Internet; growth in e-business; expansion of 'virtual world' (education, social, information-sharing, entertainment); and the development of mechatronics (merging of electronic and mechanical devices).

Namibia's ICT sector suffers from a lack of trained and skilled ICT human resources. Most organisations, therefore, import these skills from other countries. This importation is made difficult by bureaucracy.

Limited investment and focus in this area reduces the potential for Namibia to benefit optimally from the many opportunities offered by ICTs. Unless this changes, Namibia will lose its current Human Development Index rating and fall behind other developing countries, which are implementing ICT development plans.

The primary reason for Namibia's poor ICT development status, is the inadequate levels of achievement of school leavers in mathematics, and science. The proportion of Namibian students enrolled in science subjects in 1995-97 was only 4% of all tertiary-level students. Although, Namibia is one of several countries in southern Africa with good ICT access, there are some limitations. Key limitations include:

- The lack of competition in the telecommunications field, which is dominated by Telecom Namibia Ltd.
- No hardware manufacturers and a limited number of software developers in Namibia. All hardware and standard software are mainly imported from South Africa.
- International bandwidth of 7.2Mb, is very low compared to international standards outside Africa.
- Connectivity costs in Namibia are relatively high.
- All households and businesses must use the services of Telecom Namibia for Internet access.
- Only 7.2% of households have access to a computer and 38.6% to a telephone (see Figure 4.9, based on 2001 census data).
- Some e-business activities take place in Namibia, but all web pages hosted in Namibia have a very slow access rate due to low bandwidth.
- Namibia's libraries are poorly equipped to play their vital role in the 'Age of Information'. Very few offer Internet access. None had any media other than reading material available (no videos, CDs, DVDs etc) and only a very limited number of periodicals. There is also a lack of qualified librarians.

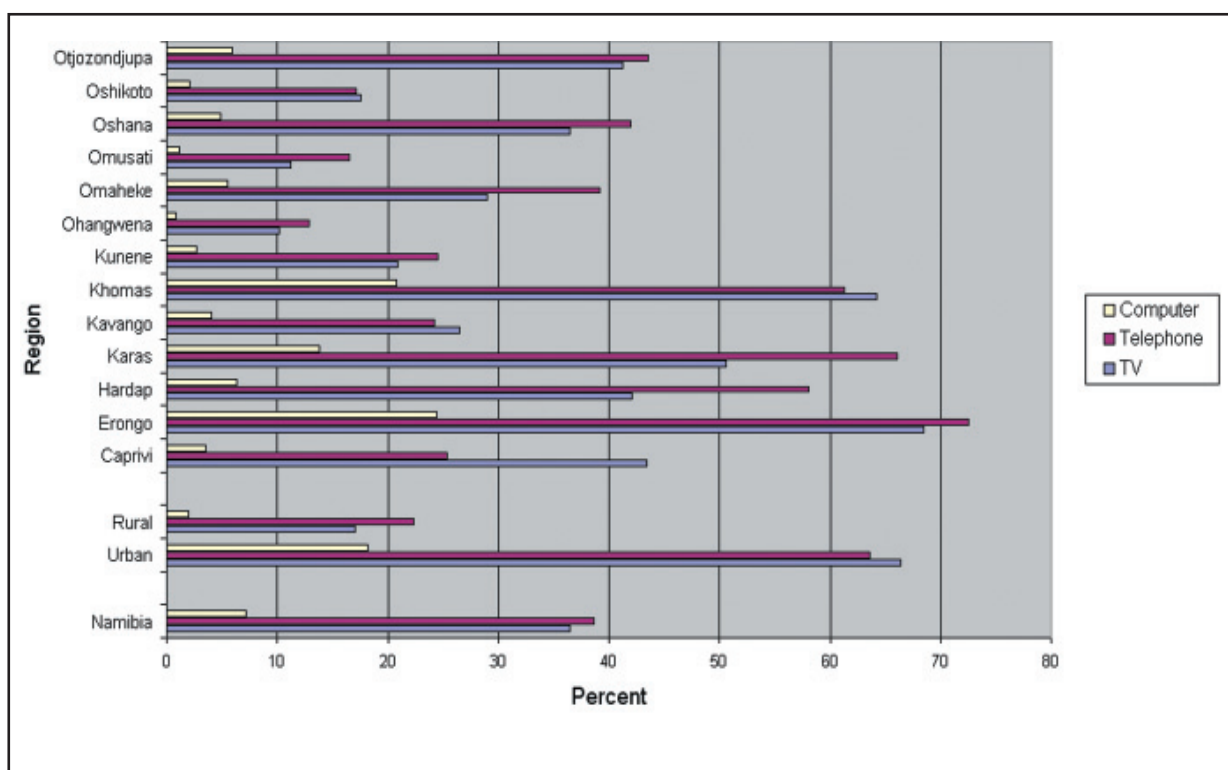


Figure 4.9: Access by Households to TV, Telephone and Computer (2001)

Sub-Vision

Advanced microelectronics-based Information and Communication Technologies (ICTs) are used to achieve social and economic transformations in Namibia; the costs of ICTs continue to fall as their capabilities increase, and ICTs are being applied throughout all sectors of the economy and society to serve development goals.

Information & Communication Technology

Things to do

- Develop and implement a comprehensive ICT policy.
- Integrate ICT education and training in school curricula.
- Invest in research for development to promote local ICT industries.
- Improve access to ICT facilities for all members of the Namibian society.
- Enhance bandwidth both internally and externally to at least 1 GB.

Where we want to be (2030)

- Comprehensive national ICT policy fully implemented.
- IT training from pre-primary through to tertiary education.
- A university of Applied Science and Technology with adequate support established.
- Collaboration among science and technology research groups involved in ICT, in developed world and Namibia, entrenched.
- Internet access available to and used by most Namibians.
- Internet access costs reduced and speed improved to high level.
- Internet-based training facilities reach all Namibians.
- Wireless networks installed across the country.
- Significant local production of ICT equipment achieved.
- Incentives and subsidies for computer hardware purchase available.
- Support for entrepreneurs in ICT available.
- ICT infrastructure and services advanced.

Current situation

- Growth and importance of ICTs in social and economic sectors worldwide
- Persistent price reductions and improvements in quality and capabilities of ICTs worldwide
- Lack of trained and skilled ICT human resources in Namibia
- Dependence on imported skills and technical knowledge
- Poor level of education in mathematics, sciences and technological skills
- Inadequacy of investment in ICTs
- Lack of focus on ICT development by government.

Things to avoid

- Government does not implement ICT policy
- Inadequate investment into improving basic education in this area (including mathematics, IT and natural sciences)
- Insufficient support for students in engineering, ICT and natural and applied sciences
- No subsidies to reduce computer hardware prices
- No support for companies providing additional Internet access services to create competition
- No financial support for local ICT production industries
- No investment or policy to increase Internet access across Namibia
- No investment into improving Internet access speed in Namibia.

Worst-case scenario

- No ICT policy, thus leading to stagnation of ICT development.
- Basic education in mathematics, IT and science stays on current poor levels
- Namibians remain essentially illiterate in ICT.
- Limited access to ICT facilities.
- Internet access costs remain at current high level, or increase
- Internet access speed remains at current low level or decreases
- ICT/Internet access only available in limited urban areas
- No investment in modern wireless communication technology
- Dependence on imported foreign equipment, services, knowledge and expertise in ICT.

Targets for ICT Development

The future deployment and use of ICTs in Namibia with the objective to provide economic benefit for all members of the Namibian society requires at least the implementation of the following strategies:

- Developing, implementing and monitoring a national ICT policy;
- IT training from pre-primary education, and high financial support of students in applied sciences;
- Investments in electrical/electronic engineering, and computer science education; establishment of a University of Applied Science and Technology with high financial support, virtual Internet based-training facilities used to reach all Namibians;
- Support of co-operation of the Namibian institutions with international research institutions;
- Provisions of benefits for PC purchase, free broadband Internet access for the public;
- Support for ICT/Internet access centres in rural areas is given, and installation of wireless LAN implementations in identified centres of the country;
- Support of companies specialised in hardware design in conjunction with mechatronics;
- Namibian and foreign entrepreneurs in the areas of ICT are financially supported;
- Investments in governmental ICT infrastructure and IT services.

Priority must be given to the development, implementation, and monitoring of a comprehensive ICT policy for Namibia. After the successful implementation of the policy, which must have the support of all sections of the population, the industries and the government, we can expect the following development:

2005:

- PC prices in Namibia are among of the lowest in the world due to financial support and reduced taxes;
- Small companies assemble PCs and equipment in Namibia;
- Telecentres are active in several rural centres in Namibia;
- The connection bandwidth of Namibia to the Internet backbone is increased by the factor 100 compared to the value in 2001;
- Wireless high-speed networks are implemented in all larger cities in Namibia;
- Due to massive advertisement campaigns, financial benefits and world class curricula and lecturers, 50% of all Namibian students study at the University for Applied Science in the areas of electrical-electronic engineering and computer science;
- Virtual learning programmes and facilities – in combination with the telecentres – allow all Namibians access to further training and education;
- Selected governmental institutions provide e-business services to the Namibian public and to foreign investors.

2010:

- The ICT graduates establish a large number of small companies supported by foreign capital;

- Namibia has the largest wireless high-speed network in the world and foreign companies invest in research institutions in Namibia;
- Due to the low prices for IT equipment and the local production of solar-energy supported power supplies, in addition to wireless LAN technology, people in nearly all rural areas in Namibia have access to the Internet;
- The virtual learning programmes developed in Namibia are used worldwide;
- Media technology is another area which benefits from ICT know-how available in Namibia;
- The increased use of ICT in production and service industry makes the Namibian industry competitive on the world market;
- All governmental institutions provide e-business services to the Namibian public and to foreign investors.

2020:

- ICT companies in Namibia generate a significant amount of tax income and employment opportunities;
- Media technology services are another growing industry segment targeting worldwide export markets;
- Namibian ICT experts are working in neighbouring African countries and gain worldwide experience;
- Namibia exports more and more knowledge and knowledge-based products to the world markets.

2030:

- The ICT sector is, economically the most important sector in Namibia;
- Namibian-based ICT service companies are competitive players on international markets;
- Namibia is exporting, to a large extent, tailor-made hard- and software to the worldwide market using e-business.

Objective

To have fully developed and implemented a national ICT strategy with sufficient funds allocated to support local ICT production and ICT training and education, resulting in a significant increase in the use of ICTs in Namibia, providing economic benefit for all members of Namibian society.

Strategies

- Developing, implementing and monitoring a comprehensive national ICT policy.
- Producing and using ICTs to social and economic advantage – reduce risks by forging a dynamic relationship between human and technological resources.
- Integrating ICT education and training into education and training system
- Developing human resources for effective national ICT strategies – through education and training in relevant technological and scientific skills.
- Factoring HIV/AIDS into ICT development strategies.
- Improving access to ICT facilities for all members of the Namibian society.
- Strengthen and co-ordinate existing ICT expertise within Namibia.
- Encourage collaboration of Namibian institutions with international research institutions.
- Investing in research and development and promoting local ICT industries.
- Reducing costs to access through encouraging competition among telecommunications companies.

4.3.2 Production Technology

Natural Resources

Namibia is rich in resources but, like other developing countries, is hampered by challenges such as poverty, unemployment and crime. However, Namibia does have a number of positive factors in its favour. The country is politically stable and has good infrastructure including roads and communications. The government is committed to rural and urban developments, and emphasis is placed on health, education and other socio-economic matters.

Namibia's current industries are centred around the food sector – with the exception of mining. These industries include fishery; processing of farming and game products (meat, tannery, and dairy); and processing of agricultural products (mills, breweries). In terms of technology, on the whole, the companies working in these areas are up to standard. One of the major problems they face is the limited number of adequately trained people to maintain the equipment. This is a major contributing factor to non-competitive productivity.

The manufacturing and vendor sector needs to be nourished and developed. There are currently several constraints – the lack of funds for entrepreneurs because of the conservative approach of the banking sector; the lack of many major industries resulting in low vendor industry growth; insufficient technical support from development agencies (both NGO and governmental); and again the lack of local technical skill and knowledge.

Technical Capacity

Highly educated technicians and engineers are scarce, making it difficult for companies to conduct their own research and development. The technical and scientific skills and knowledge of a whole generation need uplifting. For this Namibia will have to turn to foreign experts for a while. This can enhance Namibia's efforts to become self-sufficient in the handling and development of machinery and technology.

The shortage of human capacity with technical skills, innovation and high productivity are factors contributing to the low rate of Namibia's industrialisation. Other factors are, the lack of adequate financial support from the finance sector, and suitable loans from banks.

At present, most of the services performed within the country are competitive but heavily reliant on foreign expertise. Posts at an advanced level cannot be filled adequately by Namibians. Newly educated Namibian technicians and engineers could engage themselves in the maintenance area as a starting point where they can gain experience and additional knowledge to drive the industrialisation of the country and, in the future, enable Namibian development and technology.

Energy Resources and Services

Energy provides essential inputs for other economic sectors and social services. The lack of access to energy services constitutes a major obstacle to sustainable development. An industrialised nation needs to be at least partially independent of foreign energy. Namibia experiences a very diverse situation: some small (urban) areas are quite well supplied with energy while other – mostly quite large – areas

have very little or no electrical energy supply at all. Moreover, the energy sources available in the rural areas are mostly uneconomic, inefficient and usually environmentally unfriendly.

The most cheapest and most effective form of power generation is gas turbines using natural gas. Low cost power and its (almost) unlimited availability is the main requirement for any industrial growth. When located close to a very massive mining sector project and a fresh water source, makes it more ideal. Kudu gas is located roughly 30 kilometres from Oranjemund. With gas available, many down - the - line industries can be set up.

Namibia depends on imports for its liquid petroleum fuel. Liquid fuels is available countrywide at prices that reflect actual costs of delivery to the consumer through a network of service stations and general dealers. The Government, through the Ministry of Mines and Energy (MME), regulates the prices, but the intention is to gradually ease price controls.

Research has revealed that there is an ongoing increase in prices of petroleum products. Non-petroleum producing countries have to devise means of how to best manage the deregulation, liberalisation and expansion and expansion of the petroleum market. Rural electrification is one of the priority programmes which was started immediately after Independence. N\$203 million have been invested in the programme, and more than 15,000 rural centres were connected to the national power grid. The rural electricity consumption has increased by 37.3% from 1994 to 1999.

The Electricity Control Board (ECB) was established in 2000 as the regulator of the Namibian electricity sector under Electricity Act 2000. As from July 2001 companies/institutions have to acquire a license from the ECB for generation, distribution and supply of electricity.

Four important power transmission expansion projects of national significance were completed during NDP1. The 400kV of 900km inter-connector project is one of the biggest capital projects in Namibia to date to increase the power supply capacity. It will strengthen security of supply through integration into the future Southern African Power Pool western corridor, from the Inga hydroelectric plant, through Angola, to South Africa. A feasibility study on Epupa hydropower was completed in 1998 and handed over to the Governments of Namibia and Angola. The feasibility study indicates that there is a capacity of about 400MW. Potential sites have been identified for a hydro power plant downstream of Ruacana.

Renewable energy

The Government has worked on a biogas pilot project, using Indian technology, to alleviate energy constraints. Biogas is an alternative energy for lighting and cooking and also has a rural development component. The raw material used to produce biogas is cow dung, which is also used as fertiliser. Ten domestic biogas plants were constructed countrywide and it is planned to expand the project.

Biomass fuels are the main sources of energy used for heating and cooking by most rural areas and some urban informal settlements. The availability of wood

resources in some areas is decreasing due to the lack of alternative fuels. In 1998, the Government established a National Biomass Programme to address the needs and problems that communities face on biomass resources.

Policies

The Government has put in place a policy framework that encourages the exploration and exploitation of the country's energy resources in a sustainable manner. The Namibian White Paper on Energy Policy was promulgated by Parliament in May 1998. The White Paper on Energy touches on issues of urban and rural energy needs, economy, electricity, oil and gas, renewable energy, economic empowerment, environment, health and safety, energy efficiency and conservation, regional energy trade and co-operation.

Sub-Vision

Namibia is an industrialised nation, with a viable natural resources export sector, increased size of skills based industrial and service sector, and market oriented production; there is high level of self sufficiency, reliable and competitively priced energy, meeting the demand of households and industry.



Production Technology

Things to do

- Encourage shift of value of profession towards technically oriented knowledge and skills, and the promotion of an enterprise culture.
- Support co-operation between Namibian educational/research institutions and international institutions.
- Promote research and development: water, renewable energy, deregulation and taxation.
- Promote and increase attractiveness of Namibia as a site for industry, services and business.
- Support joint ventures with outside investors.
- Promote new SME industries and improve financing schemes for new businesses by reworking current banking system.
- Establish aid agencies and technical institutes to support new enterprises and improve mentorship with international experts.

Where we want to be (2030)

- Natural resources are sustainably used.
- Local vendors are involved in projects at all possible levels.
- Skills-based industry sector growing.
- Namibia largely self-sufficient with reliable and competitively priced energy, meeting industry demands, plus some export of energy.
- Production of energy from renewable sources – solar, wind and water in place.
- Solar hydrogen production in place.
- High level of awareness of value of energy and water.
- High level of responsibility towards the environment and pollution evident.
- Water access technologies in place (reclamation, desalination etc).
- Small enterprises have grown to service major national projects.
- Financing schemes for new businesses in place.
- Support from technical institutes and agencies, and mentorship from local and international experts available for new enterprises.
- Namibia viewed as an attractive site for industry and business.
- Proper education and technical training has allowed the nation to add value to its resources.

Current situation

- Namibia is rich in resources but hampered by limited capacity to use these resources.
- Besides mining, Namibia's current industries centre around the food and beverage sector.
- Current industries up to standard technologically.
- Main problem is lack of adequately trained people to maintain equipment.
- Namibia dependent on foreign experts to rectify this shortage in local technical knowledge.
- Service sector competitive but reliant on foreign experts. Posts at advanced level cannot be filled adequately by Namibians.
- Manufacturing and vendor sector lacking funds, sufficient technical support from development agencies and local technical expertise.

Things to avoid

- Planning major projects without focus on the country's natural resources.
- No major projects implemented.
- Lack of focus on vendor-oriented projects.
- No encouragement of local participation in major projects.
- No investment into improving education and training in science and technology.
- Continued reliance on imported technical skills and expertise.
- No investment in any sectors of industry.
- No research in this area or co-operation with international research bodies.
- Insufficient financial and mentor support for SMEs.
- No investment and research into renewable energy sources.
- No education about value of energy, water and other natural resources.

Worst-case scenario

- Namibia's technological development remains at its current level, thus the country depends on imported products.
- The level of science and technology education does not improve, thus continued dependence on expatriates.
- Insufficient financial support for SMEs and entrepreneurs in the industry, so they remain at their current level or even decrease in number.
- Natural resources are depleted.
- No progress in the use of renewable energy sources
- Poverty increases.

Objectives

- To achieve enhanced local technological development, with a focus on appropriate technology;
- To integrate entrepreneurship and technological innovation training into the education and training system from early childhood;
- To achieve high value-added products and services.
- To achieve security of energy supply through an appropriate diversity of economically competitive and reliable sources.
- To ensure that households and communities have access to affordable and appropriate energy supplies.
- To ensure that the energy sector is efficient, making contributions to Namibia's economic competitiveness.

Strategies

- Basing industry and major projects on Namibia's natural resources (e.g. power generation from 'Kudu Gas' at Oranjemund; a national water transfer and management system to optimise sustainable water use, including social and ecological needs; and use of lime and gypsum resources).
- Investing in mining, food-processing and service sector.
- Prioritising education in science and technology.
- Encouraging local participation in major projects, and ensuring that projects are vendor-oriented.
- Acquiring highly educated trainers for the education of Namibians (especially in the fields of science and technology).
- Promoting renewable energy sources and implementing projects for production from these sources to meet industry demand.
- Promoting the reduction of HIV/AIDS.
- Establishing duty-free corridor network along roads joining capitals of SADC countries and ports on east and west coasts.
- Ensuring that organisation and management of major projects are maintained and administered by technical experts.
- Adhering to sound environmental standards in the distribution and consumption of energy.
- Promoting self-sufficiency and access to energy services.
- Ensuring cost-effective energy services.
- Subscribing to taxation measures on oil/liquid fuels for reinvestment into other areas of high priority.
- Emphasising social development, human technical capacity building and regional development in the production and distribution of energy.
- Meeting the country's energy demands reliably and competitively.
- Reducing dependency on traditional fuel.

4.3.3 Education and Training

Government has made big investments in education and training since Independence. Many changes have been made in the education system with new curricula introduced at all levels, efforts to improve the qualifications of teachers and other instructors and to obtain a suitably qualified teaching force. There have been big improvements in the infrastructure, and several reforms have been introduced to improve access, equity and efficiency in the system. There are,



however, several areas where further improvements need to be made. The system is fragmented, with few opportunities for learners to pass from one provider of education and training to another. The fragmentation is, however, being resolved through legislative and policy interventions. In spite of the investment that has been made in new buildings for schools, tertiary institutions and learning centres, there are still schools with insufficient classrooms and other facilities, and some areas are not adequately provided with libraries or learning centres.

The four colleges of education are producing teachers for basic education, but only 49.6% of the teachers in service are well-qualified. On its part, the University of Namibia is producing an increasing number of graduate teachers. To be recognised as a fully qualified teacher, the minimum qualification required is a degree or diploma in education. Presently only 46.9% have reached this level. The other teachers have the chance to upgrade their qualifications with the Basic Education Teachers Diploma through in-service training, or through a number of other programmes offered by other training providers. The supply of qualified personnel at all levels of education is inadequate. Curricula at all levels have been reformed after Independence, but at certain levels and areas there is still some foreign influence. The Grade 12 examinations are mostly set and marked according to the requirements of the Cambridge International Examinations and various tertiary qualifications are certified by South African boards. However the curricula and examinations are undergoing constant revision to make them more relevant to Namibia. The NQA is working on a qualifications framework, as well as establishing unit standards for all occupational classes. The results of the 2001 census show that out of the estimated total population aged 15 and above, who left school, 33.5% did not complete primary school. This figure was made up of 32.4% females and 34.7% males (details illustrated in Figure 4.10). Only 2% of adults who had left school have a university education, with slightly more males (2.6%) than females (1.8%).

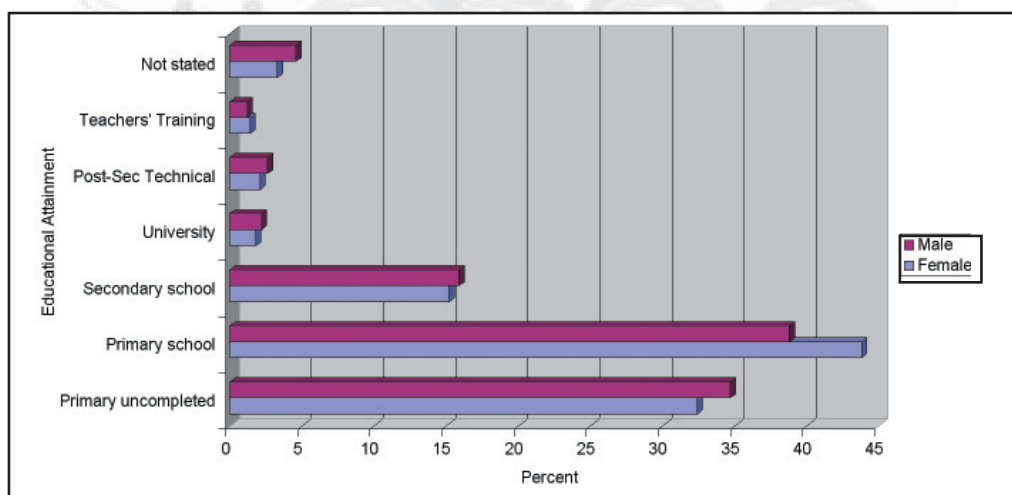


Figure 4.10: Population 15+ Years, Left School, by Educational Attainment and Sex (2001)

About 90% of school-age children are in school, with nearly 100% of the lower primary age group. The schools have introduced a system to improve their internal efficiency, whereby the number of repeaters has been reduced to less than 15%, and there is no repetition at the end of Grade 10 or Grade 12. There are only places in senior secondary schools for about 50% of the learners completing basic education. Learners who fail the Grade 10 or Grade 12 examinations are provided with opportunities to improve on their results through NAMCOL, TUCSIN and

other organisations. The proportion of female learners in the school system is about 50% but in certain subject areas, such as agriculture, science and commercial subjects, females are under-represented at both secondary and tertiary levels.

Although the number of centres catering for pre-school children has increased considerably, early childhood centres still only cater for the needs of about 31 percent of children aged between 3 and 6. Training of workers is provided by a number of NGOs and there is no provision by government. There are many opportunities for life-long learning provided by government, parastatal companies, private companies and non-governmental organisations. Some result in qualifications while others improve the skills and competencies of the participants without giving them a certificate. The government has a national literacy programme which has made big advances in providing literacy education for adults, with the rate currently estimated at about 80%. Further efforts are needed to bring it up to the desired level of at least 90%. There is often a problem of articulation between one programme and another and there is no recognised path for adults to improve their qualifications from literacy up to the highest levels.

Government builds a large number of new schools each year and improves the facilities at others, but there are still schools where learners do not have proper classrooms and communities where the distance from a school makes it difficult for the children, especially the young ones, to attend school. The lack of classrooms and physical facilities is not uniform across regions with certain regions being under-resourced. Many schools in the rural areas do not have water, electricity or a telephone, which limits their access to modern forms of communication.

A number of government institutions have established centres to extend their services throughout the country. The four open and distance learning providers in Namibia namely, the PON, UNAM, NAMCOL and NIED in conjunction with the Ministries of Basic and Higher Education, have established a trust which enables learners from any of these organisations to use the facilities of their Centres. There are currently 37 of these Centres, ranging from fully equipped level one learning centres to minimally equipped level two centres. At present there are five Vocational Training Centres funded by Government, and a number of private vocational training facilities which exist for the provision of vocational education and training. In addition, there are a number of specialised colleges addressing specific areas such as Agriculture, Fisheries, Mining and Art. The GRN should provide an enabling environment in which research and inquiry are encouraged at all levels. Research priorities should be determined and incentives should be provided for the kind of research that the country needs. In all research activities supported in the country, links to the country's institutions and research capacity building by Namibians, should be promoted.

Sub-Vision

A fully integrated, unified and flexible education and training system, that prepares Namibian learners to take advantage of a rapidly changing environment and contributes to the economic, moral, cultural and social development of the citizens throughout their lives.



Education and Training

Things to do

- Conduct a comprehensive review of all curricula.
- Develop and implement Human Resource Development Plans.
- Establish more Vocational Training Centres and Community Skills Development Centres (COSDEC).
- Strengthen the teaching of mathematics, science and technology at all levels.
- Import mathematics, science and technology teachers to augment the limited supply available from Namibian institutions.
- Integrate entrepreneurship-training into the education system.
- Achieve all 'Education for All' objectives
- Create awareness of HIV/AIDS at all levels of education.
- Sustain physical and communication infrastructure for education and training.
- Implement education sector HIV/AIDS Policy and Strategy.
- Strengthen Knowledge Creation (Research) Capacity.

Where we want to be (2030)

- Education system is unified and adequate education infrastructure provided in all regions.
- Access to lifelong learning exists for all when and where they require it.
- Access to senior secondary education exists for at least 80% of learners.
- Access to tertiary and career-oriented education exists for at least 75% of school leavers.
- Large number of multi-purpose learning centres are providing access to the Internet as well as education and training.
- Well-qualified teaching staff available for all levels.
- A national curriculum focusing on science and technology, which equips the learners with competencies to continue their education after school, exists.
- Basic education concentrates on literacy and numeracy.
- A national education system allows learners to accumulate learning achievements as and when they need them.
- There exists a modularised curriculum that allows for small units of learning to be assessed and certified.
- A well-functioning research and development system is in place.
- Early childhood education and development provided.
- Schools and Tertiary institutions are enhancing skills and other competencies.

Current situation

- Provision for teacher training, but only 50% of teachers adequately qualified.
- Inadequacy of qualified personnel at all levels.
- Curricula revision is on-going.
- National qualifications framework being formulated.
- Equal representation of male and female learners, except in some subject areas.
- Internal efficiency at the primary level, but less than 20% reach senior secondary.
- Out of the estimated total population aged 15 and above who left school, 33.5% did not complete primary school. This was made up of 32.4% females and 34.7% males.
- Many providers of lifelong learning through various modes, but lack of framework to enable learners to pass from one level to another.
- Many schools in the six northern regions lack proper classrooms and other facilities.
- A number of learning centres already available.

Worst-case scenario

- Fragmented education system managed and controlled by different structures
- Uncoordinated policy for the use of ICT for learning
- Little improvement in enrolment in Science and Technology fields
- Automatic promotion being practised.
- Majority of learners do not complete senior secondary education
- Insufficient number of qualified teachers for science, technology, ICT and vocational training
- Curricula development not fully localised
- Curricula not relevant to the needs of the community and country.
- No system of quality control

Things to avoid

- Maintain separate structures with overlapping functions.
- No effective coordination of policies at all levels.
- Unhealthy competition between government-funded institutions.
- New learning centres established in urban areas at the expense of rural areas.
- Ignoring HIV/AIDS and its impact.
- Limiting the number of learners who gain access to senior secondary education.
- Failing to expand the provision of tertiary education
- Failing to place emphasis on mathematics, science, technology and English language proficiency

Targets for Education and Training

- Expand access to secondary schools for the target age group by 2006.
- Provide all schools with drinking water and electricity where the necessary infrastructure will be constructed by 2006.
- Equip all schools with school furniture by 2006.
- By 2015, there should be at least one teacher for every 35 learners in primary and 30 learners in secondary schools. Government is working towards having 90% of the structures permanent by 2015 opposed to the current 84% permanent and 16% non-permanent.
- By 2010 no more unqualified or under-qualified teachers in Namibia.
- Minimum qualification required to be appointed as a teacher in Basic Education would be a Teacher's Diploma (for Primary Schools) and a Bachelor of Education Degree for Secondary Schools.
- By 2005 a coherent Vocational Education and Training Policy Framework will be in place.
- By 2005 the National Examination, Assessment and Certification Board is established and has localised the IGSCE and HIGSE Examination System.
- By 2030 Vocational Training Centres are established in all regions.
- The literacy education rate for adults was 80% in 2001, expected to increase to 90% in 2015 and ultimately 100% by the year 2030.
- Achieving a 50% improvement in levels of adult literacy by 2015, especially for women, and equitable access to basic and continuing education for all adults.
- Eliminating gender disparities in primary and secondary education by 2005, and achieving gender equality in education by 2015, emphasising girls' full and equal access to and achievement in Basic education of good quality.
- Provide those who live with disabilities, access to lifelong learning by 2030.
- Encourage the development of lifelong learning in Namibia through institutional and staff development by 2006.

Building and Restructuring National Institutions for Posterity

As of end of 2002, the regulations, policies, directives and guidelines, provided for in the recently (2001) promulgated Education Act, are in place therefore. The National Education Advisory Council, which would be a statutory mechanism for education stakeholders at large to discuss basic education policy development with government authorities in a formalised and authorised manner, is established in terms of the Act.

By 2005, the National Examination, Assessment and Certification Board (NEACB), established by the Education Act and which broadly confirmed the role and mandates of the pre-Independence 'Examination Board,' has localised the IGSCE and HIGSCE examination system. The NQA, being responsible for overall quality assurance for education and training, is assuring the moderation of the primary, secondary and vocational education and training national examinations.

The NIED is transformed into an autonomous institution, in order to serve the two ministries' portfolio objectively in terms of teacher education, development and support at colleges of education under the Ministry of Higher Education, and curriculum development for basic education which resort under the Ministry of Basic Education.

The VET system is reformed and transformed and administered by an autonomous NTA, providing for a greater involvement of the commercial and industrial sectors in the development of the VET system, which is being financed through a Training Levy. VTC's and other training providers have been transformed into autonomous institutions.

The Higher Education Act is passed by parliament, providing an umbrella to the existing UNAM and PON Acts, and has defined the role of the Ministry of Higher Education, and other stakeholders, in higher education. The Act also established the National Advisory Council for Higher Education (NACHE), to advise the Ministry of Higher Education on the strategic requirements of the higher education system. It would also budgetary procedures for the higher education system as a whole and recommend priorities on completing claims for resources, the development, coordination, productivity, efficiency and accountability of higher education institutions. Furthermore, the NACHE will aculeate the monitoring and evaluation of staff development and management policies of higher education institutions; the administration of subsidies to higher education institutions, in accordance with the proposed funding formula.

Supply of Human Resources

In drawing up human resource supply projections by professional category for the period 2001-2030, the year 2000 is taken as the base year. It is then assumed that the growth rates derived will remain the same over the entire projection period, except for: (a) Medical Doctors, who are envisaged to increase at the rate of 2.0 percent per year; (b) Engineers, who are also envisaged to increase at 2.0 percent per year; (c) Non-technical secondary personnel, who are expected to decline at 0.4 percent per year; and (d) Unskilled and semi-skilled primary workers, who are expected to decline at 1.4 percent per year. The results of these projections are illustrated in Fig. 4.11 below.

Financial, Real Estate and Business

According to all the three economic growth scenarios, demand for the professional category of labour used in the delivery of financial, real estate and business services, will exceed supply throughout the period 2001-2030. The pace of production of this professional category of labour should be stepped up both at UNAM and at the PON. Scholarships should also be sought to facilitate the training of people in this professional category at the Master's and Ph.D levels in the SADC Region and further a field, to produce highly specialised people who can handle more complex situations relating to the delivery of these services.

Natural Science

According to the three economic growth scenarios, demand for this professional category of labour will be more than ten times greater than supply over the entire period 2001-2030. There will be need for very rapid increases in numbers of students pursuing natural science courses at UNAM and at the Polytechnic of Namibia.

Social Science

According to the three economic growth scenarios, demand for this professional category of labour will be at least four times higher than supply. Institutions which produce this category of labour need to increase their intakes very significantly, for supply to catch up with demand.

Medical Doctors

Demand for medical doctors will be significantly higher than supply over the entire period 2001-2030. It is high time Namibia started producing medical doctors trained in various specializations. The pre-medicine programme already started at UNAM is, therefore, a step in the right direction, towards the establishment of a school of medicine.

Agro and Natural Resources

With diversification of agriculture and further development of the tourism industry, demand for this professional category will be far in excess of supply.

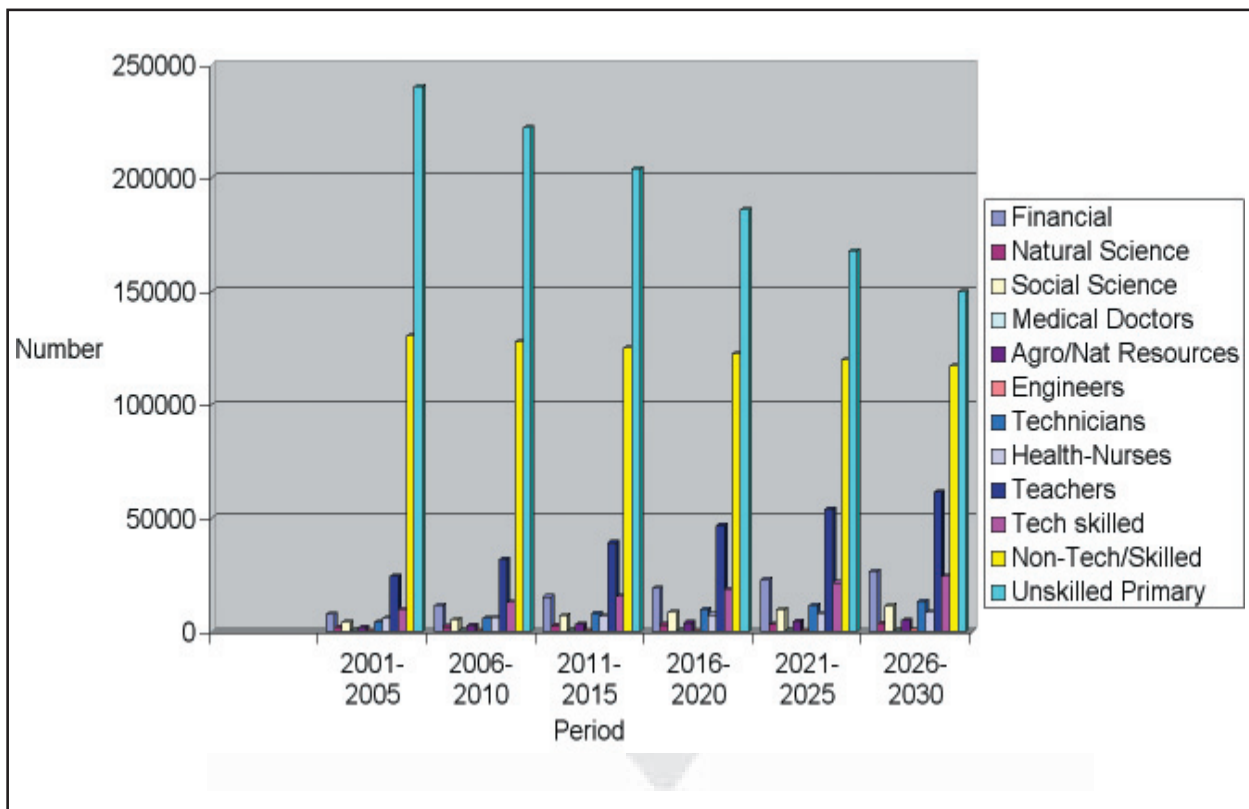


Figure 4.11: Human Resource Supply by Profession

Engineers

Demand for engineers already exceeds supply, and will continue to be increasingly greater than supply unless immediate measures are taken to step up the pace of production of engineers. Plans to establish the PON as a University of Applied Sciences and Technology are steps in the right direction, and which should be given support.

Technicians

The high demand for technicians calls for the expansion of the Diploma programmes of the PON and those of the other vocational institutions in the country. Well-defined systems of accreditation should be designed to enable Diploma graduates to move on to Degree programmes in technology.

Health Nurses

At the current population: nurse ratio, demand for nurses will exceed supply throughout the entire period, 2001 – 2030. Institutions producing nurses should step up their rates of production so as to reconcile supply with demand, and possibly, to reduce the population: nurse ratio.

Teachers

At the current rate of production of teachers, supply already exceeds demand. However, full employment will still be achievable by reducing students / teacher ratio, although this would call for more financial resources to the education sector.

Technically Skilled Workers

This professional category will absorb most of those who will be moving out of the categories of *non-technical secondary* and *unskilled and semi-skilled primary careers*. Vocational training centres and community skills development centres need to be expanded, to absorb those who will be graduating at the primary and secondary school levels. Also, vocational education should be incorporated into the school system, so that some students who leave school would already have technical skills which could make them competitive in the labour market.

Non-Technical Secondary Workers

Full employment for this category of labour will be attained by around the year 2010, after which demand will exceed supply. It should be a deliberate strategy to reduce the number of people who enter the labour market in this category.

Unskilled and Semi-Skilled Primary Workers

This is another category of labour whose size in the labour force should be reduced. Full employment will be achieved around the year 2015, after which demand will exceed supply.

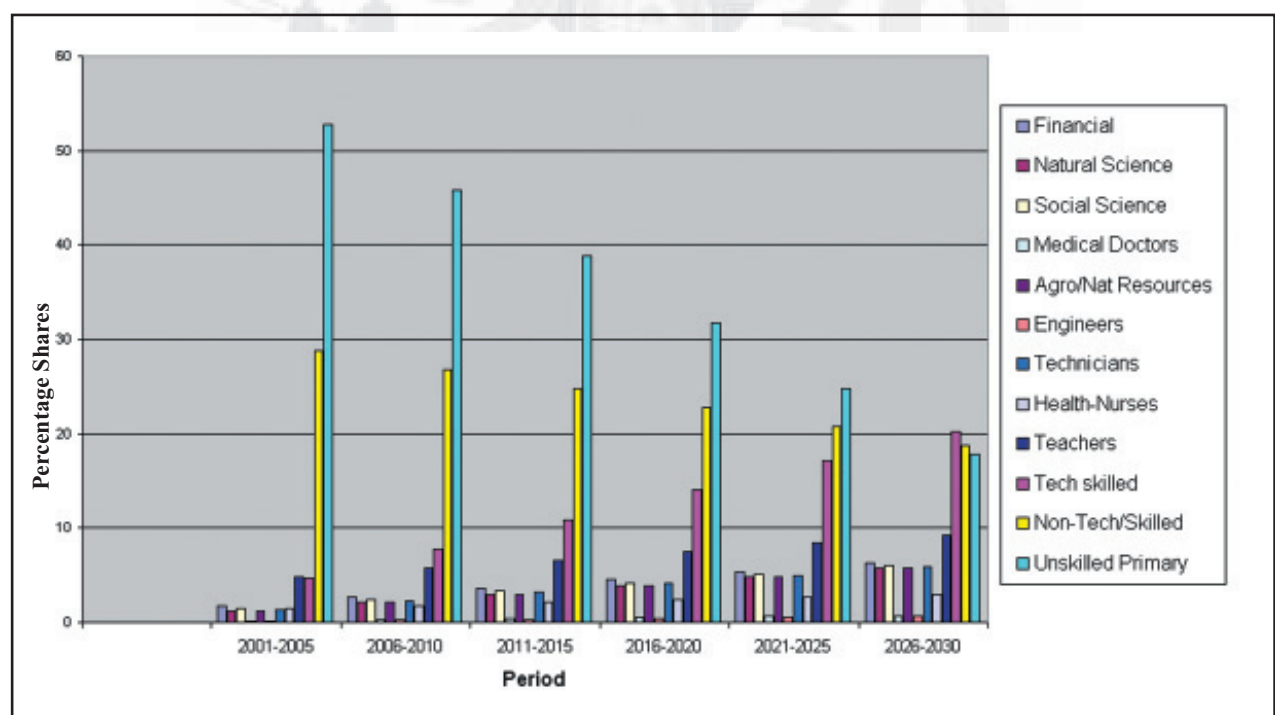


Figure 4.12: Percentage Shares of Professionals in Employment

Objectives

- To ensure an integrated, unified and flexible education and training system which is accessible to all Namibians from early childhood.
- To achieve an affordable and pragmatic education and training system, capable of producing a balanced supply of human resources, in response to demands in the labour market.
- To ensure that the society is comprised of people who are literate, skilled, articulate, innovative, informed and proactive.

Strategies

- Unifying the management and regulation of public education and training under one policy-making and implementing structure, at national level.
- Modularising the curricula and revision of delivery methods to take advantage of the newest technologies.
- Strengthening the ICT, science and technology components of the curricula at all levels of the education and training system, including adult education.
- Integrating ICT in education and training.
- Establishing multi-purpose learning centres throughout the country so that all learners will have access to ICT and other learning resources.
- Strengthening the initiative to provide wider access to education and training through open and distance learning methods.
- Promoting open and distance learning.
- Strengthening and sustaining physical infrastructure.
- Establishing a university of applied science and technology.
- Developing and implementing a national knowledge management and knowledge creation (research) strategy, with particular emphasis on science, engineering, technology and innovation.
- Providing access to early childhood education for pre-school children.
- Increasing the number of learners specialising in science, technology and ICT.
- Mainstreaming HIV/AIDS in the education and training system.
- Implementing the education and training sector HIV/AIDS Policy and Strategy.
- Implementing an assessment-based national accreditation system under an integrated National Qualifications Framework.
- Establishing a national quality assurance system led by a strong national inspectorate.
- Upgrading the academic and professional qualifications of all educators, including English language proficiency
- Strengthening the Human Resource Development Fund of the Republic of Namibia and ensuring that all human resource development activities of the Namibian government should be conducted under the auspices of the Fund.
- Establishing a data base on the available human resources, as well as their specialisations, under the auspices of the National Human Resource Advisory Committee of the NPC.
- Developing a programme to educate the public on Namibia's population policy.
- Providing in-service training programmes for unqualified and under-qualified teachers, and utilising advisory teachers and inspectors as mentors in student support programmes
- Educating all Namibians on the importance of good governance, social

- democracy, participatory decision-making and sustainable development
- Integrating moral education that encourages a culture of respect and honesty into the school curriculum at all levels.
- Utilising the National Qualifications Framework of the NQA to provide for better articulation between formal and non-formal skills acquisition, and between VTCs and the PON.
- Establishing effective linkages of VTCs with in-company training programmes of private sector organizations, through the introduction of institutional training components in the VTCs curriculum.
- Utilizing the training potential of private sector companies to their fullest, through tax incentives, by enticing them to (i) increase the nett number of apprentices in apprenticable trades and (ii) improve the supply of trained instructors to the VTB for curriculum design and development.
- Strengthening co-operation between government, employers, employer organisations, employees and trade unions, on all matters relating to human resources development through the National Human Resource Advisory Committee of the NPC.
- Improving the quality of police training and establishing police training centres in all regions.

4.3.4 Early Childhood Development

Early Childhood Development (ECD) occurs during the first years of the longer period of childhood, which extends to age 18. Many of the principles of development that apply to early childhood will pertain to the later years as well. “Early childhood,” as is commonly known, spans the period from birth to the first year or two of primary school. But programs of early childhood-care cannot ignore the period before birth, since the health and well-being of the expectant mother contribute greatly to the healthy development of the embryo - and the latter to the health of the newborn.

By providing children a fairer and better start in life, ECD programs have positive long-term benefits, including gains on future learning potential, educational attainment and adult productivity. Improving early child development also helps to promote social and gender equity. It helps to break the vicious cycles of poverty in two ways - by giving support to women and older girls, allowing them to earn and learn, and by providing children with a better base to draw upon in later years. Comprehensive child development programs help to counter discrimination and, if done right, programs can bring men into the child-rearing process. Efforts to break negative models of gender socialisation that marginalise and devalue girls and affirm boys, need to start with the earliest socialisation of the child, well before the age of six years.

Early childhood programming can also serve as an important entry-point for community and social mobilisation, promoting participation, organisation and a better quality of life for older as well as younger members of the community. In view of this, Government promotes ECD through the Directorate of Community and Early Childhood Development in the Ministry of Women Affairs and Child Welfare (MWACW).

The number of ECD centres has substantially increased over the last years.

According to the 2001 Population Census, around 31 percent of children of 3 - 6 years are attending ECD centres. The census report indicates that there are no significant differences between female and male children participation in ECD programmes in 2001. However, participation in ECD programmes varies significantly in terms of region: less than 20 percent of children in the Caprivi, Kunene and Otjozondjupa regions are involved in ECD programmes, while over 40 percent of children are involved in the Khomas, Omusati and Oshana regions. There is as yet no concrete information regarding the enrolment of children aged 0 - 3 years in ECD programme.

Sub-Vision

All children aged 0 to 6 years have opportunities for early childhood development, in addition to the care of individuals and communities.



Early Childhood Development (ECD)

Things to do

- Develop universal curriculum for ECD care-givers/workers and children aged 0 - 6 years.
- Review and amend ECD Policy and ensure that it becomes an Act.
- Strengthen parental education programs on ECD to target the children aged 0 - 3 years at home, and reach the enrolment of 90% of children aged 3 - 6 years into ECD Centres.
- Develop the capacity of ECD care-givers/ workers to ensure quality care-giving.

Where we want to be (2030)

- ECD policy becomes an Act.
- Universal curriculum is developed and is in use by training institutions.
- Integrated ECD programs are extended and 90% of children of 3-6 years are enrolled in ECD Centres.
- Capacity of 80% of ECD caregivers is reinforced and children receive quality care.
- Clear standards are set and implemented for ECD Centres.

Current Situation.

- Sustainability of ECD Centres is endangered due to the absence of incentives for ECD care-givers.
- ECD is not recognised as a profession in Namibia, and as a result ECD care-givers/workers are not motivated.
- A significant number of parents do not feel that ECD is important and, as a result, they are reluctant to send children to ECD Centres.
- Lack of universal curriculum for ECD care-givers and children, which leads to inadequate care.

Things to avoid

- No effective co-ordination with partners, and lack of integration of services among relevant stakeholders, leading to overlapping and duplication of activities.
- ECD care-givers are trained, but there is not always appropriate follow-up (i.e. absence of monitoring and evaluation).
- Quality care in some ECD Centres is lacking, especially in those located in rural and settlement areas.
- No incentives are provided to ECD care-givers, threatening the sustainability of ECD Centres, particularly in poor communities.

Worst-case scenario

- No substantial improvement takes place in terms of enrolment of children aged 3 - 6 years into ECD Centres.
- Access to ECD services by children aged 0 - 3 years, orphans and vulnerable children, and HIV/AIDS infected and affected children, continues to be limited.
- Inadequate care is provided at ECD Centres due to limited capacity of ECD care-givers/workers.

Objectives

- To promote and support quality, sustainable and holistic Integrated Early Childhood Development for children aged 0 - 6 years.
- To develop the capacity of ECD care-givers/workers through skills development and the provision of quality training, and to promote the recognition of ECD as a profession, as a means to ensure quality care.

Strategies

- Implementing the approved ECD Policy through the integration of services

for children, among relevant stakeholders.

- Supporting communities to establish ECD facilities with the aim to increase the attendance of children at ECD centres, including HIV/AIDS affected and infected children.
- Initiating parental education programs in communities on the importance of ECD and developing programs to increase access to ECD services, including programmes for orphans and vulnerable children, children with special needs and children aged 0 - 3 years.
- Developing innovative ECD programs for children in rural, isolated and marginalised communities, such as San and Ovahimba children.
- Developing universal curricula for ECD care-givers and establishing an appropriate accreditation system for training institutions and agencies, to ensure adequate training standards.
- Strengthening the existing National, Regional and Constituency ECD Committees, and promoting linkages among them in order to improve the delivery of services and expansion of the ECD program.
- Developing communication materials and strategies on improved child- and maternal care practices.
- Establishing a comprehensive database on ECD and development, and appropriate mechanisms for documentation, collection, review and exchange.

4.3.5 Aspects of the Legislative/Regulatory Framework

Namibia's Constitution guarantees the fundamental rights and responsibilities of individuals and society, and is relevant to the advances made in science and technology. It guarantees "justice for all" in Article 1, and in chapter 3 elaborates on human rights and freedoms. Article 20 states that all persons have a right to education and that primary education shall be compulsory. Academic freedom and the freedom to carry on a trade are protected by Article 21, while the maintenance of the ecosystem, essential ecological processes and biological diversity are covered in Article 95. Article 95 also deals with property rights and Article 13 protects the fundamental privacy of the individual. The rights of people to education and the government's responsibility are covered by the Education Act together with its statutes and regulations.

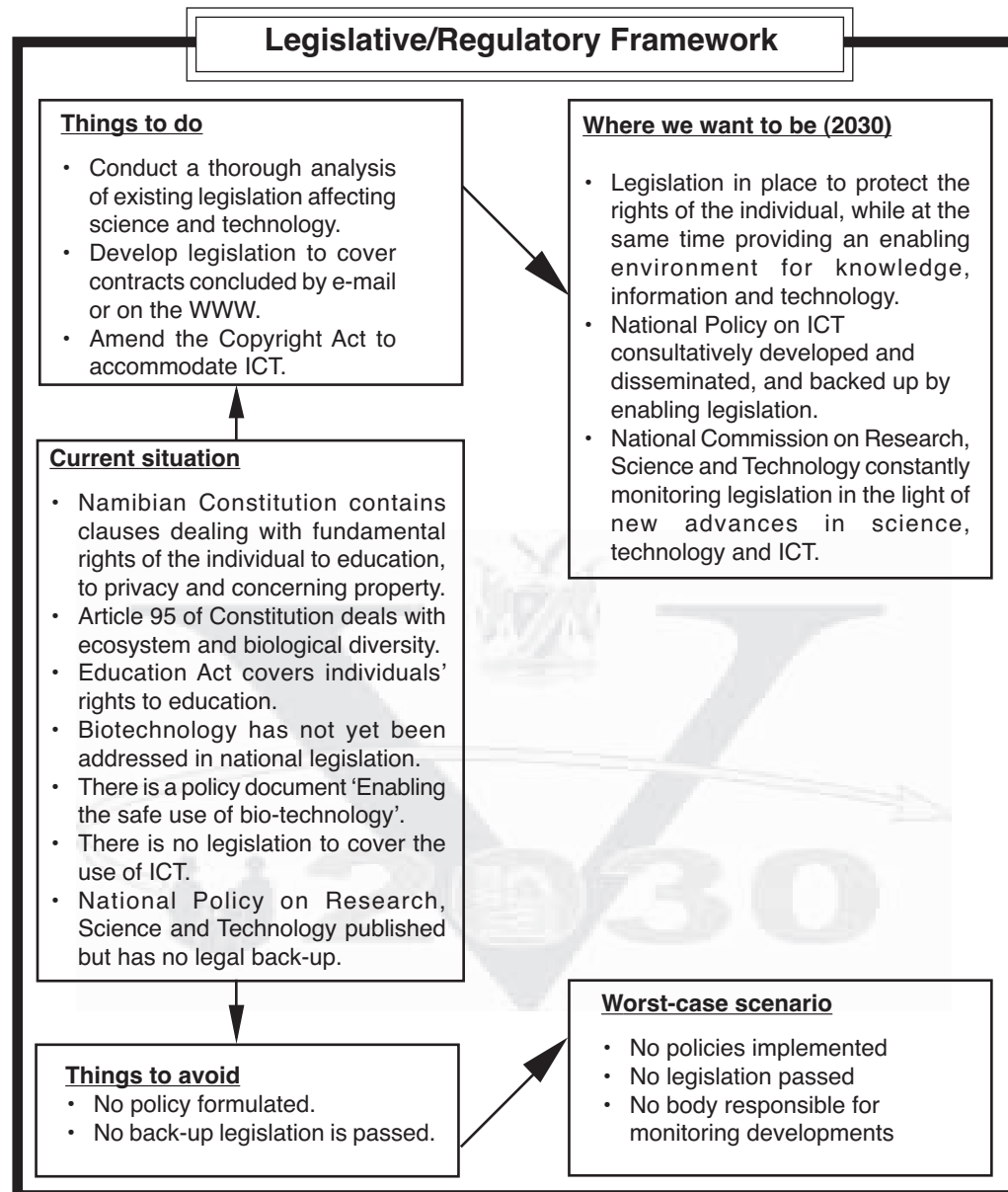
Biotechnology is currently being addressed in draft national legislation. The legislation will cover areas such as agriculture, the environment and health. Bio-technological research or the commercial use of genetically modified organisms, are dealt with by various existing Acts, but they do not take into account the latest advances in science and technology. However, a national policy, 'Enabling the safe use of bio-technology', has been published.

Work has yet to be finalised on the legal and commercial frameworks, financial issues or intellectual property rights which are affected by advanced communication technology. The Copyright and Neighbouring Rights Protection Act of 1994 deals with copyright protection, but needs to be amended to accommodate the implications of e-commerce.

Two old Acts which deal with trade marks and merchandise marks, are not well suited to deal with domain names and protect the rights of domain name holders.

Sub-Vision

Cross-sectoral internal and external developments in the field of knowledge, information and technology are constantly monitored to assess their impact on the rights of the individual and the functioning of society and the national economy, and appropriate legislation and regulations are promulgated.



Objective

To ensure the safe use of science and technology systems, including indigenous knowledge, while upholding the constitutional provisions for education and training.

Strategies

- Conducting a thorough analysis of existing legislation affecting ICT.
- Developing legislation to cover contracts concluded by e-mail or on the WWW.
- Amending the Copyright Act to accommodate ICT.
- Developing appropriate national science and technology legislation.

Establishing common measures for the evaluation of risk from the use of genetically modified organisms, and monitoring their use.

4.4 EQUITY: INDIVIDUALS, COMMUNITY AND THE STATE

Since economic growth does not necessarily guarantee equitable development, the nation must ensure that social and economic development programmes reach the poor and vulnerable. This can be achieved by

- implementing effective poverty reduction measures
- creating equitable access to opportunities in all 13 regions of the country
- mainstreaming gender
- building sustainable futures for young people
- recognising and promoting the role of senior citizens
- providing care and support in cases of dire need
- This section addresses the plight of vulnerable and marginalised individuals and groups and those who live in situations of poverty or face a situation of falling into poverty. The following three interlinked challenges are addressed:
- Poverty-reduction – creating opportunities to utilise economic and social capabilities
- Gender and age – recognising and supporting the strength of women, young people and senior citizens
- Social security and safety-nets – caring for those in need

4.4.1 Poverty Reduction

At first glance, Namibia appears to be doing relatively well when compared with other sub-Saharan African countries. Since Independence there has been political stability brought about mainly by the policy of national reconciliation, and a firm commitment to constitutional, democratic governance. Namibia inherited a well-functioning physical infrastructure, which has since been maintained and expanded, strong underpinnings for market development, sound economic policy, and a reasonably well-organised public administration, albeit segregated along apartheid structures. In addition, Namibia is endowed with rich natural resources, such as diamonds and other mining products, fish, agriculture and outstanding tourist attractions. This has led to a relatively high per-capita income that classifies Namibia as a low middle-income country. However, these initial impressions are misleading. Namibia is among the most dualistic countries in the world – both economically and geographically. The statistical average figure covers contrasting wealth and poverty, which is highlighted by the Gini-coefficient. The UNDP Human Development Report 1998 indicated a Gini-coefficient of 0.67 for Namibia, which is the highest value recorded worldwide. As of 1996, the per capita income of its 1.7 million people amounted to about US\$ 2,080 and real growth rate has averaged around 4% annually since Independence.

It is for this reason that Government remains committed to broad-based and equitable development policies and strategies, allocating well over 40% of its annual budget to social services (education and health-care – including social safety-nets).

Ten percent of households (5.3% of the population) having the highest economic standard i.e. the highest per-capita income, are consuming about 44% of the total private consumption. On the other hand, 90% of households (94.7% of the population) are consuming about 56% of the total private consumption. Furthermore, the richest 10% of the society receive 65% of income. Poverty is also concentrated among groups which have historically been disadvantaged. Huge

income disparities exist between language groups, ranging from N\$27,878 to N\$1,416 female-headed households are more prone to poverty than male-headed households. Cultural and social conditions in Namibian society perpetuate women's unequal status, especially in terms of their entitlements to resources and access to decision-making.

Poverty exists, *inter alia*, amongst subsistence farmers, farm and domestic workers as well as the unemployed. Elderly people and people with disabilities, young women and men, and recent migrants into marginalised urban areas are disproportionately affected by poverty. Finally, many poor households rely on the social pension as an important source of income.

The causes of poverty are complex, but some major factors can be identified. Economic growth averaged some 3.8% since Independence, which is substantially higher than over the pre-Independence decade. However, population growth estimated to be between 2.2% and 3.1% has levelled out the growth of the economy resulting in almost stagnant per-capita growth and rising unemployment.

Access to productive assets also determines the vulnerability of households. Whilst there are 4,076 farmers owning 6,403 commercial farms, with an average farm size of more than 5,884 hectares occupying 44% of Namibia's total surface, communal land constitutes 41%. Communal land is often of a lesser quality or poorly developed, but supports about 1 million people, or 95% of the nation's farming population. Located predominantly in the north and the north-eastern part of the country, the core of poverty exists in this sub-sector. Moreover, the lack of access to credit, technical and managerial services, have constrained the expansion of self-employment.

Inequity affects all 13 regions of the country differently in terms of income distribution, access to resources, social services and opportunities as well the regional ability to cope with the impact of trends, shocks and seasonality factors differs.

There are sharp regional variations in terms of both the HDI (Life expectancy is 42 for Caprivi and 57.5 for Erongo; Adult literacy is 94% for Khomas and 57% for Kunene; School enrolment is 74% for Omaheke, 64% for Otjozondjupa and 50% for Oshana; Income disparity is N\$ 11,359 for Khomas and N\$ 1,070 for Ohangwena. A similar pattern emerges for the regions in terms non-survival, illiteracy, underweight children, poor water supply, limited health services, poor living standards and number of poor households. For example, Ohangwena has the lowest living standard due to fact that more than 60% of the people do not have access to health services and adequate water supply. The HIV/AIDS prevalence has shortened the average lifespan of Namibians especially in the Caprivi. Khomas seem to progress well but has a high incidence of underweight children probably as a result of the large influx of migrants to the peri-urban squatter settlements.

There are marked differences between rural and urban areas thus the current pattern of rural-urban migration. The rural populations are more disadvantaged in terms of income, education, health-care and employment opportunities, outside the subsistence sector. Eighty five percent of consumption-poor households are located

in rural areas, making their living from subsistence farming primarily in the northern and north-eastern communal areas. However, pockets of poverty are also found in the southern regions, where income inequality is higher than other regions. The gap in average rural and urban income and living standard gives a strong incentive for rural-urban migration, as evidenced by the growth of informal settlements in peri-urban areas of almost all urban centres in the country. This is exacerbated by limited private sector investment programmes, which lead to low income and standard of living. About 51% of the rural people are engaged in subsistence agriculture with limited opportunities and support services, whereas 4/5 of urban citizens depend on wage employment with an expanding employment base. This situation therefore necessitates a comprehensive rural development strategy towards increased rural employment opportunities, and development of small-medium enterprises.

There are also differences in main sources of income between rural and urban areas. In rural areas subsistence farming constitutes 51%, wages in cash only 27% and business account for only 5%. In urban areas, subsistence farming account for only 2%, whereas wages in cash and business account for 77% and 8%, respectively. Access to services also shows gross inequality.

The combination of Namibia's geographic vastness and its good quality physical and institutional infrastructure creates an opportunity for it to become an increasingly important land transport bridge in Southern and Central Africa. This transport role creates new manufacturing, construction and trading opportunities – initially, primarily within the region, and complemented increasingly by manufacturing production for world markets more broadly.

Namibia's long-run future depends on its being able to make the transition from a resource-dependent economy, to one which thrives as a producer of manufactures and services. This is achieved through investments in people - in education and health - of a quantity and quality sufficient to reverse the devastating legacy of apartheid and colonialism.

For the short- and medium-term, Namibia relies on a multitude of income-generation and safety-net initiatives from a diverse variety of segments of the economy, both private and public. These include smallholder crop cultivation, tourism and promotion of small-and medium enterprises.

Even with success in agriculture, tourism and SME development, many people will remain economically marginalised - pointing to the need for a safety-net adequate to protect the vulnerable. Labour-intensive public works is a vehicle for expanding employment, stabilizing incomes during periods of drought, and building infrastructure (especially gravel-based rural roads) in the countryside.

It is envisaged that inland fisheries will increase, providing significant opportunity for poverty alleviation, employment and food security in rural areas. Also, community-based management structures will facilitate the sustainable exploitation of inland aquatic resources in the communities that traditionally utilise such resources.

Financial assistance, in the form of grant transfers, is an important component to Namibia's national safety-net that prevents the most needy from falling further

into poverty and deprivation. It is a direct support measure that Government deals with in a sympathetic and judicious manner. The level of economic development has been encouraging enough to continue with social pension payouts. However, the issue of the level of coverage and entitlement remains as well as the level of social protection resources available to finance it.

Social pension schemes in Namibia have evolved over a considerable period of time and with that, the ability to adjust the administration of this scheme, which has lent both credibility and viability to the scheme in terms of the extension of coverage and the inclusion of vulnerable groups. The National Pension scheme is based on flat rate universal, non-contributory and non-taxable grant-transfers, regardless of other income, for rich and poor alike. This scheme presently includes grants for old age, disability, child maintenance and foster parent care.

Government is presently reforming its Pension Schemes. The Basic State Grant Bill (Act of 2000) is in the processes of being promulgated by Parliament. It will repeal the National Pensions Act of 1992 and will provide the legal mechanism for all grant-based transfer programmes, including non-contributory old age pensions, to be combined in one. In addition, the Basic State Grant Programme is bound to introduce a simple means tested approach, which will exclude non-poor pensioners from the purview of the scheme.

In order to provide an integrated approach to poverty-reduction, Government developed a Poverty Reduction Strategy for Namibia, in December 1998, focusing on three major areas of concern:

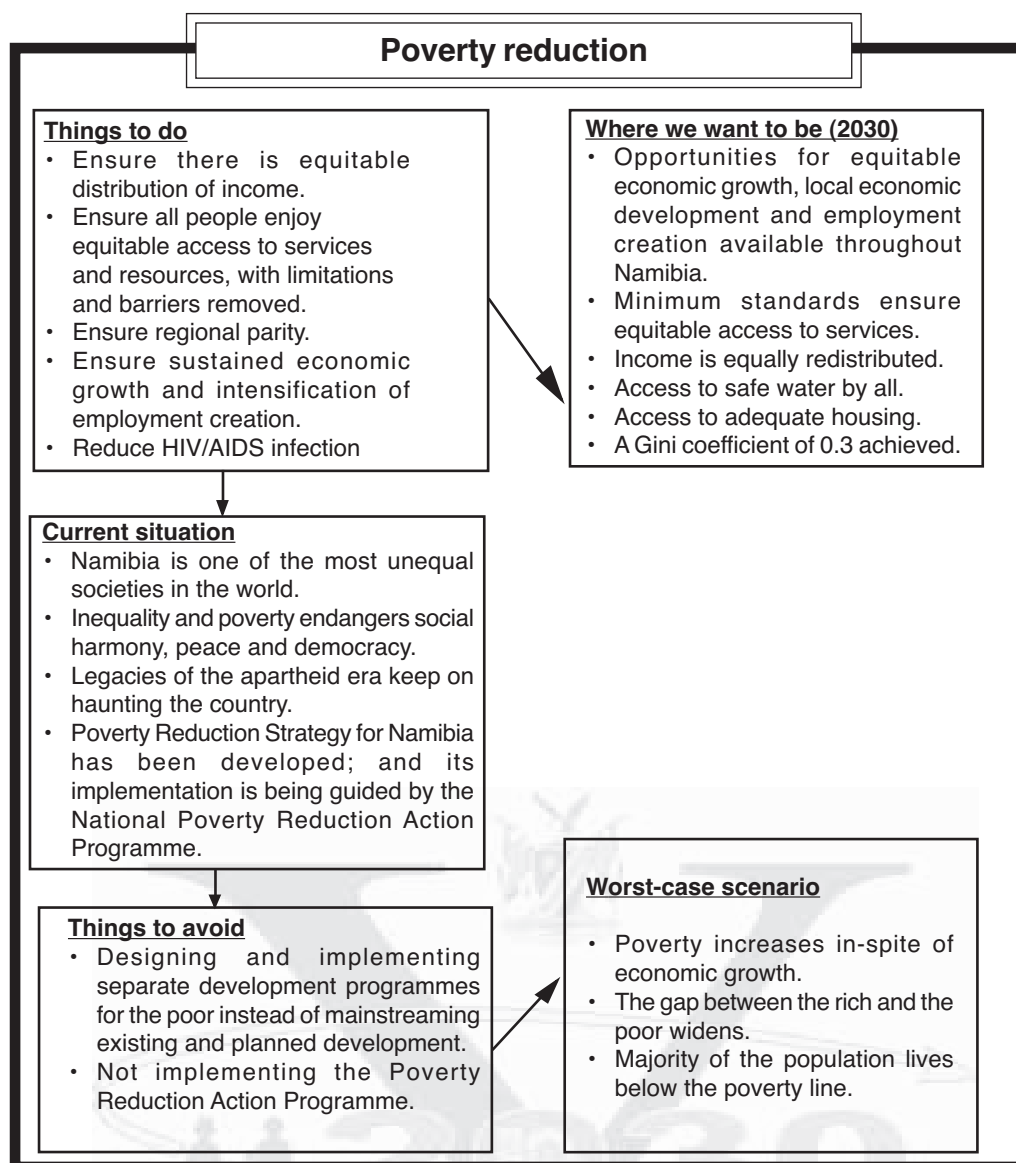
- How to foster more equitable and efficient delivery of public services;
- How to accelerate equitable agricultural expansion; and
- Options for non-agricultural economic empowerment such as informal and self-employment initiatives.

Following the adoption of Poverty reduction strategies, the National Poverty Reduction Action Programme was approved with the objective to identify programmes, projects and services which would focus on poverty-reduction during the NDP2 cycle.

Namibia's needs are large and, as with all countries, its public resources are limited. Consequently, a vital step in achieving effective governance and poverty reduction is to focus these scarce resources on areas of highest collective priorities.

Sub-Vision

Poverty is reduced to the minimum, the existing pattern of income-distribution is equitable and disparity is at the minimum.



Selected Poverty Reduction Targets

Access to Water

Progress regarding water supply coverage has been made since Independence, and the targets for 2007 and 2010 seem reasonable, based on current progress. If the implementation continues at the current rate with steady financial and human resources backing the programme, it is predicted that 100 percent coverage for both urban and rural areas can be reached by the year 2030. The milestones are shown below.

Water

- Increase water provision from 75% (2000) of the rural population to 80% by 2006; 85% by 2010; 90% by 2015; 95% by 2020; and to cover 100% of the rural population by 2030.
- Maintain the current levels of access (95%) to potable water in urban areas till 2006; and achieve 100% coverage by 2010.
- Ensure that 50% of all water supplied achieves full cost recovery by 2006; increasing to 60% by 2010; 70% by 2015; 80% by 2020; 90% by 2025; and to 100% by 2030.

- Decentralise 95% of regional rural water supply resources to the regional councils by 2006; and 100% by 2010.
- Implement gender policy with respect to the water sector by 2006.

Sanitation

Figure 4.13 depicts the trends in sanitation coverage for urban areas, for rural areas and nationally (e.g. total). For urban areas, during the first few years after Independence, urban sanitation services were considered “generally good with an estimated coverage ranging from 95 percent in municipalities to about 60 percent in communal towns” (DWA 1993). However, the WASP Committee was concerned about the magnitude of the backlog, especially in light of increased urbanisation and the corresponding high population density, which is conducive to the transmission of infectious diseases. Regarding rural areas, while the number of human waste disposal facilities has expanded since Independence, the majority of rural Namibians continue to rely on the bush for human waste disposal. As can be seen in Figure 4, availability and access to toilets in rural areas is far below the population coverage for urban areas. It should also be noted that, based on the trend to date, the target of 60 percent coverage in rural areas by 2006 seems to be overly optimistic.

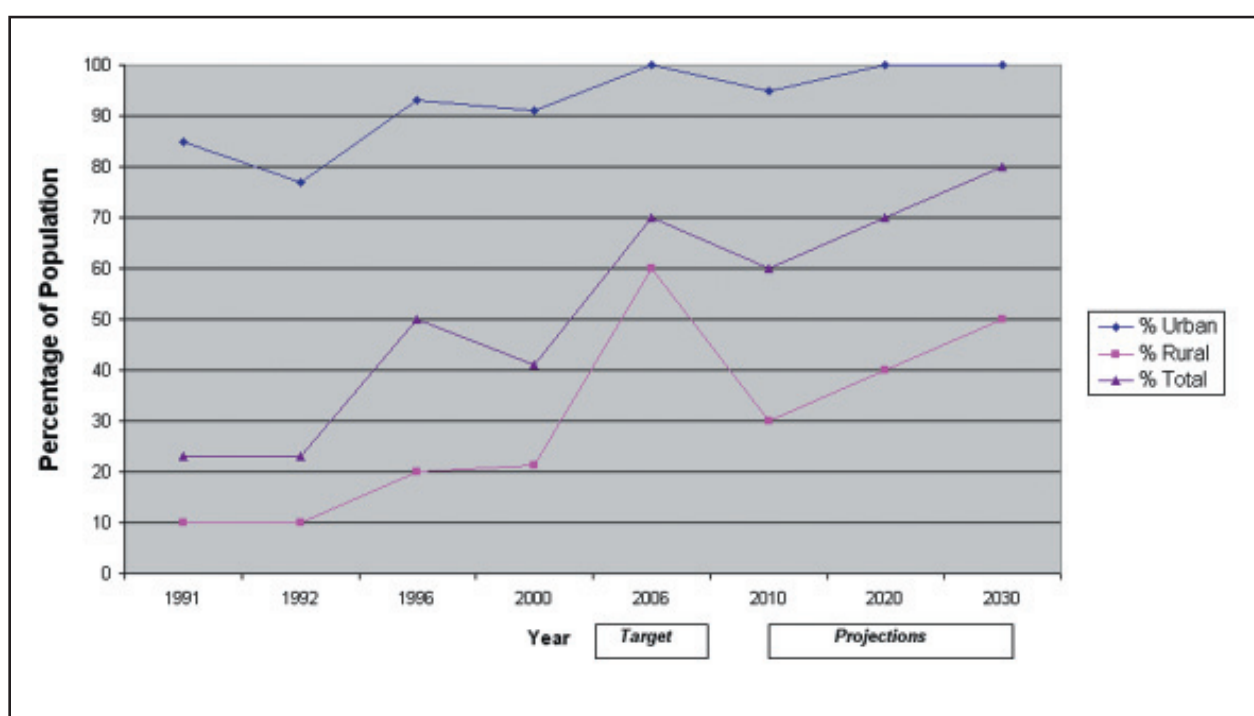


Figure 4.13: Percentage of Population with Acceptable Sanitation Facilities (Urban, Rural and Nationally)

Housing

Figure 4.14, using an estimate of 1,500 houses being built each year and assuming a backlog of 37,000 houses by projecting in five year intervals to the year 2030, indicates that Namibia might be able to meet its housing needs by the year 2025. This is based on the assumption that the country can keep up with any increased urbanisation and population growth rates. However, using a backlog figure of 80,000 houses, Namibia would have provided only for just over half of the population’s housing needs by the year 2030, if it builds 1,500 houses each year. If 3,000 houses are built each year, the housing needs might be met by the year 2020.



Figure 4.14: Housing Coverage 1990 to 2030 Based on Three Projections for Construction

Selected Housing Sector Targets:

- Access to adequate shelter for 60% of the low-income population by 2006
- Build 9,590 houses until 2006 under the decentralised BTP
- Put in place operational revolving credit funds with all local authorities and regional councils by 2005
- NHE to construct 7,937 houses at a value of N\$419million
- NHE to develop 3,371 plots at an estimated cost of N\$143million
- Land is secured and improved for 3000 households in urban areas
- 1,000 affordable houses are constructed by 2006

Selected Targets for the Social Welfare Sector:

- Achieve full social integration for 10,000 people with disabilities by 2006
- Develop a legal framework for policy monitoring and evaluation by 2006
- By 2006 establish the National Council on Disability
- Develop and implement plans that meet the needs of people with disabilities in at least six of the Regional Councils by 2006

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Objectives

- To minimise disparity in the distribution of income.
- To ensure that all Namibians earn a decent income that affords them a life well above the poverty line.

Strategies

- Ensuring that there is equitable distribution of income.
- Ensuring that all people enjoy equitable access to services and resources with limitations and barriers removed.
- Ensuring that economic opportunities match the needs, and an effective system is in place to balance off any regional disparity.
- Implementing HIV/AIDS reduction strategies.
- Harmonizing, internalizing and institutionalizing all Government policies and legislation, regionally, according to the needs of the region, and implemented

through comprehensive and well co-ordinated sectoral, cross sectoral, regional and community level projects and programmes.

- Implementing the millennium development goals in the country.
- Creating public awareness about available services and ensure the broadest level of information dissemination through a range of innovative activities, including Braille media, vernacular language, sign language interpretation, and the active involvement of traditional authorities, churches and civil society.
- Building capacity to deliver services and ensure networking and support from the private sector to exchange experiences at community and group levels.
- Reviewing and adjusting re-distributive opportunities from central levels and ensuring prudent public targeted expenditures, particularly education and health, and retaining high levels of commitment to social services as well as ensuring quality outputs. To do this, ongoing impact analysis and outcomes measurement become crucial activities.
- Creating minimum standards for service-delivery.
- Making resources and opportunities available and accessible to all interested and well-intended stakeholders, to support national development programmes which seek to address regional poverty.
- Ensuring sustained economic growth and intensification of employment creation opportunities.

4.4.2 Gender and Development

Gender refers to all socially given attributes, roles and activities assigned to men and women because of their sex (being male or female). There are strong indications of inequality in relationships between men and women in terms of the conditions and positioning. For example, women are still underrepresented in male dominated professions such as economics and science, where they constitute only 35% to 29% respectively. The area where major differences are seen between men and women is in access to opportunities/resources and decision-making. Women's participation in the labour force is lower than that for men, 49% to 60%. Variations also occur when a comparison is drawn between subsistence and wage employment, 44% of female headed households depend on subsistence agriculture and only 28% make a living from wage employment. More than 50% of men depend on wage labour and only 29% from subsistence farming.

The colonial era strengthened women's traditional subordination. The migrant labour structure forced women to take over the tasks of men in the subsistence agriculture areas and to raise their children alone. During drought years, the women were dependent on remittances from male family members, which deepened traditional patriarchal domination. Deteriorating conditions in rural areas forced many women to migrate to urban areas to look for work, but more than 60 percent ended up as low paid domestic servants.

Before Independence, women were poorly represented in all positions of influence. Only two women occupied senior positions in the civil service. No women were school principals, inspectors or heads of departments. Girls were underrepresented in science and economic studies and were mainly being trained to be nurses or teachers.

The following are still strongly present in the Namibian society:

- A large percentage of Namibia's households are female-headed. Female

households are often worse off than male-headed households. Opportunities for employment are limited and the women juggle many different burdens at the same time, and this will intensify with the spread of HIV/AIDS.

- Regional disparities still exist in enrolment of girls in schools.
- The high number of rapes that occur in Namibia each year reflects the past and current unbalanced situation between men and women. In addition to the direct physical and psychological damage done to the rape victims, the threat of rape makes many women live in fear and often restricts their movement and activities.
- Gender-based Affirmative Action in employment has largely focused on the educated middle class.
- In addition to Affirmative Action issues, women have made gains in other areas related to labour and employment. The Labour Act has for the first time included labour legislation relations in the domestic and agricultural sectors, allowing domestic workers and farm workers some access to the judicial arm of the state. “Unlike reforming labour legislation, the practical aspects of enforcing these laws will not be easy.” The domestic work sector happens to be one of the most vulnerable sectors in the Namibian labour market.
- In 1996, there were an estimated 24,000 domestic workers; about 10% of all employed women work as domestic workers, and one in every 20 women over the age of 15, is a domestic worker.
- In recent years the focus on empowerment of women in society has been to promote women to positions in public office. Although important, this will not resolve fundamental issues affecting women.
- Legally binding quotas for women on party lists have also enhanced participation of women at local government levels, but participation of women remains weak at regional and national elections.
- Many long-awaited laws that affect women have not yet been finalised, including laws on child maintenance, inheritance, the recognition of customary marriages and divorce. There is a solid network of various NGOs working on the issues, and government, with the creation of the Ministry of Women Affairs and Child Welfare, has shown how seriously it takes the strengthening of the role of women in Namibian society.

Sub-Vision

Namibia is a just, moral, tolerant and safe society, with legislative, economic and social structures in place that eliminate marginalisation and ensure peace and equity between women and men, the diverse ethnic groups, and people of different interests.



Gender and Development

Things to do

- Ensure there is equitable access to social services and facilities, including education and health.
- Ensure women and men enjoy equitable access to services and resources with limitations and barriers removed.
- Implement Gender and related policies.
- Discourage domestic violence.
- Reduce HIV/AIDS infection.

Where we want to be (2030)

- Women occupy important roles and perform essential functions in society.
- Opportunities for equitable social and economic development and employment creation available for men and women throughout Namibia.
- Minimum standards ensure equitable access of men and women to services.
- Women and men are well represented in the work place at all levels, and in decision-making positions, including the political arena.

Current situation

- The Ministry of Women Affairs and Child Welfare is created to address gender imbalance in Namibian society.
- Opportunities for employment opportunities are limited for women.
- Regional disparities still exist in enrolment of girls in schools.
- The high incidence of rapes occur in Namibia each year.
- Many long-awaited laws that affect women have not yet been finalised.

Worst-case scenario

- Domestic violence is ignored.
- Policies designed to enhance the status of women are not implemented.
- Discrimination based on gender is prevalent in the society.
- Girls are discouraged from participating fully in the educational programme.

Things to avoid

- Affirmatively addressing women involvement outside the framework of broader gender policies and strategies.
- Allowing tradition to limit opportunities for women.

Objective

To mainstream gender in development, to ensure that women and men are equally heard, and given equal opportunities to exercise their skills and abilities in all aspects of life.

Strategies

- Establishing participatory and gender-responsive monitoring and evaluation mechanisms;
- Involving the traditional authorities in gender sensitisation programmes with emphasis on family and inheritance.
- Mainstreaming HIV/AIDS in gender development strategies.
- Addressing, clarifying and harmonizing the misconceptions on gender and review and recommend language and nomenclature (terminology) adjustments to organizations responsible for ensuring that gender is properly mainstreamed.
- Intensifying the implementation of the existing Gender-and related policies, programmes and legislations.
- Undertaking proper gender studies to provide accurate information on men and women.
- Building capacity of researchers, trainers and planners in participatory and gender responsive methods for data collection, analysis, interpretation and planning.

4.4.3 Youth and Development

The 2001 census report shows that children and young people aged 30 years and below constitute 70% of the total population of the country. About 51% of the youth population of about 1.3 million are females, and 71% of the total rural and 64% of the urban population are young people.

Investing in people, in their education and health and in creating opportunities for them have been the main development aims of Government after Independence. More than 20% of the annual budget has been allocated for education. Enrolment rates in primary education has risen to over 95%, but the quality of education and attainment of primary education remain serious challenges. High numbers of dropouts from school, before Grade 7, may nullify the high investments and propel young people back into the situation of illiteracy.

Young people in Namibia are both a major human resource for development and key agents for social change, economic development and technological innovation. Developing the capacity of the youth to participate in their own development and national development, will not only have a major positive impact on short-term social and economic conditions, but also on the well-being and livelihood of future generations. However, youth are often perceived as not yet being productive or contributing members to society, and are sometimes overlooked.

Namibian youth are also growing up in a environment that includes a variety of harsh realities, such as: inequality and poverty impacting on almost half of Namibia's households, food insecurity and poor nutrition for many households, alcoholism, drug abuse, various health and social problems associated with HIV/AIDS and teenage pregnancies, crime and violence, physical and emotional abuse, high rates of school drop-outs, high unemployment levels, low wages, lack of or insufficient expertise and capital required to undertake entrepreneurial initiatives, lack of or inequitable access to information and recreational activities and increasingly dysfunctional family life. All of this, coupled with the detrimental impact of HIV/AIDS, contribute towards an unhealthy environment for the youth of today and poor prospects for the future.

The situation for rural youth in particular is exacerbated by a harsher environment, with fewer resources and more problematic access to important development interventions, relevant training and information. Rural areas are characterised by extremely low farm productivity, limited potential for income-generating activities and self-employment, a high degree of poverty, household food insecurity and poor nutritional status. The response of many rural youth is to leave the rural area for the towns and cities with the hope of obtaining a job and a brighter future.

Teenagers demonstrate a high level of negative health-related behaviours. Women are generally infected with HIV/AIDS at an earlier stage than boys. Besides the high rates of HIV transmission, teenagers will continue to be affected by other negative health behaviour patterns, including high pregnancy rates, alcohol and drug abuse.

Of all the problems facing young people, unemployment is one of the most critical issues. The situation in Namibia for youth unemployment mirrors a global situation.



Of the total 185,258 unemployed persons in Namibia (2001 census) 59% are in the youth age group. The combined unemployment and under-employment rate amongst the youth is even higher. Similar to the total labour force, unemployment rates are higher for young women than for young men. In contrast to the general labour force population, the youth in urban areas have higher rates of unemployment than for those in rural areas. This suggests that most of the youth who are actively seeking jobs, are looking for work in urban areas.

Unemployment is a significant macro-economic problem for Namibia, but unemployment amongst the youth deprives young people of the opportunity to participate fully in national development. Needless to say, such disenfranchisement of youth can have serious consequences for Namibian society. Violence, crime and substance abuse are related to youth unemployment, and this situation demands an all-out effort to create jobs through policy-making and programmes.

When not in school or in employment, it is important for the youth to be engaged in useful, worthwhile activities that provide them with the opportunity to learn lifeskills and to interact in a positive manner with their age mates. The various secondary schools in urban areas are also usually better equipped to cater for the physical recreation, sport and leisure requirements of the youth through various after-school and week-end programmes. However, for the youth of a lower-income class, access to many of these recreational activities is limited because they are too costly. The Multi-Purpose Youth Resource Centres, which provide recreational, sport and cultural facilities and venues to young people at six sites around the country, target the out-of-school and unemployed youth.

One of the five priority areas of action of the National Youth Policy focuses on environment and agriculture, especially environmental degradation as a result of deforestation, desertification, and soil erosion. Young people have a responsibility to be actively involved in the protection and conservation of the natural resources of Namibia. There are a number of existing programmes for youths and further opportunities that can be accessed by youths in the areas of agriculture and the environment. Some of these specific programmes, and others within government, NGOs and the private sector, have been designed to provide urban and rural youth with training to enhance their preparedness for formal employment or to generate their own income through self-employment. Others aim to provide an experimental learning environment to enhance the youth's self-esteem, self-confidence, self-discipline, sense of responsibility, ability to identify, analyse and help solve problems, and to encourage a commitment to the country's development.

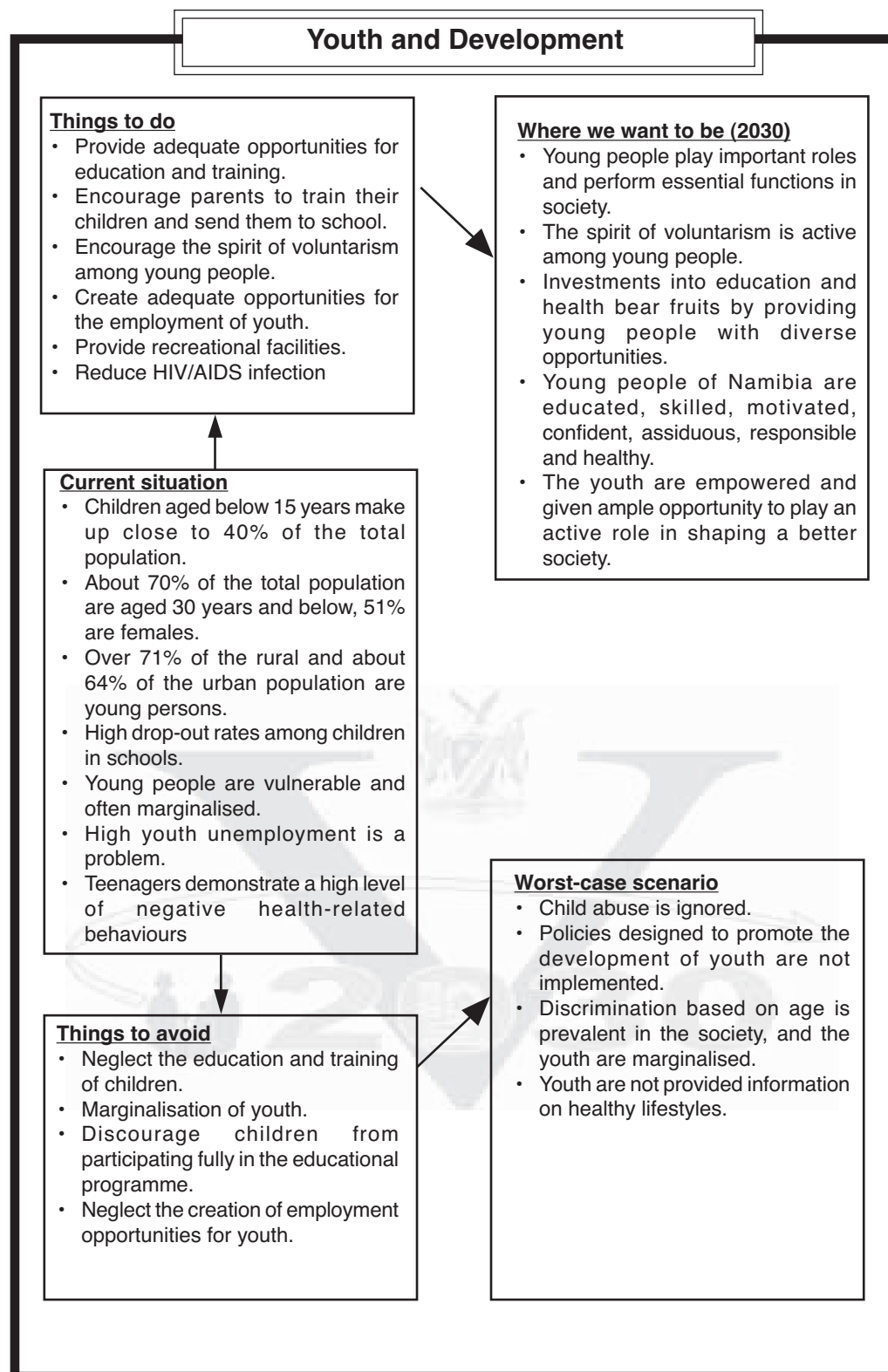
The youth's ideas on democracy and politics allows one to predict the political future of the country. The opinions they form at present will impact on this generation of opinion-makers and voters as they grow older and assume their positions in the economy and political system. The youth are often perceived as being more progressive than the rest of the society. Higher literacy rates and exposure to modern education also mean that today's youth will be able to access and digest more information and will be better informed about public authorities and policy choices. Students, in particular, are important because they are best equipped to articulate current policy shortcomings and shape the demands of the youth.

Some of the youth have special needs including those in conflict with the law and youth living out on the streets. The most common crimes committed by juveniles are shoplifting, housebreaking, theft, and assault with grievous bodily harm. About 4,500 youth between the ages of 15-30 years were in prison in 1998. An average of 375 juveniles were in prison each year during the period 1995-1997. Ninety-three of all incarcerated juveniles did not have the benefit of legal representation at their hearings, juvenile prisoners had daily contact with adult prisoners, and 33 percent reported incidents of personal abuse by adult prisoners. The Juvenile Justice Programme and Forums were established to ensure juvenile offenders' rights are not denied and to seek alternatives to incarceration. Through the Juvenile Justice Forums, the circumstance of juvenile offenders have improved.

It is a harsh reality that many children may grow up marginalised economically and emotionally. The fact that more than half of all children today are disadvantaged by families that are, to one extent or another suffering from some form of dysfunction, will have a negative impact on Namibian society by the year 2030 unless major changes are made. The hardship that many young Namibian children experience during their early years, especially in the most disadvantaged communities, will impact on their emotional, physical and social development. This could have serious economic and psychological effects on their adult lives. Should the trend of children growing up without one or both parents continue, and with less support from their extended families, it will have a negative impact on the future generations of this country. Most grandparents are not in a position to provide the required stimulation, guidance and financial care for these children. If fathers and mothers do not contribute financially to the upbringing of their children, more children will have problems attending school and obtaining access to health care and other basic services.

Sub-Vision

Namibia will be a just, moral, tolerant and safe society with legislative, economic and social structures in place to eliminate marginalisation and ensure peace and equity and a conducive environment for child and youth development.



Selected Youth and Sports Sector Targets

- Reach 90% of youth with correct sexual and reproductive health information for protection from HIV/AIDS by 2005
- Ensure that 90% of young people have the opportunity to acquire appropriate skills for HIV prevention by 2005
- Ensure that 90% of young people have free and convenient access to quality condoms

- Reduce the number of youth offenders by 10% by 2005
- Reduce the number of youth repeat-offenders by 20%, by 2005
- Reduce the number of substance use/abuse related cases by 40% by 2004
- Provide basic sport facilities in all 13 regions by 2006
- Win at least four gold medals in international competitions yearly in the sport codes boxing, cycling, swimming and marathon, and medals in other codes, from 2004
- Win at least three gold medals at the Olympic Summers Games 2004

Objectives

- To ensure that all young men and women in Namibia are given opportunities for development through education and training, and motivated to take up entrepreneurial opportunities and are well equipped with skills, abilities and attitudes
- To ensure that children remain disciplined and have an inalienable right to survival, development, protection and participation in the development of society.

Strategies

- All children under the age of six years are given opportunities for early childhood development in addition to the care of communities and individuals;
- Young men and women are motivated and supported to take up entrepreneurial opportunities and are well equipped with skills, abilities and attitudes;
- Ensuring provision of available, accessible, quality child-care for all families who require it and provide plenty of recreational areas and opportunities for children.
- Providing level of government funding for child care similar to that for public schools;
- Ensuring provision of adequate salaries for child-care workers.
- Implementing appropriate HIV/AIDS reduction policies and programmes for the youth;
- Ensuring provision of adequate supervision for all young children such as after school-care, tutors, summer programs, cultural, and social experiences.
- Safeguarding children in early care and education programs from harm and promote their learning and development; eliminate unsafe, substandard day-care.
- Promoting responsible parenthood by expanding proven approaches (provide solid information and support to parents, as well as more intensive assistance when needed);
- Enabling communities to have the flexibility and the resources (funding) they need to mobilise, on behalf of young children and their families, responsible behaviour;
- Private sector engages itself more actively in youth development through apprenticeship, exposure and job attachment; and
- Strengthen and expand existing youth development initiatives.
- Providing opportunities for senior citizens to act as mentors and use their experiences and skills outside the family system.

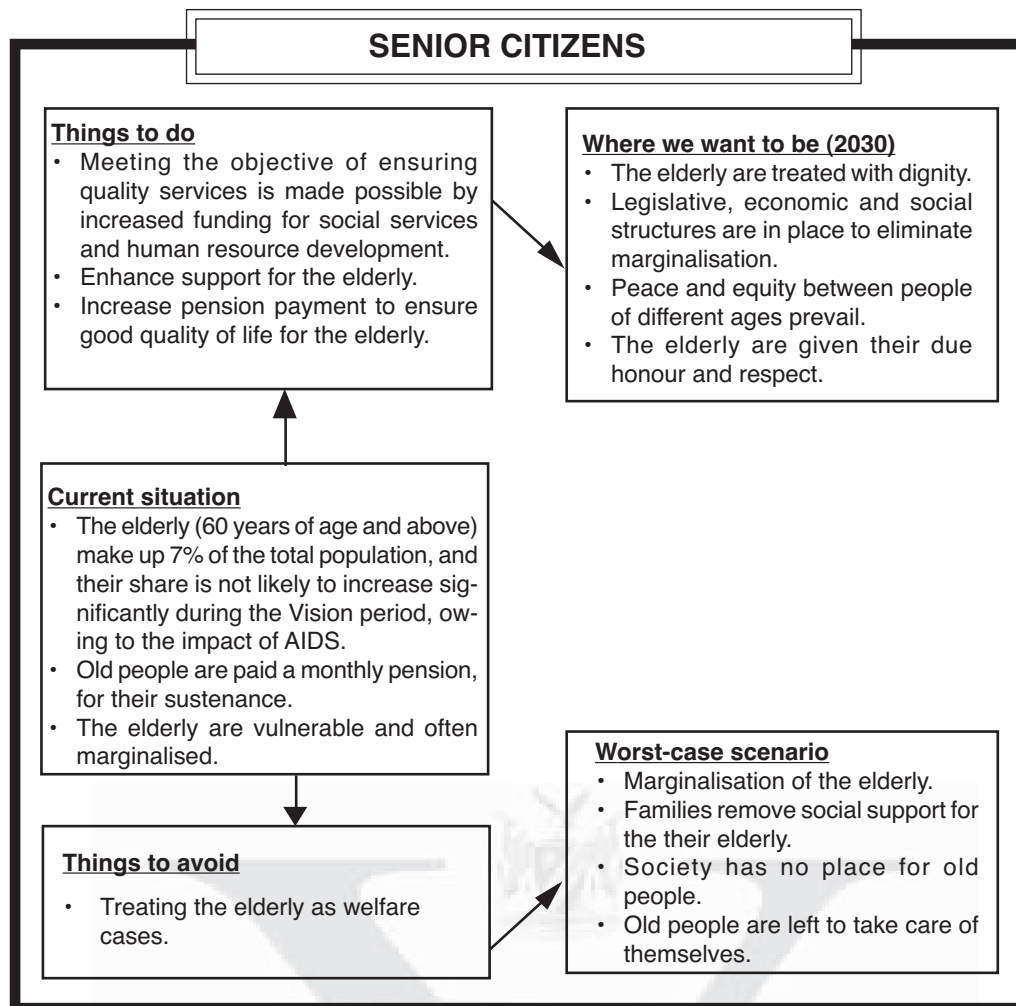
4.4.4 Senior Citizens

Traditionally in most Namibian communities it is expected that the nuclear or extended family would take care of their elderly. In situations where the 'middle generation' is away earning in urban areas, or dead as a result of AIDS, this structure might collapse and the elderly would then be left with young children, particularly in rural areas. The increasing deaths owing to AIDS and changes in cultural traditions, will also increase the need for more Government expenditure on pensions and health-care.

Only 120,000 out of some 500,000 economically active Namibians are covered by formal contributory pension schemes, such as the Government Institutions Pension Fund (GIPF) and about 400 existing private pension funds. Currently, only about 7% of the population is 60 years of age and over. The World Bank estimates that this ratio is expected to grow to about 21% over the next few decades. Consequently, the old age dependency ratio is expected to rise from about 11% to 36%. Existing pension arrangements are not well suited to meet the challenges of an ageing population. The non-contributory National Pensions Scheme, which is non-taxable and which was established in 1992 by the National Pensions Act, currently provides (in the old age category) N\$ 250 to 96,767 pensioners, whereas the other contributory schemes provide pensions for some 15,000 retirees, generally on very generous terms, but these pensions are taxable. Presently, the SSC, which was established in 1995 under the Social Security Act of 1994, does not provide for old age pensions, but has established the goal of setting up a National Pensions Plan, as reflected in the Draft Social Security Act of 1999.

Sub-Vision

The elderly citizens are acknowledged and well esteemed for their past contributions to the development of our country, and in their old age they are well cared for and remain happy senior citizens in a safe and loving environment.



Objectives

- Ensuring that all people in Namibia enjoy a safe environment (to a great extent free from violence and crime), share and care for those in need, and are prepared to face and respond to any man-made and or natural calamities.
- Ensuring that Namibia is a country where all citizens, policy makers and planners are aware of and sympathetic towards the vulnerability of everybody, and that is able to make a valuable contribution.
- Ensuring that the social security system in Namibia provides the greatest coverage of integrated contributory and non-contributory schemes.

Strategies

- Caring for the elderly.
- Providing adequately for the various needs of our senior citizens.

4.4.5 People With Disabilities

The 2001 population census report shows that the number of people with disabilities in Namibia is around 85,567 or 4.7% of the total population, almost equally distributed between males and females, but higher in the rural than urban areas (see Figure 4.15). People with disabilities are found in the following categories: 37.6% have hand or leg impairment; 35% are blind; 21.4% are deaf; 11.4% have speech impairment; 5.6% who have mental disability. While categories of disability do not appear to vary significantly across males and females, 51.3% of all people living with disability are females.

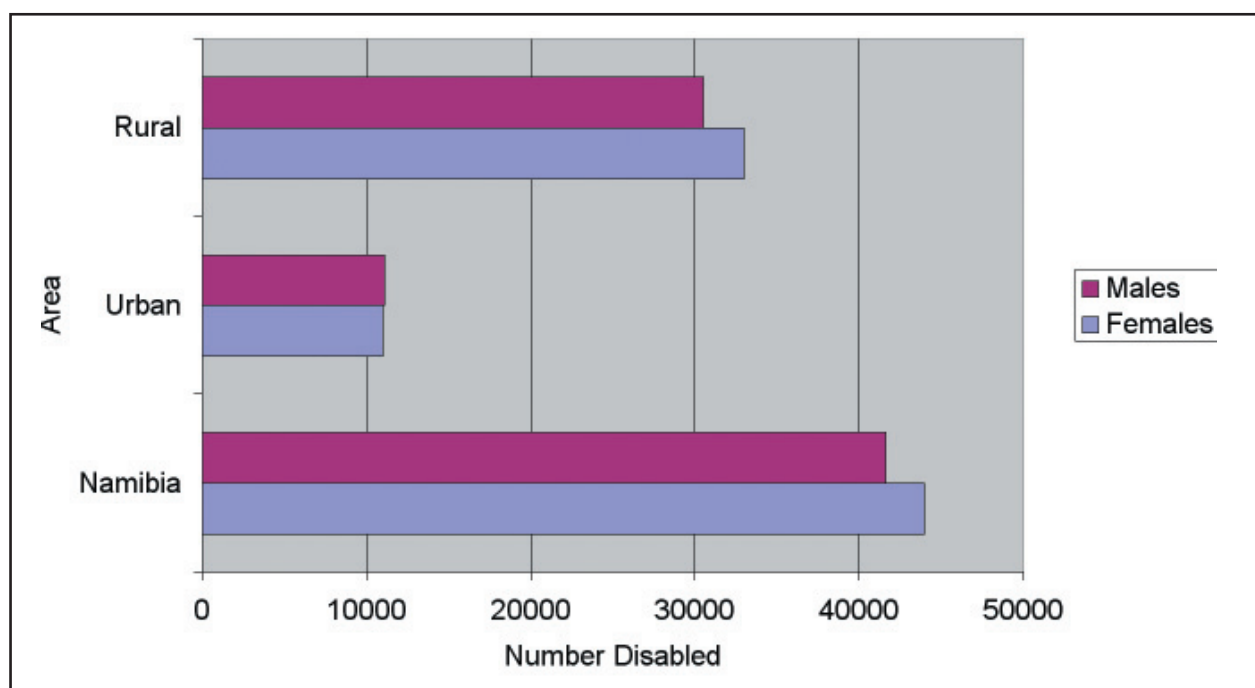


Figure 4.15: Disabled Population by Area and Sex (2001)

Poverty and disabilities often go hand in hand, and high health costs compound the problems of the disabled. The people with disability are disproportionately represented amongst the poor. They are more highly represented amongst unpaid family workers and the self-employed, with most having low incomes, and are under-represented amongst the private and public sectors. Almost 70% of this population group earn their living from agriculture. It is assumed that those with disabilities have higher levels of unemployment. As shown in Figure 4.16, Omusati, Kavango and Ohangwena have the largest concentration of people with disabilities, representing 6.4%, 5.5% and 5.5% of their population respectively.

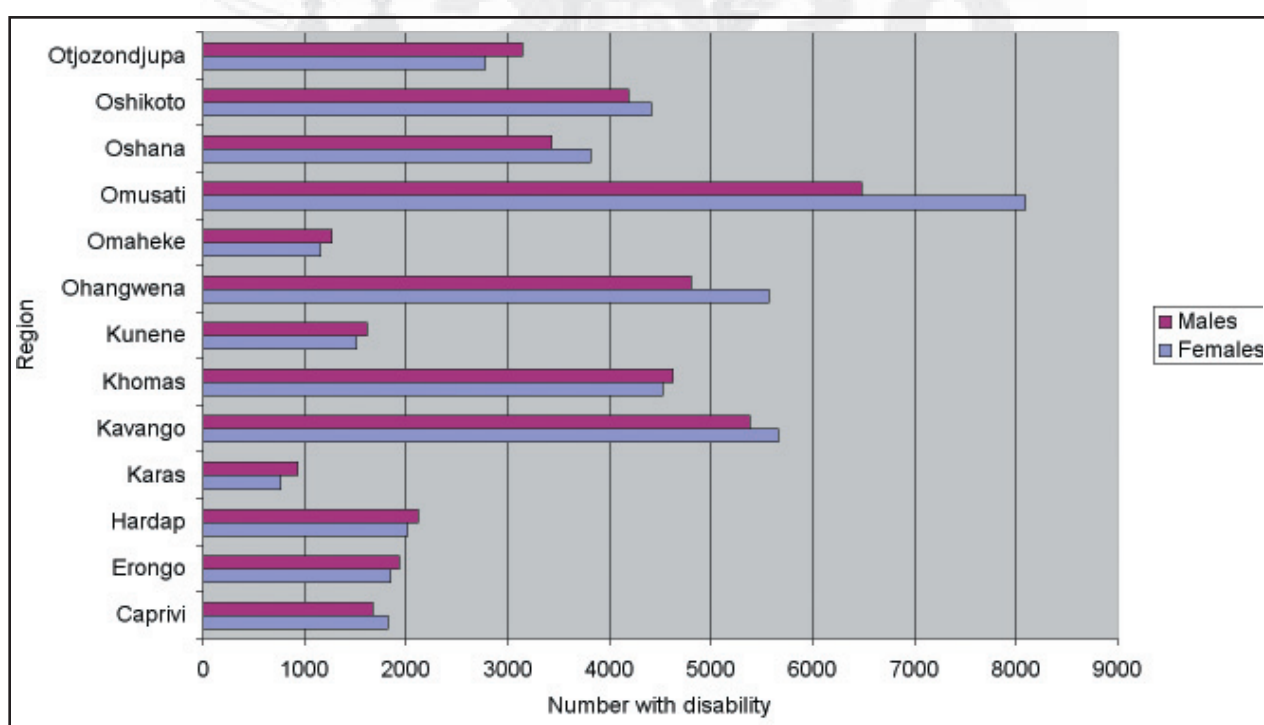


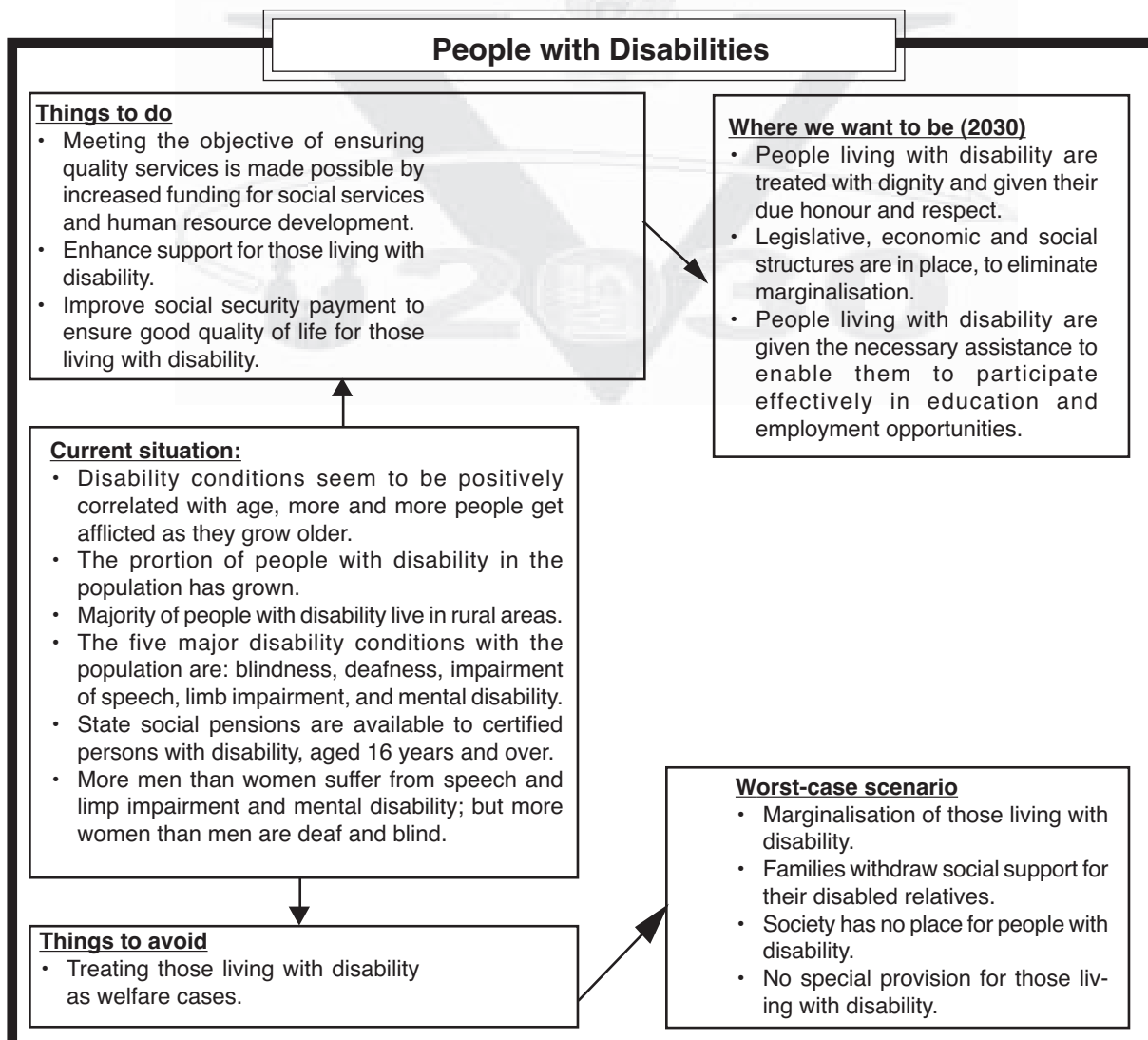
Figure 4.16: Population with Disability by Region and Sex (2001)

People with disability are often prevented from using public services and attending public functions, because the design of and facilities in buildings prevent disabled people from participating e.g. no wheel chair access. A lack of awareness among the public about disability results in discrimination and isolation of people with mental and physical limitations. Children who are deaf, blind or have other physical and mental handicaps are often not sent to school, because people incorrectly think they cannot learn. Many teachers are not trained to assist these children.

State social pensions are available to disabled persons aged 16 and older who have been medically certified as unable to work. In 1990, 5,500 disabled persons aged 16 years and older received such pensions. By 1997, this figure nearly doubled with 11,114 people receiving this grant. The Labour Act prohibits discrimination, harassment or dismissal on the basis of disability. In addition, the Affirmative Action Act includes disabled persons as one of the three categories for affirmative action.

Sub-Vision

Namibia is a caring state and society, which pays particular attention to vulnerable people and groups, who are unable to utilise capabilities, care for themselves or get assistance from family networks.



Objective

To ensure that people living with disabilities are well integrated into the mainstream of the Namibian society.

Strategies

- Review the policy and ministerial framework concerning people living with disabilities, and ensure that budgetary allocations are responsive to the special needs of people living with disabilities.
- Reforming and improving the social security system to ensure adequate coverage.
- Enhancing the recognition of the rights of people living with disabilities through improved and expanded training and support programmes.
- Using Affirmative Action initiatives to lead people living with disabilities to being fairly represented in the work place at all levels.
- Providing funding and resources for training and support programmes for those living with disabilities.

4.4.6 Fostering and Orphanage

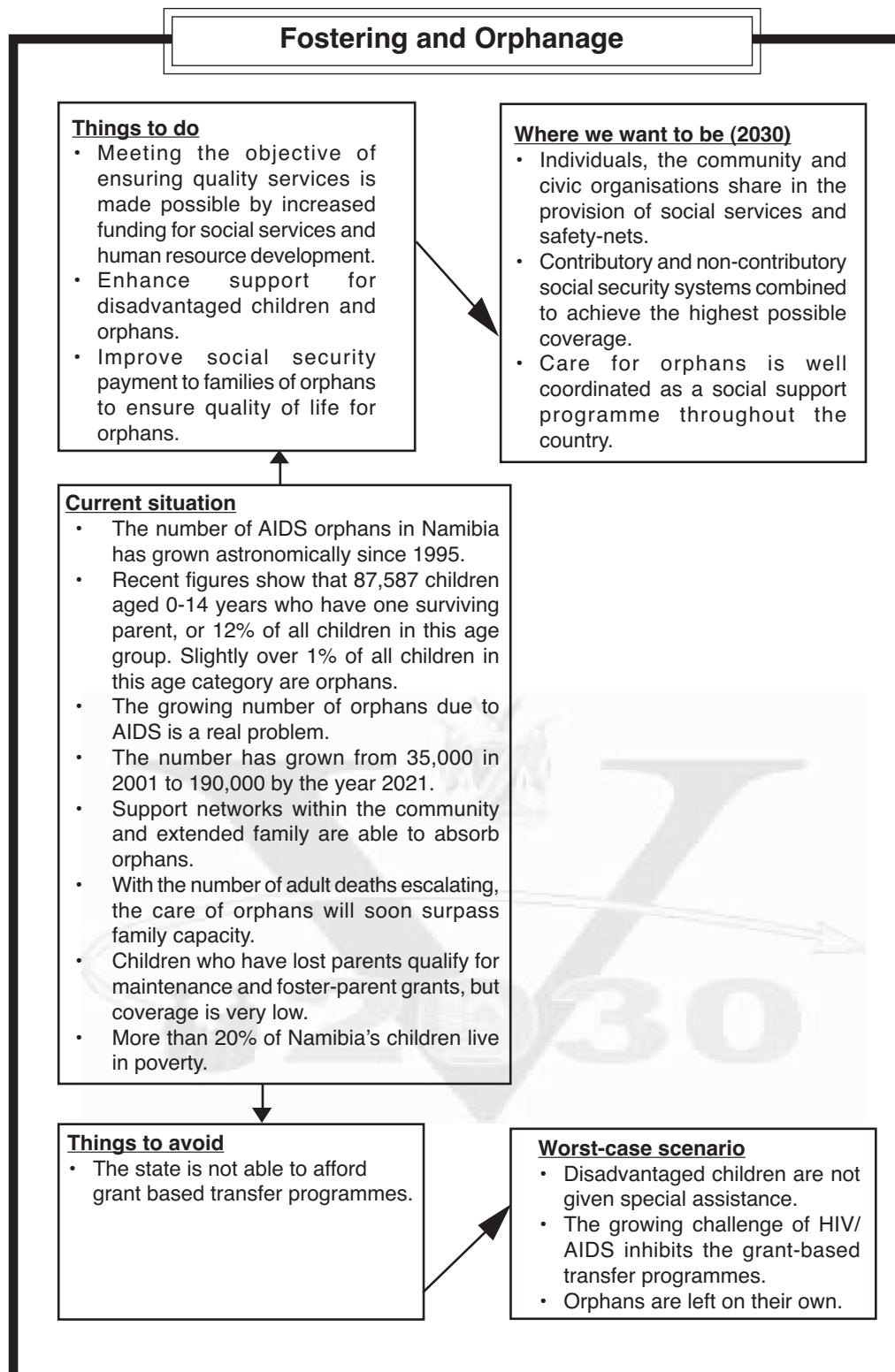
The 2001 census figures show that 87,587 children aged 0-14 years have one or no surviving parent, or 12% of all children in this age group. Slightly over 1% of all children in this age category are orphaned. The growing number of orphans due to AIDS, is a real problem.

The number of AIDS orphans in Namibia has grown astronomically since 1995, when a few thousand children were orphaned, to about 35,000 in 2001. This figure will go as high as 190,000 by the year 2021. More than 20% of Namibia's children live in poverty. Looking after children of relatives was common in earlier years. There was usually an 'ebb and flow' of children and resources, with child caregivers relying on the family members who were engaged in wage employment.

Important family relations and co-dependencies have been disrupted because of HIV/AIDS, and the resulting orphans. Support networks within the community and extended family are still relatively intact with traditional life style and values so that extended families are able to absorb orphans. However, with the number of adult deaths escalating, the care of orphans will soon require additional family capacity. Children who have lost parents qualify for maintenance and foster parent grants. The coverage in this grant (in contrast to the old age category) is very low.

Sub-Vision

Families are available and willing to accommodate orphans and are being assisted, when necessary, by the government/community through a well managed public orphanage programme, in which such disadvantaged children are supported to live a meaningful life that prepares them adequately for the future.



Objective

To provide opportunities to disadvantaged children, including orphans, which will prepare them for, and make them live, a meaningful and happy life.

Strategies

- Ensuring that the needs of vulnerable groups are built into development planning at all levels.
- Establishing and funding centres for orphans and vulnerable children.
- Applying means tested approaches to all social grants.

- Reviewing, adjusting and providing social safety-nets.
- Informing families and the community about the requirements for getting financial assistance as provided for under the Child Protection Act.
- Building and supporting an adequate number of orphanage rehabilitation centres in the communities.
- Designing and implementing a national orphanage policy and programme.
- Providing necessary support to orphans and other disadvantaged children.
- Ensuring that all necessary documents for processing of social grants are made available to guardians.
- Facilitating the process of adoption and fostering.
- Formulating and implementing appropriate policies and legislation in favour of orphans and children from outside marriage.

4.4.7 Culture and Tradition

Culture is defined as the shared products of human group or society. These shared products include values, language, knowledge and material objects. Culture is not static and thus changes are both necessary and inevitable. The natural and social environments constantly change, and so must the relationship of any human society to them. Cultural change can be set in motion by developments within a culture or by the influence of foreign cultures.

The colonial and apartheid systems were based on racial discrimination. After Independence, most Namibians have embraced the policy of reconciliation and for many, attitudes are changing. There is a trend towards recognising the strength of diversity, the chance to identify and apply indigenous approaches to challenges facing the nation. In the last decade there has been a re-awakening of cultures and traditions, strongly supported by government policy. Generally, the various mix of cultures in Namibia is now considered as an asset to the country and should no longer be the cause of discrimination or harassment.

Before Independence, language was another aspect of Namibia's culture that was used as a basis for people to be marginalised. By then, African mother-tongue languages were the most widely spoken, but Afrikaans was the official language of the colonial administration. Afrikaans was also the language of instruction in most schools. After Independence the new Constitution adopted English as the official language of Namibia, without trying to diminish in status other Namibian languages.

The 2001 population census included a question on language usually spoken or most often spoken at home (as opposed to languages in which people are literate). The results show that Oshiwambo is the most frequently spoken language at home in the country, with 49% of the households communicating in it. As illustrated in Figure 4.17, this is followed by Nama/Damara 11.5%; Afrikaans 11.4%; Kavango 9.7%; Otjiherero 7.9%; Caprivi 5.0%; English 1.9%; San 1.2%; German 1.1%; Tswana 0.3%; other European 0.5%; other African 0.4%.

Outside of the formal education system, other language problems persist which create marginalisation. Access to information can be greatly reduced if one does not speak one of the major languages of this country. Problems based on language

differences will gradually be solved as more people receive language and literacy training, and as more people gain experience in using English in every day life.

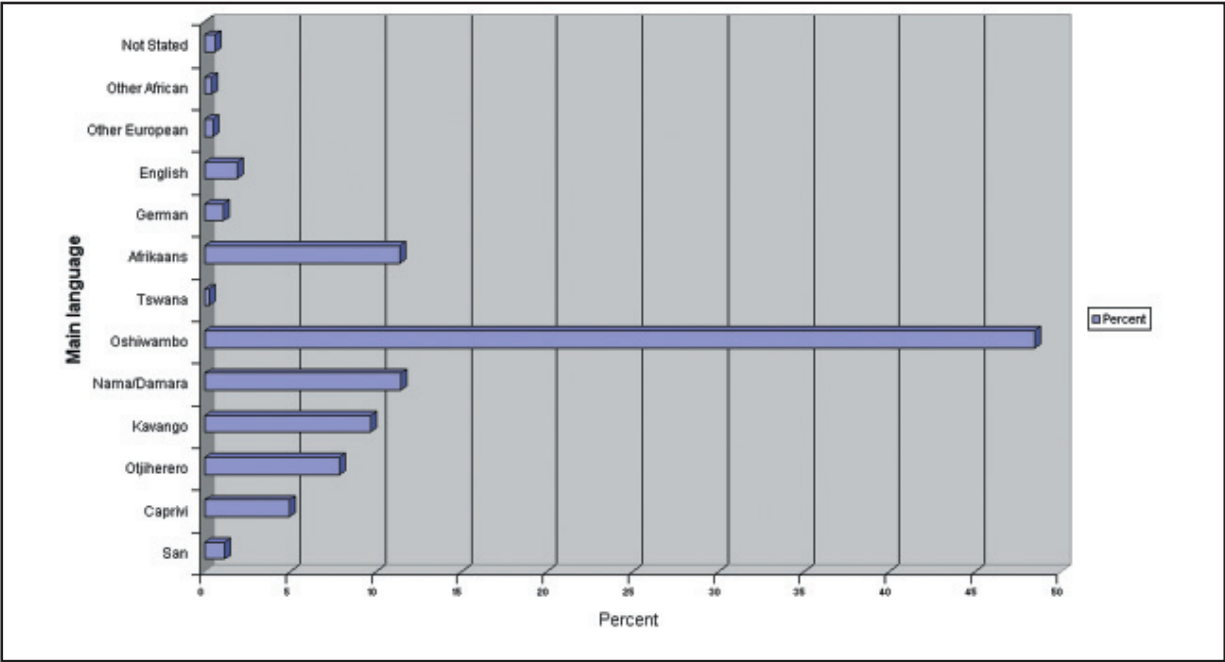
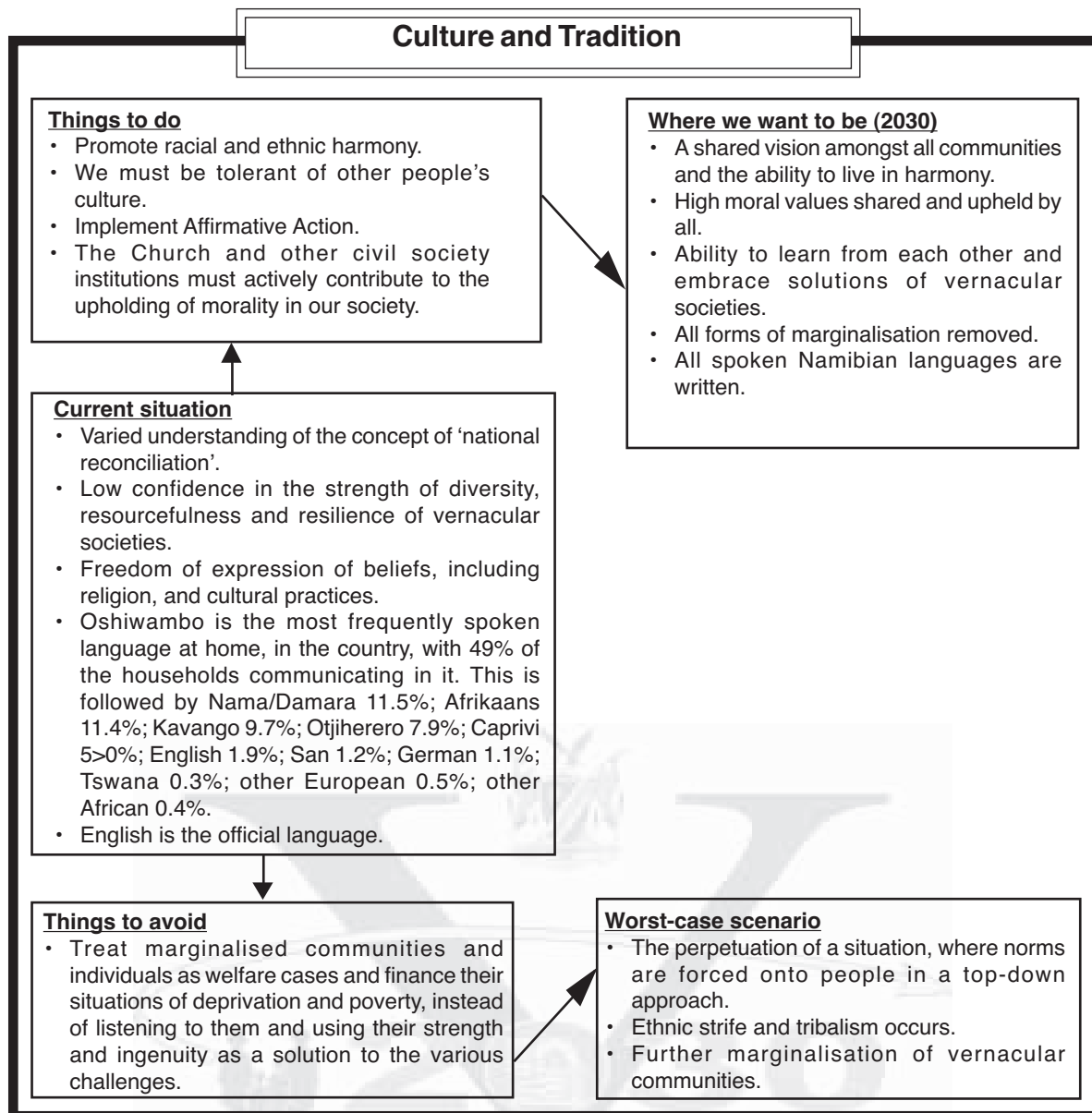


Figure 4.17: Households by Main Language Spoken (2001)

There is freedom of religious association and everyone, irrespective of religious inclination, subscribes to the moral principles of self respect, respect for others, honour to whom honour is due, and the importance of human dignity. Although Namibia remains a secular society, in accordance with the Constitution, Christianity is the most popular religion, and it holds promise for the moral upbringing of our children, and shapes the moral basis of our interpersonal dynamics, harmony and peaceful co-existence. Above all, the fear of God guides decision-making in Namibia, and provides the driving force for the maintenance of a just and morally upright society.

Sub-Vision

People and society are tolerant and supportive of a diversity of religious beliefs, cultures and ethnicity, and work to optimise the strengths of diversity.



Objective

To achieve a multi-racial community of people living and working together in harmony, and sharing common values and aspirations as a nation, while enjoying the fruits of unity in diversity.

Strategies

- Building on ethics and moral values that are rooted in the traditional and cultural society;
- Building on rich cultural and traditional practices;
- Considering effective future roles of traditional authorities;
- Promoting, recognizing and celebrating active citizenry and identifying and promoting role models.
- Resolving the issues of marginalisation based on racial lines.
- Using cultural practices to discourage the spread of HIV/AIDS.
- Ensuring that society respects and upholds the rights of every person to enjoy, practice, profess, maintain and promote any culture, language, tradition or religion, in accordance with the Constitution.
- Using the Church and other civic organizations to uphold and promote high moral values in the Namibian society.

- Ensuring that the country's multi-ethnic/multi-racial character is well appreciated by all, and there is a pervasive atmosphere of mutual respect for each other.

4.4.8 Civic Affairs

Internal security and stability in the country are ensured by the combined efforts of the Police, the Justice system and Civic Affairs, among others. Civic responsibilities include the management of the national population registers (which entails, among others, registration of births, deaths and marriages, issuing national identification cards, passports and the granting of citizenship); the regulation and control immigration and emigration and; the recognition and control of refugees in Namibia. In addition, civic duties include the provision of professional forensic services with the view to aid the criminal justice system in the country.

Registration of vital events

Vital registration (the continuous and timely registration of vital events, i.e. births, deaths and marriages), if complete and reliable, offers the best source of data for issuing identity documents and the computation of fertility, mortality and marriage rates in a country or region.

The current system of vital registration by the Ministry of Home Affairs (MHA) is based on the Marriage Act of 1961, as well as the Births, Marriages and Deaths Registration Act of 1963, both as amended by the Marriages, Births and Deaths Amendment Act of 1987. According to a provision of this Act regarding the registration of births, every birth must be registered within fourteen (14) days; however, the practice has been that a birth must be registered within a year of the actual date of birth.

Apart from the problem of delayed registration, the process of registration of vital events in general is affected by some administrative and logistical problems, which set a limit on the extent of coverage of all events. Given the vast extent of the country and its dispersed rural population, immense difficulties in registering births, deaths and marriages are encountered, especially among the rural population. The result is that coverage is far from universal; however, better coverage is reported in urban areas. Each of the 13 regions of the country has one civil registration office.

Also a problem is the failure to collect identity documents timeously. In 2001, the Regional Offices of MHA was confronted with up to 70,000 uncollected identity documents. The Ministry continues to remind the public about this and related civic responsibilities.

International Migration

Each person departing from or entering the territory of Namibia is required by law, to complete the Departure Form or the Arrival Form at the port. It is the duty of the officials at the post to return such completed forms to the Ministry of Home Affairs for registration.

In spite of the fairly long history of compilation of arrival and departure forms in Namibia, the records have not been used to analyse the volume of immigration

into and emigration out of Namibia. However, the Central Statistics Office publishes data on arrivals and arriving tourists by purpose and nationality, in its *Annual Abstract of Statistics*. In addition, questions on ethnic nationality in the censuses provide a basis for estimating the number and characteristics of foreigners in Namibia.

The 2001 population census identified 56,923 persons in the country as Non-Namibians and, of this number, 43 percent are from Angola, while 39 percent are from other SADC countries, while 12 percent are from European countries. What is not known is how many Namibians are residing permanently in other parts of the world.

Between Angola and Namibia there is also a continuing current and counter-current of human movements, legal and illegal. This pattern can also be observed to some extent at the borders of all the six neighbouring countries, and need to be closely studied.

Refugees

Regarding refugee administration, the UNHCR in Namibia is working closely with the Government to monitor the treatment of refugees, and to assist in looking after their welfare. Government established a Camp that can accommodate up to 13,000 refugees at Osire. The Namibian Refugee (Recognition and Control) Act, 1999, Act 2 of 1999 that was enacted by Parliament in 1999, will soon be in force.

Sub-Vision

All Namibians have national documents, and there is a smooth and efficient regulative and controlling mechanism for refugees and immigrants into Namibia as well as their residence in the country, supported by a well developed criminal justice system.

Civic Affairs

Things to do

- Create a professionally run police organisation with all the necessary skills in the areas of forensic examination, fingerprint and document examination (fraud).
- Strengthen the human and institutional capacity of the agencies managing Civic Affairs, commensurate with the mission.
- Intensify efforts to complete the registration of births, deaths and marriages throughout the country.
- Remove all obstacles to the issuance of national documents to all citizens.
- Enforce legislation to minimise, if not eradicate, illegal immigration into the country.
- Computerise all the registration systems, including border posts.
- Continue to support and protect refugees/asylum seekers in accordance with the international conventions.

Where we want to be (2030)

- Registration of vital events (births, deaths, marriages) is universal, complete and reliable.
- All Namibians have national documents.
- The national criminal justice system is well developed.
- Regional Registration and Immigration offices have adequate human and institutional capacity and appropriate infrastructure.
- Comprehensive national database on civic matters exists and is accessible nationally and regionally within SADC.
- Forensic services are available and efficient, aiding the criminal justice system.
- Appropriate support is available for all refugees and asylum seekers in the country.
- Illegal immigration is reduced to the minimum.

Current Situation

- Internal security and stability in the country are being ensured by the combined efforts of the Police, the Justice system and Civic Affairs.
- Civic duties are being carried out by the MHA, and these include the management of the national population registers (which entails, among others, registration of births, deaths and marriages, issuing national identification cards, passports and the granting of citizenship); the regulation and control persons into Namibia and their residence in the country and their removal as well as the recognition and control of refugees in Namibia.
- The provision of professional forensic services is also done by the MHA with a view to aid the criminal justice system in Namibia.
- Current level of vital registration is low due to logistical and other problems, and up to 70,000 identity documents are uncollected.
- Records of arrivals in and departures from Namibia are also being kept by the MHA and these are analysed by the Central Statistics Office in its *Annual Abstract of Statistics*.
- The 2001 population census identified 56,923 persons in the country as Non-Namibians and, of this number, 43 percent are from Angola, while 39 percent are from other SADC countries
- Refugees are being catered for by Government in Osire Camp with the assistance of UNHCR in the country, in accordance with international conventions.

Things to avoid

- Discourage continuous registration of births, deaths and marriages.
- Limit issuance of national documents for certain groups or elements in the population.
- Impose barriers on immigration.
- Refusal to accommodate refugees/asylum seekers.

Worst-case scenario

- Poor coverage of vital registration.
- Most nationals have no documents.
- Illegal immigration is uncontrolled.
- Refugees/asylum seekers are not recognised.

Objectives

- To provide all Namibians with national documents;
- To maintain a well developed criminal justice system in Namibia.
- To achieve efficient management of international migration issues; and
- To support and protect refugees/asylum seekers, in accordance with the relevant international conventions.

Strategies

- Improving statistical data for planning and development purposes;
- Ensuring full computerisation of civil registration (birth, marriages and death), and the issuance of passports, permits and visas.
- Ensuring speedy and efficient provision of national documents;
- Ensuring the reduction or cessation of all chances of forgery of national documents;
- Completing the late registration of birth process.
- Introducing appropriate policies and legislative framework, and ensure the required amendment of legislations.
- Improving the institutional framework and harmonise it with the regional and international institutional standards.
- Ensuring a well trained and professional personnel with skills to fully render quality services;
- Having a central database that is accessible to all Government institutions and other stakeholders, including SADC member countries;
- Having all border posts computerised;
- Ensuring reasonable and affordable infrastructures (sufficient regional and sub- regional registration and immigration offices, recreational facilities and staff accommodation in regions and especially at border posts, as well as the provision of water);
- Determining the need for and establishment of more border posts;
- Eradicating the trend of illegal immigrants;
- Providing support and protection for refugees/asylum seekers, in accordance with the relevant international conventions; and
- Providing professional forensic services to aid the criminal justice system.

4.4.9 Public Safety

Independent Namibia has emerged from a society in which authority and law enforcement agencies were not respected, but rather seen as the enemy. After Independence, Namibia had to instill a new sense of trust in the law maintaining agencies and achieve a degree of co-operation between the community and uniformed members of society.

Namibia, today is faced with three serious problems, which endanger peace and harmony in society – that of rape, domestic violence and child abuse. Each year about 600 cases of rape and 150 cases of attempted rape are reported to the Namibian police. Because it is believed that only about one in every 20 rapes that take place are actually reported to the authorities, as many as 15,000 people a year could be victims of rape or attempted rape.

Other violence against women and children, such as domestic violence and child

abuse, occurs throughout urban and rural areas in Namibia, and cuts across class, race, gender and age. More than 20 percent of all violent crime in Namibia occurs in the form of domestic violence. At least 2,000 cases of domestic violence are reported to the police annually. On average, about 300 cases of child abuse are reported each year. Rape, indecent assault, general assault make up some two-thirds of all reported child abuse cases, with rape alone accounting for over half. In response to this situation, the Namibian Police has opened Women and Child Protection Units throughout the country to encourage community members to come forth and report violence, and provide assistance to the victims.

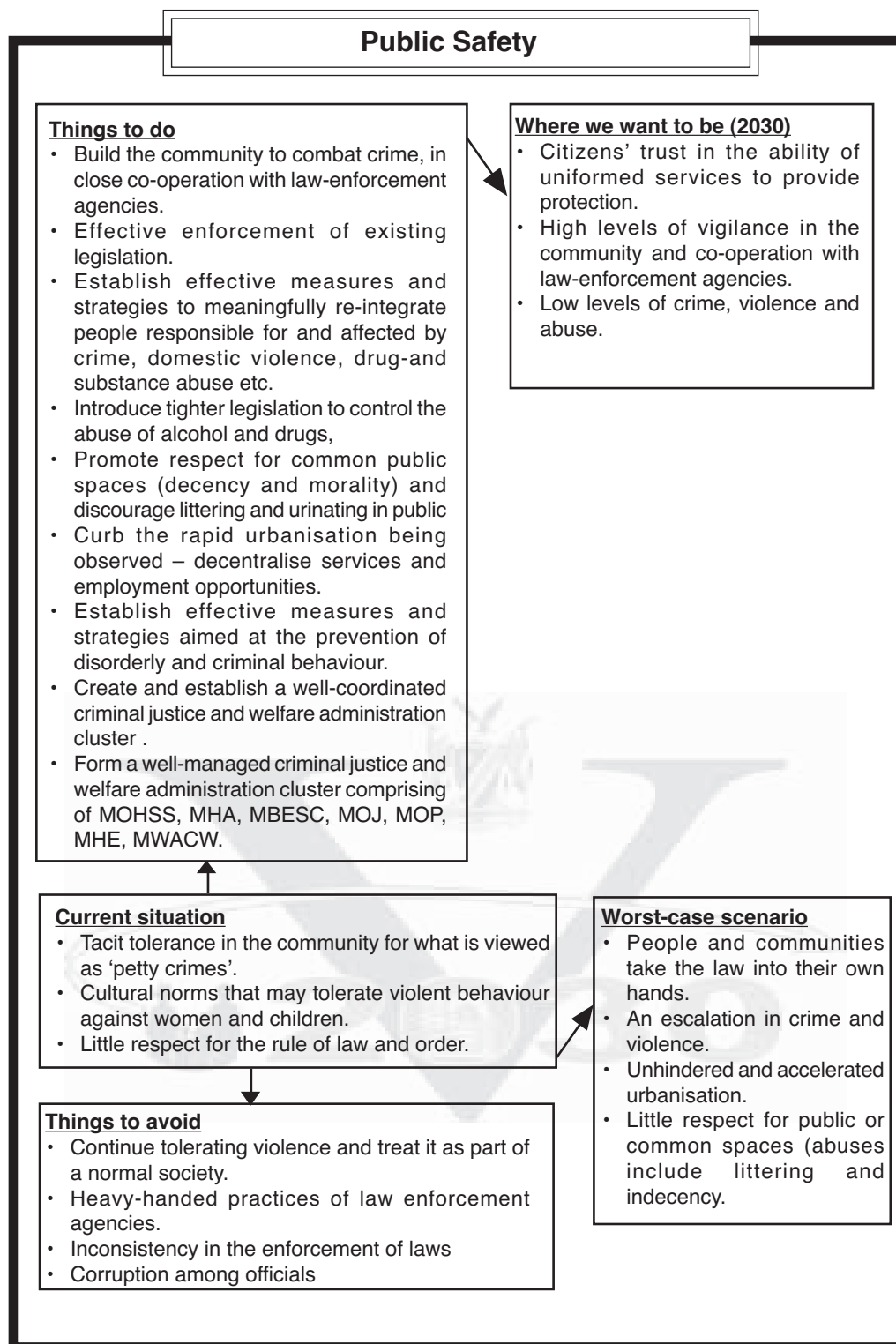
Violent crimes such as armed robberies murders, house-breaking and assaults are also prevalent in the country, and these could endanger the current peace and harmony enjoyed today. Similarly, Namibia is faced with the possibility of illegal trafficking and smuggling of small firearms, which require our collective response with regional partners. In dealing with violent crimes, the Namibian Police have established several specialised units, such as the Commercial Crime Unit, Motor Vehicle Theft Unit and Drug Law Enforcement Unit, in order to ensure the prevention and combating of various crimes.

The causes of crime are also closely linked with high unemployment rates, particularly amongst young people. Such causes include disrespect for family authority, drug-and alcohol abuse and in general the perception of a bleak future for a high percentage of the Namibian population. The rapid urbanisation witnessed in recent years has led to the wild-fire-effect multiplication of squatter settlements, which has resulted in breeding grounds and hideouts for criminals, thus contributing significantly to the causes of crime.

A change in the situation will occur if the current unbalanced situation between men and women in Namibian society, improves. It is also assumed that the current state of violence will soon reach a peak, since more cases are reported and greater publicity is given to what used to be 'hidden' forms of violence. The Namibian public should soon become less tolerant, knowing that this type of violence is not part of a 'normal' society, and intensify efforts to stop the violence. Sufficient human and financial resources will be committed to counseling and rehabilitation services. Human and financial resources will be committed to a sustained campaign aimed at preventing anomalies and in so doing avert crime.

Sub-Vision

Namibia provides a socio-cultural environment which marginalises social evils and creates a society, in which the rule of law and order is respected, and which, to a large extent, is free from violence.



Objective

To ensure that people in Namibia enjoy peace and harmony in their relationships, and violence (including homicide, rape, human abuse of all descriptions) is completely eliminated in relationships at home as well as outside, within the community and in the country.

Strategies

- Institutionalizing local structures to ensure ownership such as traditional courts.
- Reviewing implications of all current interventions on violence and how they could be strengthened (e.g. legislative implications on violence and property regime including inheritance).

4.4.10 Civil Society and its Organisations

Prior to Independence in 1990 there was little opportunity for civic involvement in Namibia. However, a number of civic organisations, such as churches, trade unions, student movements and women's organisations were active in promoting development in the country.

There are two fundamental features of civil society – that of the family and community system and that of organisations of civil society, in which members of society can become civic actors. Such civic organisations, non-governmental organisations, community-based organisations and civil society organisations have emerged in Namibia in their hundreds during the past decade. They perform functions and roles between the family and the state.

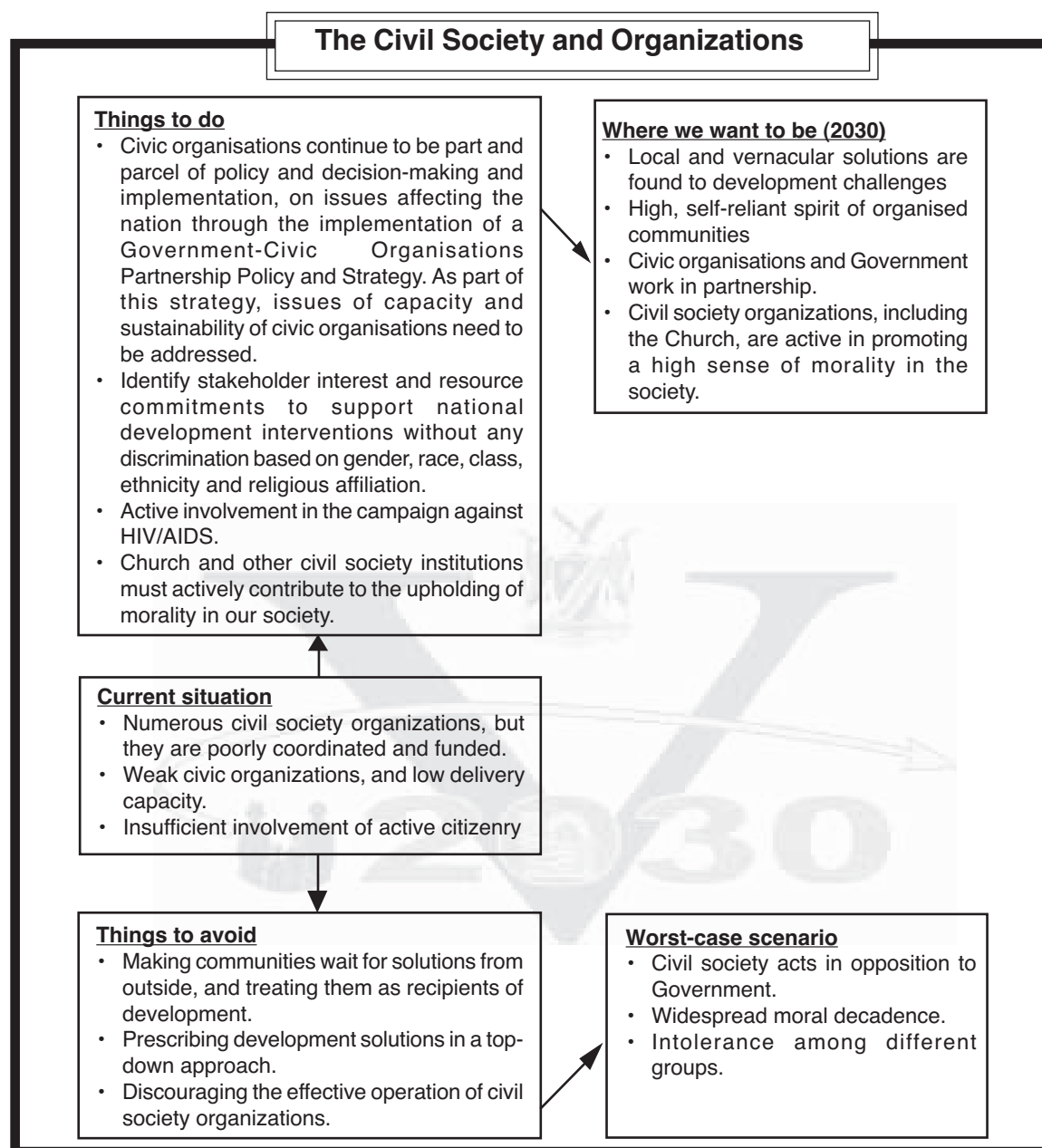
There are past and present factors that have shaped the situation of civil society in Namibia. Whilst strong emphasis should be placed on developing forms of civil society that are uniquely Namibian by the way they respond to the social, cultural, and historical systems of Namibia and its many local, ethnic and national characters, there is also much that can be learnt from other countries. This will include the contribution that civic participation makes to certain national goals such as democracy and development. It is believed that this can be achieved through improved and sustained partnership with Government at all levels – local, regional and national. Partnership is poised to create synergy in development efforts, with both partners – Government and civil society playing their distinctive roles. Such a partnership will avoid overlap and duplication, and ensure that scarce resources are spent to achieve the maximum benefit for the beneficiaries.

The laws and institutions that promote democracy in any country are only as strong as the way they are used by the citizens. Democracy implies some degree of activity - of participation: in the electoral process, by casting one's vote, by serving on community development committees, by attending public meetings, or joining a small business organisation, or women's group, or trade union. It may mean proposing development plans to the local authority, or meeting with teachers at a local school meeting. In most cases, it requires personal or collective initiative. Citizen involvement in community or social organisations increases their potential for political involvement since organisational involvement means social interaction, and social interaction can lead to political activity. Civic culture is, therefore, conducive to a stable democracy because it creates a balance between the power of government elites and the responsiveness of government to the demands of its citizens.

There are special benefits that come from involving people in development efforts. It can build community pride, promote ownership and responsibility, teach skills and create learning experiences. It can also mobilise resources that are within communities and promote a stronger social cohesion. Government, immediately after Independence has, through the recognition of the important role that civil society plays in development, included civic organization-involvement in policy development and implementation. There is hardly a policy of Government in which the role of civil society is not mentioned. Government recognises that development has to be bottom-up and include active participation of citizens and their organisation, thus 'democratising development'.

Sub-Vision

Civil society, its individuals, groups and organisations are highly resourceful and co-operate with Government and its agencies at local, regional and national level; respect each other and strive to consolidate democratic ideals, and collaborate in social and economic development for the benefit of all.



Objective

To ensure that Civil Society Organisations are well guided by a comprehensive policy framework, working in close partnership with Government, utilising their enhanced capacities and comparative advantage fully in their advocacy for the people and the promotion of tolerance and morality.

Strategies

- Networking to resolve pressing development problems in the communities.
- Using Civil Society organizations, including the Church, to promote tolerance and high moral values in society.
- Promoting effective participation of all key stakeholders by objectively

- identifying their institutional profiles for inclusion.
- Mainstreaming HIV/AIDS in the development agenda.
- Supporting an appropriate policy framework for CSOs operations.

4.4.11 The Family

The family is the fundamental unit of society. It is the natural environment for the growth and well-being of all its members and particularly children, and should be afforded the necessary protection and assistance, so that it can fully assume its responsibilities within the community.

The report of the 2001 population census shows that on average, women in Namibia gave birth to 4 children, a decline from 6 children in 1991. The report also shows that households were made up of an average of 5 members, mostly headed by males (55%).

Families in Namibia are under stress due to several factors, including HIV/AIDS, changing patterns in marriage and divorce, widowhood, inheritance and the relationship between mothers and fathers. Moral degeneration amongst young Namibians is evident especially in towns and cities, as evidenced by high rates of teenage pregnancy, alcohol and drug abuse and indecent assaults.

The majority of Namibians are married under customary law, although civil marriages are on the increase. Polygamous marriages are declining in number, while informal relationships and adultery remain common, and are thought to be rising. Given the high number of domestic violence cases in Namibia, improved access to divorce might be necessary.

While there will be an increase in civil marriages, many Namibians will still choose to marry under customary law, and others will be in 'live-in' relationships or 'loose partnerships'. The rights of women in these unions will remain insecure because, although customary marriages are socially recognised and informal unions will become more acceptable, neither will be recognised legally.

While the ideal family in Namibia has always been that both parents should raise the child, and that the extended family and the community would support them in this regard, this ideal family has deteriorated in many cases. Almost half of all children are raised by someone other than the biological mother. Often this person is not someone who would normally have cared for a child in traditional circumstances (e.g. aunts, wives of uncles, etc.).

Non-maintenance from fathers is a serious problem, contributing to poverty in female-headed households and the poor quality of life of many children. Existing methods of obtaining maintenance through the courts are not very effective, and need some changes. Maintenance and inheritance laws will be updated and promulgated to provide the maximum benefits to women and children. These laws will be enforced more diligently than at present.

Sub-Vision

The family is sacred and well respected, and parents fulfil their responsibilities, while children remain obedient and responsible.

The Family

Things to do

- Providing children with adequate living standards, including access to health care, rights to education, play and cultural activities from an early age.
- Legal provision and assurance of adequate safeguard from harm, and special care for those who are disadvantaged.
- Empowerment of children to play an active role in society.
- Appropriate laws enforced.
- Encourage communication on development issues, including HIV/AIDS.
- Campaign strongly and disseminate information against the use and abuse of alcohol and drugs, and teenage pregnancy.
- Introduce laws to keep under-aged children and the young persons away from consuming alcohol and drugs.
- Encourage foster parenthood.
- Discourage teenage pregnancy and child prostitution.

Where we want to be (2030)

- The family is sacred and upheld as the most fundamental social unit.
- Parents (mothers, fathers, guardians) are well aware of and fulfil their parental responsibilities.
- Children remain disciplined and have an inalienable right to survival, development, protection and participation in the development of society.

Current situation

- The family is the fundamental unit of society. The majority of Namibians are married under customary law, although civil marriages are on the increase.
- Average number of children born per woman has declined from 6 in 1991 to 4 in 2001.
- About 45% of the households are headed by females.
- Polygamous marriages are declining in number, while informal relationships and adultery remain common, and are thought to be on the increase.
- Almost half of all children are raised by someone other than their biological mother,
- With AIDS there will be an increased number of widows, widowers and elderly people supporting their grandchildren.
- Many young Namibians (aged 10 - 17) use and abuse alcohol and drugs.
- Many young Namibian girls become mothers before their 18th birthday.

Things to avoid

- Planning without consideration for the family.

Worst-case scenario

- Parents neglect their parental responsibilities.
- Continued alcohol and drug abuse, rising teenage pregnancy, delinquency.

Objectives

To uphold the family as sacred and most fundamental social institution.

To ensure that parents (mothers, fathers, guardians) are well aware of and fulfil their parental responsibilities.

Strategies

- Retaining social involvement of the extended family and community networks in providing support and social safety-nets.
- Strengthen and enforce the laws against child abuse.
- Educating the public and families on practices that constitute child abuse.
- Enforcing the law on the prohibition of child labour.
- Ensuring that there are enough social workers in each region to identify cases of child abuse and take the necessary steps to correct the situation.
- Discouraging the spread of HIV/AIDS.
- Ensuring that children are provided with protection through the institution of marriage.
- Developing and implementing programmes to attract street kids to rehabilitation centres.
- Ensuring that adoption is understood by all citizens.

