Prosperity, Harmony, Peace and Political Stability

REPUBLIC OF NAMIBIA

NATIONAL PLANNING COMMISSION

Vision 2030 Review Report.

www.npc.gov.na

Namibia's Vision 2030: A prosperous and industrialised Namibia, developed by her human resources, enjoying peace, harmony and political stability.

National Planning Commission (2023). Review Report: Vision 2030 Review, Government of Namibia, Windhoek.

Foreword by The Prime Minister.

Namibia produced her long-term developmental blueprint, Vision 2030, in 2004 to prescribe and guide the country's developmental aspirations and plans. The ideal Namibia envisaged by 2030 is that of an advanced and industrialised country, developed by her own human resources, enjoying peace, harmony, prosperity and political stability. A place where Namibians have acquired back their human dignity never to be taken away again, where individuals will attain their full potential taking advantage of the conducive environment. The national ideal was premised on key fundamental principles of sustainable development, people-centred development and partnership.

This Vision has been implemented through the National Development Plans (NDPs). Since the launch of the Vision 2030, four national Development Plans have been launched and implemented, namely, NDP2, NDP3, NDP4 and NDP5. These NDPs have been the tools that the nation has been applying in confronting the battle for social and economic transformation. As a resilient and steadfast nation, we have faced the battle head on without compromise resulting in overall improvement in the lives of our people compared to pre-historic times. The achievement of our political independence in 1990, which seemed to be a far-fetched dream 100 years ago, attests to this. Our fore-bearers started the "long walk to freedom". Today, Namibia is free. As the icon of our national liberation struggle Herman Andimba Toivo Ya Toivo once said, "The future of the Namibians is in their hands, either they build it, or they break it".

The review of Vision 2030 has enabled us to pause, look back and take stock of how far we have come to realise our national ideal. From the onset, we have succeeded in upholding democracy, maintaining peace and safeguarding human rights resulting in our country being renowned globally as a country of peace and political maturity - whose democratic principles and practice are comparable to the best in the world. Our governance architecture and separation of powers between executive, legislation and judiciary are envied by many on the continent and beyond. Our macroeconomic management and governance have been outstanding for quite a long time, notwithstanding external challenges such globalisation and natural phenomena beyond country and human capabilities. Our environment and ecosystems are our treasure. Our prudent management of our natural resources have not only earned us international accolades but have sustained livelihoods and sense of pride. Our people have been at the centre of our national development. The investment in both education and health are far much high than sub-Saharan levels. However, more still need to be done to enhance efficiency and productivity while maximising outputs and outcomes. Our social

Despite the above-mentioned achievements, it is clear that there are still some enormous challenges, such as high levels unemployment and the persistent inequalities. The review of Vision 2030 pinpoints further opportunities for economic revival and promotion of diversification, value addition and innovation in our economy to address some of the socio-economic challenges. The breakouts of pandemics have proved time and again the vulnerability of our economic and social fabric, hence measures to enhance resilience and ability to bounce back quickly are the future insurances.

For us to realise our national ideals as expressed in Vision 2030, further actions driven by innovation are required. Therefore, we should leave no stone unturned to tackle societal challenges affecting our people, such as unemployment, inequalities and others. This means changing the way we work and making sure that our clientele across the spectrum of the economy have better access to high-quality services through building community-based interventions.

Right Honourable Dr. Saara Kuugongelwa-Amadhila
Prime Minister of the Republic of Namibia

Preface by The Director General of the National Planning Commission.

In 2004, the Office of the President, through National Planning Commission, developed and launched the Vision 2030. Since then, this document has been implemented through a series of NDPs. Namibia continues to march towards realising its Vision 2030 objective, which represents a foothold towards enhancing peace, harmony, prosperity and political stability. In the interim, adopting short to medium-term planning permits us to look backwards and inwards to consider what we have achieved and what we have not.

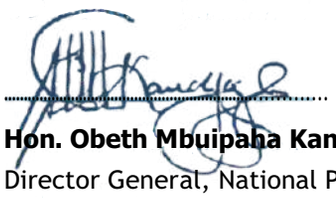
This report, therefore, sets out the national progress in achieving the key targets tailored to Namibia's development circumstances by reviewing the eight thematic areas that feed into the long-term vision. The report reflects our commitment to ensuring Namibia is industrialised, enjoying peace, harmony and political stability. The report highlights the progress and challenges in achieving the V2030 in the past few years of implementation.

The findings of this report give grounds for both concern and cheerfulness. Tracking progress against Vision 2030 offers meaningful opportunities to systematically learn from implementation and improve policy and programme development and delivery. Consequently, the V2030 review could not have come at a better time: The results will feed into the formulation of the Sixth National Development Plan (NDP6), the last medium-term plan towards achieving V2030. It will also serve as a benchmark and inform the formulation of other Visions in the future.

The findings across most of the eight thematic reports point to substantial policy innovation, robust policy implementation, and building a regulatory and legal environment conducive to policy success. Equally importantly, the findings also point out that policy objectives are rarely met where the regulatory and legal environment remains weak. However, external shocks such as the COVID-19 pandemic threatens to set back years of progress and undo many of our achievements since independence.

We do not doubt that through hard work, political will, social stability, and good institutional governance currently prevailing, we can continue to build a prosperous and peaceful future for all of Namibia.

Finally, I would like to thank the support from government ministries, civil society organizations and development partners for their contribution throughout the review process. If implemented correctly, I believe Vision 2030 will steer Namibia to greater heights towards being an industrialised nation. All of us are encouraged to grab the opportunity presented to us to work together to deliver visible outcomes and impacts to improve the quality of life and standard of living of the citizens of Namibia.



Hon. Obeth Mbuipaha Kandjoze
Director General, National Planning Commision

Acknowledgment by The Executive Director of the National Planning Commission.

Vision 2030 entrusts the developmental mandate of Namibia, together with the realisation of the needs of our communities, to all able-bodied citizenry enjoined with the budgetary allocation from our fiscal to create sustainable livelihoods for all. This presentation, therefore, is twofold. First and foremost, we appreciate the contributions towards achieving milestones reflected in this report by all actors across the economy since the inception of Vision 2030. To this effect, we are delighted that the Vision 2030 review report presents how far we have gone about achieving the milestones we set ourselves in 2004.

On the other hand, we would like to thank all stakeholders who played different roles in realising the Vision 2030 review objectives. More specifically, the National Planning Commission thanks all the individuals and institutions that contributed directly or indirectly to the successful review of Vision 2030. These include the heads of Offices, Ministries, Agencies, Regional and Local Authorities, traditional leaders, private sector and civil society organizations who provided vital information on the management and implementation of development activities at the community level and provided essential information towards the success of the review project. We also thank the management and staff of development partners whose inputs contributed enormously to the review. Special gratitude goes to GIZ for financial support to augment government funding to ensure the realisation of the Vision 2020 review exercise. The various stakeholders provided their time, data, information, and other resources that generated the findings of the review.

The review of Vision 2030 was conducted with technical support from thematic consultants across the eight thematic areas depicted as Vision 2030 objectives. We would like to thank all the consultants and the lead consultant who worked tirelessly to ensure that the required information was collected from all sources within Namibia and drafted the thematic reports that were eventually consolidated into one piece by the Lead Consultant.

We would also like to express our appreciation to members of all various review governing structures ranging from the Thematic Working Groups, Multistakeholder Technical Committee, Steering Committee and the Inter-Ministerial Committee that were responsible for quality assurance and control and were instrumental in the crafting of the review report. We hope that, now that we have

Table of Contents.

List of figures.

List of Tables.

Executive Summary.

Introduction

This integrated Review Report presents overall findings from a comprehensive Namibia's Vision 2030 review. The review assesses progress, informs national development planning, strengthens performance between now and 2030, and plan for the post-2030 visioning process.

The review process was undertaken with technical support from external consultants, consisting of eight thematic consultants and one lead consultant. The review process covered the period from May 2021 to July 2022. This timeline coincided with a significant increase in COVID-19 infections, slowing the finalization of the entire process. This Review Report is presented in two volumes, this main report and a second volume containing the thematic reports.

Trends Towards Achieving the Objectives of Vision 2030

The overall finding from the Vision 2030 review was that Namibia made solid progress towards a wide range of stated objectives in two key respects:

1. Progress is pronounced in terms of a strengthened enabling environment setting a sound basis for development and, therefore, progress towards Vision 2030.

2. Progress against a range of targets was considerable across thematic areas, with exceptions primarily but not always in cases where targets were unrealistic.

With regard to the former (1), this is based on progress against a wide range of policies, plans, strategies and programmes, as well as legal and regulatory development and reform, governance structures that support sound sectoral and intersectoral planning and response, and a significantly improved information base. Notably, the extent to which this development was well informed by engagement with a range of actors, considered reviews of existing materials, and careful deliberations. This held for both the domestic and external environments. There are also clear examples of problem prevention and problem-solving in situations where poor outcomes were possible, especially concerning regional affairs.

For the latter (2), progress was notable across each thematic area. Investments in regional infrastructure, alignment with regional and continent-wide supra-national entities, continued commitment to democracy and the emergent checks on abuse of authority and creating an effective footprint at an international level all appear to have yielded several desired outcomes. Similarly, on the domestic front, investments in health, education, and social protection infrastructure have mitigated the adverse effects of inequality and an economy where economic diversification is constrained.

Namibia's social protection sector cash-transfer programmes are especially effective, while public health delivery and reach, and the quality of reach, reflect careful planning and human resource development investments. Namibia's education challenges at independence were considerable, and the progress was commendable, despite continued constraints. Challenges associated with investing in basic education while at the same time delivering at the tertiary level reflect the continued focus on improving the sector overall. The efforts by Namibia to become a lead innovator in the region aiming at a diversified economy with a strong technology sector are showing signs of some success. Namibia's gains in using its abundant flora and fauna resources to strengthen rural development and create a tourism sector that benefits the country overall, as well as a range of private sector actors and rural communities, is notable.

The most severe challenges were concerning the macroeconomic environment due to an open economy heavily dependent on minerals exports, structural factors constraining gains in terms of lowering unemployment and improving equality in resource access and outcomes, coping with the profound challenges first of communicable diseases such as HIV&AIDS and then COVID-19, and responding to the emergent challenges posed by climate change.

Thematic Area performance

External Environment

Namibia’s external environment represents the country’s interactions with regional and global communities in advancing the national development agenda. It comprises international diplomatic relations, peace and security, development cooperation, regional integration and globalisation.

On diplomacy, the Country’s continued advancement of bilateral and multilateral relations with the international community is embedded in its international relations and cooperation policy framework, which integrates the delivery of national development priorities through the SADC Vision 2050, the AU’s Agenda 2063 and the 2030 Sustainable Development Agenda.

As Official Development Assistance transforms to broader partnership cooperations, Namibia has embraced these dynamics by increasing its engagement within the South -South cooperation framework, leading to the country’s gradual movement towards providing em ergency support to countries in Asia, the middle east and Africa.

Namibia’s assertive contribution to peace and security within SADC, and by extension to the world within the AU and the UN security frameworks, bears testimony to the containment of conflicts from becoming active wars and the absence of interstate wars in the region.

Regional integration and globalisation continued to positively impact the economic development of Namibia with diversification and an increase in both the volume and direction of trade for the country. The results of globalisation are also evident in global rankings of Namibia’s infrastructures as being among the best in Africa and the increase in FDI over the Vision 2030 period.

Notwithstanding the successes that Namibia continues to enjoy in the external environment, issues of institutional reforms at regional and international levels and high continental and global political instability with armed wars in most regions of Africa remain a challenge. The flow of ODA to Namibia, since 2004, has been decreasing despite the severe socio-economic imbalances across the country. Equally, during the review period, most socio -economic gains derived from the external environment had experienced negative effects of COVID-19 - albeit to different degrees.

Peace and Political Stability

Vision 2030 conceptualized peace and political stability from the narrow perspective of the absence of war and, more broadly, the "attainment of security, justice, welfare, freedom, and self - fulfilment". The latter's significance was underscored because "the goal of the Namibian struggle for Independence was framed in terms of social justice, popular rule and socio-economic transformation". The 2019 Afrobarometer survey advocates that socioeconomic issues appear to dominate the respondents' discontentment as the most important challenges confronting the country, with unemployment topping the list of concerns for almost 30% of the respondents. This was followed by drought at 10.5% and poverty/destitution at 8.1%. The highest-ranked governance-related concern was corruption at 5.6%, followed by crime and security and civil war. At the same time, gender issues/women's rights, democracy/political rights and discrimination and inequality were scored below 1%.

Concerning national independence and sovereignty, Article 1 (4) of the Namibian Constitution defines the national territory of Namibia as consisting of "...of the whole of the territory recognized by the international community through the organs of the United Nations as Namibia, including the enclave, harbour and port of Walvis Bay, as well as the off-shore islands of Namibia, and its southern boundary shall extend to the middle of the Orange River". However, as a riparian state, Namibia finds itself in delicate situations of numerous transboundary river basins, characterised by not only multiple interdependencies and inter-connectedness but also overlapping roles and responsibilities, which increases the chance of potential conflicts over water resources, as well as the concomitant competing jurisdictions and authorities.

The unresolved dispute regarding what the Konopo (2020) termed as the unwritten Botswana Defence Force (BDF),'s anti-poaching unit "shoot to kill" policy against poachers has claimed many lives of citizens of the neighbouring country, including Namibia. Similarly, the issue of the Orange River international boundary between Namibia and South Africa has also remained unresolved for more than thirty years after Namibia attained independence. These situations are contrary to the target of eliminating the number of threats and violations to national security and territorial integrity.

The constitution comprehensively articulates a governance framework for "creating and establishing conditions for political stability, peace and development in Namibia" based on the internalisation of democratic institutions and practices "...where the individual interests succumb to those of the majority, and fundamental rights and freedoms are given their cardinal role as pillars of democracy and development". The fact that the 2019 Afrobarometer survey confirmed democracy as the preferred form of government in Namibia, with 56.3% expressing a preference for democratic rule compared to any other kind of government, is a positive confirmation of the above condition envisioned in Vision 2030. Since independence in 1990, Namibia has experienced peaceful presidential successions, and is poised for a fourth in 2025, thanks in part to a Constitutional limit to two presidential terms, which has, by and large, remained intact and fully respected.

The Review further observed a growing gap between the targeted Transparency International index scores for the NDP5 period (2017 - 2021) and the recorded score attained. Furthermore, whilst confirming Namibia's favourable ranking as one of the top performers on the continent in terms of having put in place the relevant anti-corruption policy and institutional frameworks, Both the World Freedom Report as well as the IIAG shared concerns regarding the performance of these frameworks, especially about corruption investigations.

Regarding service delivery, Vision 2030 expressed two crucial points, firstly of the 'good general principle' postulates that the policy interventions geared at resolving poverty and socioeconomic inequalities as national development challenges would be more impactful when authorities, proprietorships, rights and responsibilities are decentralized or devolved to institutions and organisations at the lowest effective local levels. And secondly, corruption poses a direct threat to fair and efficient public service delivery and, therefore, an indirect threat to peace and political stability in the country. In their various reviews, UN agencies openly lamented the persisting trend of centralized decision-making, limited public participation and citizen engagement, and their implications for delivering quality and accessible services.

Knowledge, Information and Communication Technology (KIT)

The review of Vision 2030's thematic area of Knowledge, Information and Communication Technology (KIT), was to assess the progress made towards the set objectives, strategies and targets on the sub-themes of the KIT thematic area. The sub-themes are (i) Knowledge-Based Economy, (ii) Information and Communication Technology, (iii) Production Technology, and (iv). Aspects of the Legislative/Regulatory Frameworks. The desktop review of secondary literature, online survey questionnaires and focus group discussions were used for data collection to review the KIT thematic area.

Namibia has aspired to create a knowledge-based economy since the promulgation of Vision 2030. However, the review found that the country's rank over the years indicates performance weakness at the global level in the country's capacity and success in terms of institutions, human capital and research (exhibits weakness in graduates in science and engineering, and Research & Development), ICT infrastructure, knowledge and technology outputs (lack of knowledge workers, weakness in high technology export, and ICT service export). At the global level, Namibia's innovation capacity ranked 100th of 132 countries in 2021. However, before 2021, the country ranked above the 100th position. At the regional level (SADC), the country mostly ranked in 4th position after Botswana, while Mauritius and South Africa took the lead.

Vision 2030 aimed for Namibia to have universal access to information, affordable communication and technology infrastructure and services. The Namibian ICT sector has grown in tandem with international trends, and services such as e-health, e-learning, e-government, e-business and even e-money can be accessed. Various ICT policies have been enacted by Government, including the National Broadband Policy, to strengthen the sector. Population coverage for Namibia stood at 89% for 3G, while 79% is covered by 4G. The developments with 5G are also being explored.

The use of production technologies by various sectors, such as agriculture, water, mining and energy, has improved productivity in these sectors. Some of the production technology applied in these sectors include the following: Agriculture (using nuclear science technology to increase crop production and develop high- yielding varieties that are drought resistant), Mining (latest technologies in drilling, crawling and drone technology), Water (desalination technology to produce potable water), Energy (latest technology to produce energy from Solar and wind). One challenge identified was the shortage of skilled personnel through training in entrepreneurship and innovation to generate ideas for new industries. In addition, the cost of supplying electricity to support an ever-growing industrial base for the country was identified as a challenge.

Appropriate legislation and regulations are adopted to address and accommodate the use of biotechnology, e-commerce as well as the protection of the rights of domain name holders. These include the Biosafety Act of 2006 (Act No. 7 of 2006), the Access to Biological and Genetic Resources and Associated Traditional Knowledge Act (Act No.2 of 2017 and the Electronic Transactions Act of 2019. The Copyright and Neighbouring Rights Protection Act 6 of 1994 was reviewed during 2020/2021 to accommodate the protection of copyrighted content in the digital environment and promote and stimulate creativity around copyright.

The review observed that the country's domain name "NA" is privately owned. It is therefore recommended that government should take ownership of the country .NA domain name. The government is also urged to enforce legal provisions that have been passed by parliament, strengthen and increase local energy generation (including alternative energy) to support the KIT sector, develop the national knowledge management policy and strategy to provide guidance for the rapid development of the KIT sector for both the public and private sectors and provide funding and platforms to ensure that up to 1% of GDP is available to support research, development and innovation generation.

Macroeconomic analysis

A synopsis analysis of the macroeconomic environment thematic area reveals that most targets appear beyond reach by 2030, as evidenced by the following conclusions:

The worrisome outcome of GDP and GDP per capita growth; Average GDP and GDP per capita growth were 3.1% and 1.5% during the review period, respectively, translating to about three percentage points under the Vision 2030 target. Besides, the outcomes observed during 2010 and 2015, the most substantial sustained growth period, GDP and GDP per capita growth averaged 5.3% and 3%, correspondingly, which was closer to the targets. The post-2016 period has been characterised by significant slow growth owing to external and internal factors, i.e., depressed commodity prices, a decline in investment, unfavourable climatic conditions etc. The situation was exacerbated by COVID-19, from which the economy recorded its worst drop of 8.0%.

Unemployment is alarmingly high for an economy the size of Namibia. The unemployment rate in 2018 was 33.4%, which is over tenfold the target and has remained persistently high. This is due to the structural nature of unemployment in Namibia, which is driven by slow employment creation, economic growth, and skills mismatch. Although the agriculture, forestry and fishing sector remains the highest employer, accounting for 23% of the employed persons in 2018, the level of under-employment in terms of meagre wages and levels of productivity, or insufficient work, is still widespread among workers in the 'traditional economy' (agriculture, fishing and forestry sector).

Prices have been relatively stable as Namibia maintained low inflation averaging 5.3% during the review period, which is vital for achieving the price stability objective. **Vision 2030 target of a 4.5% inflation rate appears within reach.**

A stagnant structural transformation was observed between 2004 and 2021. Primary and secondary industries' contribution to GDP averaged 20% and 19%, respectively. The contribution of secondary industries to GDP shows the most significant gap between what is targeted by 2030. Overall, there have been no tangible signs of structural transformation of the Namibian economy over the review period, which was the primary intent of macroeconomic policy from the beginning.

Investment, as captured by gross fixed capital formation, fell short of expectation as it grew by 4.0% in 2021, while an average growth of 3.8% was registered during the review period. **The Vision 2030 target of 10.2% annually appears less likely to be achieved.**

Rising trade deficit to GDP ratio. The trade deficit averaged 11% of GDP during the period under review, with a steady increase in the deficit recorded over the last 15 years (2006-2021). **This implies that the target of 3.3% of GDP per year set for 2030 remains beyond reach.**

Widening budget deficit. From 2004 to 2021, an average budget deficit of 3.5% of GDP was recorded. This is two percentage points above the target of 1.5% of GDP. Besides, budget surpluses were realized in three consecutive financial years (2006/07 – 2008/09), ascribed to improved growth prospects and a boom in commodity prices, among others.

Income disparities remain high. Income inequality (measured by the Gini coefficient) was reported to be 0.576 in 2015/16 (NHIES), revealing an unequal income distribution. The 2018 Labour force Survey reported a slight decline in unemployment from 34% to 33.4%. **Overall, the Vision 2030 target of a Gini coefficient of 0.3 will certainly not be achieved.**

Inequality and Social Welfare

One of the Key Result Areas for NDP3 was Equality and Social Welfare, which was derived from the Vision 2030 objective that aims to 'Ensure that Namibia is a fair, gender-responsive, caring and committed nation in which all citizens can realise their full potential in a safe and decent living environment.' Everyone must have equitable access to basic social and welfare services to achieve equality and improve well -being. It is crucial to give unserved and under-served minority groups in society access to these services.

There are four sub-themes for Inequalities and Social Welfare: 1) Access to Services; 2) Access to Opportunities; 3) Vulnerability and Inequality; and 4) Victims/Survivors. The issues and topics under each of these sub-themes are as follows: 1) access to services such as quality education, healthcare, housing, water and sanitation; 2) access to opportunities such as formal and informal employment, social protection grants, Micro, Small and Medium Enterprises (MSME) grants and credit programmes, skills training, food and nutrition;
3) segments of the population who are vulnerable or treated unequally or marginalised, elderly, Orphans and other Vulnerable Children (OVC), persons with disabilities; and 4) types of victims or survivors of unemployment, poverty, Gender -Based Violence (GB V), domestic violence, rape, child abuse and child trafficking. Under some sub-themes, new topics or issues were added to reflect the situation and concerns two decades after the Vision was created, for example, mental health and drug abuse.

Numerous goals will likely be accomplished by 2030, according to progress made so far in relation to Vision 2030 targets in the topic area of Inequality and Social Welfare. Social protection measures have been implemented to lessen the likelihood of the worst possible results, even in places where progress has been hindered. A constrained economic environment brought on by structural issues with the economy provides serious obstacles.

The following sectors or areas have made the most incredible strides during the past 20 years and have either attained or are on the verge of achieving their goals: 100% of targets for healthcare services, 60% for education, and 53% for gender equality. **Those areas that are making progress ('almost on target') include water and sanitation (43% of indicators), social protection (40%) and malnutrition and stunting (33%).**

Human Resources Development and Institutional Capacity Building

The primary purpose of the review was to assess the progress towards the achievements of the Vision 2030 objectives and targets as well as the relevance and adequacy of the strategies adopted to achieve the set targets and objectives on each of the critical elements of the Human Resources Development and Institutional Capacity Building (HRD and ICB) thematic area. The key elements are Early Childhood Development, Education and Training (primary and secondary education, vocational and training and higher education) and Institutional Capacity Building.

The main findings on each of the key elements of HRD and ICB are summarised below:

Early Childhood Development

The legal and policy frameworks for promoting inclusive, equitable quality ECD services are well -articulated. Namibian Standards for ECD facilities, which include parent committees, and nutrition and health guidelines, have been developed.

Most children under five in Namibia still have no access to ECD services and pre -primary education. 13% of children 0-4 are enrolled at ECD centres, while the percentages of children aged five and above enrolled at ECD centres and pre-primary education have increased slightly from 38% in 2016 to 46% in 2020. Furthermore, 87% of children with disabilities aged 0-4 years old have no access to ECD services.

The qualifications of caregivers and pre-primary teachers have improved. Qualified caregivers increased from 2,862 in 2016 to 3,800 in 2019. The percentage of qualified pre -primary teachers increased from 45% in 2016 to 83% in 2020. The target of increasing the number of qualified caregivers from 2,862 in 2016 to 3,600 in 2021 was met, while the target for increasing the percentages of qualified preprimary teachers from 45% in 2016 to 57 % by 2020/21 was met.

ECD centres increased from 2,070 in 2012 to 3,103 in 2021. However, the key aspects for providing inclusive, equitable quality ECD services, such as health and nutrition, safety and security, quality learning environments, quality learning support material s, quality caregivers and the proper management of ECD centres, are not at desirable levels.

Basic Education

Namibia made great strides in developing legislation and key policies to ensure access to equitable education, focusing on the most vulnerable children, children from poor communities and those with disabilities. Namibia introduced Universal Primary Education (UPE) and Universal Secondary Education (USE) in 2013 and 2016, resulting in steady annual enrolment growth from 638,789 to 822,533 learners in 2021. Progress was made to expand access to secondary education, especially with the implementation of ETSIP in 2006. However, access to secondary education remains low. Of 822,533 learners, 13% are in the senior secondary phase (Grades 10-12).

32,169 learners in 2019 were reported to have a disability, of which 55.3% were males and 44.65% were females. Khomas, Omusati, Kavango, Ohangwena and Oshikoto had the highest percentages of learners with disabilities, and a total of 58.9% of learners with disabilities were recorded as being residents in those five regionsin 2019. At the national level, 26.9% of the learners were orphans, while 17.0% were vulnerable in 2019. Regions that recorded learner enrolment rates with the highest percentages of orphans are Omusati (23.5%), Ohangwena (23.5%), Kavango (16.4%), Oshikoto (15.2%), Oshana (13.1%) Regions which recorded highest percentage enrolment rates of vulnerable ch ildren are Kavango (28.8%), Omusati (18.2%), Ohangwena 17.9%, Khomas (11.5%) In 2021, the number of learners with a disability was 105, 750 of which 55.8% were males while 44.2% were females. The Khomas region recorded the highest number of learners with disability at15.1%, followed by Ohangwena at 12.4%, Omusati at 10.9% and Kavango East at 9.4%.

Progress has been made in providing physical infrastructure, educational resources, and sanitary conditions at primary and secondary school levels. The number of schools increased from 1,508 in 2000 to 1,946 in 2021. However, the number of prefabricated and traditional classrooms continues to grow. On the other hand, general maintenance of physical infrastructure and provision of school physical facilities for physically challenged learners remain an issue. Access to special classes and schools is limited due to the shortage of places.

There has been tremendous improvement in the number of qualified teachers in the school system. The percentage of qualified primary school teachers increased from 41.1% in 2001 to 83.8% in 2019; the percentage of qualified secondary school teachers increased from 73.2% in 2001 to 93.2% in 2019. However, improvements in teacher qualifications are yet to translate into effective teacher quality. Even teachers with formal qualifications still lack the critical competencies to enhance student learning.

Most of the targets for basic education have not been met. The primary education completion rate remains under 90%. The percentage of secondary school learners' pass rate in core subjects English, Mathematics and Physical Science remains under 50%.

Vocational Education and Training

Access to vocational education and training and the number of graduates from VET institutions has improved. The number of trainees enrolled increased from 1,865 in 2000 to 34,920 in 2020. Out of the 34,920, 136 were trainees with special needs (68 males and 68 females), 464 trainees (150 males and 314 females) from marginalised communities and 1,438 orphans and vulnerable students (655 females and 783 males).

There are only four Vision 2030 VET targets. Three out of four targets were achieved. The one target of VTC and other training providers transformed into autonomous institutions was unmet.

The number of graduates increased from 1,461 in 1999 to 2,525 in 2020. However, the NDP5 targets for increasing trainee enrolment to 50,000 by 2020/21 percentages of TVET graduates to total higher education graduates to 62% by 2020/21 and completion rate to 70% by 2020/21 have not been met. In the academic year 2020, the number of trainees enrolled in VET stood at 39,920, 68% completion rate; and 52% of TVET graduates to total higher education graduates.

Higher Education

Progress has been made in improving access to higher education. However, more still needs to be done to cater for students from rural, poor backgrounds, students with disabilities and those from marginalised communities. Student enrolment increased from 41,246 in 2012 to 49,678 in 2015. From 2017 the enrolment number was on a further increase recording 56,047, then 66,428 and 68,932 in 2019 and 2021, respectively. Female student enrolment increased from 31,784 in 2015 to 45,014 in 2021, while male students increased from 17,868 in 2015 to 23,918 in 2021. Khomas and Oshana had the highest Enrolment of students from 2012 to 2016, while very few students from Hardap enrolled in higher education from 2012 to 2015.

There has been substantial progress made in improving the qualifications of academic staff. Between 2015 and 2021, there was an increase from 400 to 777 lecturers with Doctorate degrees. In 2021, the majority (63 per cent) of Academic and Academic Support Sta ffmembers had Master's (44%) and Doctorate (19%) degrees as their highest qualifications.

Progress has been made in supplying graduates in the fields and occupations such as Financial, Real Estateand Business Services, Social Sciences, Natural Sciences, Engineering, Health Nurses and Teachers. Although there is a supply of medical doctors (with the establishment of the UNAM School of Medicine), the demand for medical doctors remains high. Furthermore, there is an undersupply of highly skilled graduates in critical areas such as agriculture, mining, quarrying, green technology, retail, eco/nature-based tourism and eco-system management and renewable energy, manufacturing, and raw material processing. These areas are critical for economic development.

Institutional Capacity Building

The government created an appropriate macroeconomic environment, trade and labour policies, and economic infrastructure to support equitable growth. The national policies, plans and strategies that support human resources planning and capacity building were developed and implemented. The commercial banking sector is well developed, although access to finance is a challenge for businesses in Namibia acrossall sectors, especially for SMEs and enterprises in the informal economy. Lack of information and loan opportunities was mentioned as the most significant barrier to the formalisation of businesses in Namibia.

There has been significant improvement with regard to providing a conducive legislative environment to implement programmes aimed at addressing social and economic imbalances in society. Although good progress has been made in establishing institutions for national development, there has been poor collaboration among institutions and duplication of roles and responsibilities.

Efforts to improve government performance were implemented, including occupational classifications in the public service; improvement of placement of civil servants; modifying procedures for recruitment; the reintroduction of performance appraisal; institu tional performance; and implementing appropriate sta ff development programmes for professionals, including the initiation of the establishment of the Namibia Institute of Public Administration and Management (NIPAM).

Population, Health, and Development

Population Dynamics and Development

Regarding the attainment of the specific targets of Vision 2030 under this thematic area the prospects are mixed as good progress was registered in some areas while others recorded slow progress due to numerous factors. Infant mortality has declined by 32% over the last 25 years, from 57 deaths per 1,000 live births in 1987-1991 to 39 deaths per 1,000 live births in 2008 -2012; estimates by the UN indicate that the rate is likely to decline to 27 in 2020 -2025, and down to 23 during 2025 -2030. A sustained decline in early childhood mortality requires investments in higher education and economic development, particularly increasing gainful employment of the economically active population. From all accounts, the Vision target of 10 deaths per 1,000 live births is not likely to be met.

Trends in maternal mortality suggest that rates remained higher than anticipated, with the HIV pandemic having a particularly significant impact in the 1990s and early 2000s. The last estimated rate was 265 maternal deaths per 100,000 live births in 2015, closer to the rate from 1990 to 2000 (271). The rate increased dramatically to 449 per 100,000 live births from 1998-2007, with the lower rate of 265 in 2015 reflecting improvements in HIV treatment and other improvements in health delivery. Given the observed trends, the Vision target of 20 deaths per 100,00 live births is not likely to be met.

The Total Fertility Rate (TFR) was estimated at 3.9 in 2014 and is projected to decline linearly to 2.4 by 2041; therefore, by extrapolation, the TFR for Namibia by 2030 will be 3.0, as opposed to 2.0 in the Vision 2030 forecast. Projections by NSA and UN suggest that the level of TFR is likely to be about 3.0.

The current focus on immunization is on vaccination against COVID-19. The latest July 6, 2021, statistics show that Namibia has administered at least 150,322 COVID -19 vaccines. Assuming every person needs two doses, that is enough to have vaccinated 3% of the population. During the week ending 3 July, Namibia averaged about 1,968 doses administered each. At the current rate, it will take an additional 254 days to administer enough doses for another 10% of the population.

Women in rural areas are less likely to use contraceptive methods compared to their counterparts in urban areas (43% versus 56%); the population in urban areas increased from 43% in 2011 to 48% in 2016, and estimates indicate that Namibia is likely to be 60% urbanised by 2030. Given the level of urbanisation, all things being equal, a contraceptive prevalence rate of 80% is unlikely.

Implications of Population Dynamics for Development

The main message of this report's population dynamics and development section is that Namibia has a predominantly youthful population and should be able to take advantage of the window of opportunity the youth bulge provides to reap the 'Demographic Dividend' (DD). As the results of the model studies show, Namibia must achieve the demographic transition before the full advantage of DD can be taken.

One of the recommendations in the African Union Commission (AUC) Roadmap is for African countries to engage in research such as this to generate evidence for policy decisions about Demographic dividends. Inthis review, the policy directives from the cited sources provide pointers to what Namibia should be doing during the next ten years to realise the Demographic Dividend.

Natural Resources and Environment

Agriculture is the main sector that could create employment in the country and an investment portfolio to attract investors. The red line, the veterinary cordon fence (VCF), is a pest-exclusion fence separating northern Namibia from the central and southern country parts. Since its existence, the line served to control stock diseases and protect Namibia's beef exporting industry from stock diseases such as foot and mouth and lung sickness. However, the line has a lso limited northern people/farmers from accessing the market for their products, such as meat, milk, and skins, to improve their livelihoods. The government has made strides in addressing food security constraints through various initiatives, such as esta blishing green schemes, Namibia Agricultural Mechanisation and Seed Improvement Project (NAMSIP), and Comprehensive Conservation Agri Culture, National Horticulture Development. However, there are still shortfalls in addressing food security.

The strengthening of the legal frameworks of the fishing sector has managed to address the sustainable management of our fisheries resources through the Total Allowable Catch (TAC) system and other research and monitoring initiatives. On the other hand, the country's efforts to increase the local production and consumption of fish products through the efforts of the inland aquaculture programmes and the Namibia Fish Consumption Trust, respectively, have not successfully addressed these challenges, as per the initial desires of 2004. The review has seen notable achievements in the number of Namibian fishing rights holders through the Namibianization strategy and the economic contributions made by the mariculture sub-sector. However, there's a need for interventions in introducing programmes that would see the Namibian nationals capacitated through investments in capital infrastructure and equipment (vessels and fishing factories) which will further increase the economic value generated from the fishing sector.

The tourism sector is believed to be one of the key drivers of the Namibian economy, with immense contributions towards employment creation and promoting livelihoods of communities through the Community Based Natural Resources Management (CBNRM) programme. However, the survival and efficient management of this sector is threatened by the re-curing wildlife poaching incidences despite the various interventions that have been deployed.

Namibia's remarkable efforts in biodiversity conservation have been evident, as depicted through this review and within the global community, mostly from its various legal frameworks and guiding policies and national action plans. These efforts improved th e country's score on the Environmental Index by 16.40 over the past decade, increasing from 34.59 in 2012 to 50.99 in 2021, ranking it 44th out of 180 countries.

Institutionalization and achievements observed through the environmental levies and establishment of the Environmental Investment Fund have so far mobilised more than N$1.7 billion through the efforts of various partners and initiatives within the past 12 years. This translates into N$141,7 million being mobilised annually on average and is expected to reach a total of N$2.9 billion mobilised by 2030 if the same efforts are maintained.

Lessons Learned

Lessons learned in these three respects are as follows:

National Ideal

- Despite a complex history, independent Namibia focused on learning from its past to create a better society. Even with major challenges (e.g., the attempted Caprivi cessation, the spread of the Angola conflict into northern Namibia, and inequality in land ownership), the country's national ideal has been reflected in continued peace, a commitment to democracy coupled with checks on the state's power (e.g., strong civil society, an active media ecosystem), and building a Namibian identity within the context of considerable diversity and respect for cultural differences.
- Through considering the attention to overcoming those factors that divided Namibia and finding common ground, Namibia has advanced towards the national ideals of interpersonal harmony, peace and political stability.
- Where success has been more elusive has been with regard to shared prosperity. Upon reflection, objectives associated with improved equality and expanded economic opportunities were too ambitious. In many respects, the determinants were largely outside policymakers' control. While there was clear room for improvement and acknowledging that more could have been done, the Vision document was overly ambitious. A focus on stepwise gains in both these respects might have been better than a bold but unattainable goal.

Cornerstone in Sustainable Development

- Namibia has made substantial progress in building a robust enabling environment that considers contributions to sustainable development. This was reflected in policies and strategies from community -based natural resource management to community -based water supply systems, from conservancies to approaches to arable agriculture and livestock, from land reform to urban development policies, and from health policies to education strategies. There remain important challenges, notably with sustainable forestry management and rangeland management, the development of green energy options, and the efficiency and reach of humanitarian programming, but by in large, the trends are positive.

National Development Planning and Visioning

- Vision 2030's objectives regarding the enabling environment and targets have been met or are being completed. This suggests that there is considered attention to Vision 2030 when engaging in development planning.
- Nevertheless, some of those interviewed about the linkages between the national development plans (including both Harambee planning processes) suggested that this could have been substantially strengthened with more attention to aligning objectives and priorities and tracking progress. A specific constraint was the absence of an implementation framework to facilitate regular tracking against Visi on 2030 results.
- As implementation proceeded, a particular challenge was associated with weak consultative channelsand an absence of outreach to community action groups, local leaders, civil society organisations, local government and other actors. Most of those interviewed at these levels knew that there was a Vision 2030 but had little knowledge beyond that. They had not been consulted since its launch in 2004 and felt disconnected from the process. This gap is especially stark given a rightsbased approach to programming in Namibia that has served the country well in many sectors.

Section1.

Overview

1. Overview.

1.1 Introduction

This report presents findings from a comprehensive review of progress towards the goals and objectives outlined in the 2004 Namibia Vision 2030 Policy Framework for Long-Term National Development (National Planning Commission, 2004)[1]. This will inform planning for the next national development plan and additional efforts to achieve the core objectives of Vision 2030 by the end of this decade.

The Vision 2030 document was developed and launched in 2004, which fell within the NDP2 period and was thus translated into the subsequent NDPs, (NDP3, NDP4, NDP5) for ease of implementation. Therefore, this section will mainly assess the progress based on the information contained in Vision 2030 and from NDP2 up to NDP5.

1.2 Approach

1.2.1 Purpose of the Midterm Review

The Government of Namibia has embraced the principles of evidence-based decision-making, calling for regular research and reviews to inform plans and implementation modalities. The rationale for conducting the Vision 2030 review is deeply rooted in those principles and under the planning cycle, which requires constant monitoring and evaluation of the programme or project at regular and periodic intervals.

Although the country implemented a series of NDPs (NDP2, NDP3, NDP4 and NDP5) and continuous monitoring has been undertaken in various forms, there have been no independent reviews to determine the extent to which programme investments by all sectors of the economy have moved towards the achievement of the objectives of Vision 2030. Therefore, such a periodic review is necessary to reflect and assess whether the strategies and programmes implemented to achieve the objectives of Vision 2030 are relevant, sufficient, and efficient.

The review is a reflective process determining a programme's likely and unlikely prospects to meet its intended goals at predetermined timelines. The aim is to take corrective measures and redefine the course of action to achieve the intended goals effectively and efficiently. The review is designed to provide evidence-based remedial measures to inform the accelerated implementation of policies and programmes.

Vision 2030 has been implemented for about 19 years since 2004; the country has less than seven years remaining until the end of the implementation period. It is an opportune time to reflect on past achievements and assess the prospects of the Vision's objectives being realized by 2030. Given that only less than a decade remains before the implementation period for Vision 2030 ends, it is imperative to accelerate and expedite the implementation of strategies to ensure the achievement of the envisaged targets.

Footnote.

[1] https://www.npc.gov.na/national-plans/vision-2030/

1.2.2 Scope

The review focused on the extent to which the vision milestones through the NDP series (NDP2, NDP3, NDP4 and the current NDP5) and recently HPP (2016/17 – 2019/20) at all levels of governance have addressed the eight thematic areas identified for Vision 2030. These are i) Inequality and Social Welfare; ii) Peace and Political Stability; iii) Human Resources Development and Institutional Capacity Building; iv) Macroeconomic Issues; v) Population, Health and Development; vi) Namibia's Natural Resources Sector; vii) Knowledge, Information and Technology, and viii) Factors of the External Environment. The period covered by this review is from 2004 to 2021, and coverage is nationwide.

1.2.3 Sampling

A purposive sampling technique was used to select knowledgeable informants who could provide in -depth and detailed information on the progress towards attaining Vision 2030 objectives and targets. Knowledgeable key informants were selected based on their knowledge and experience in the key elements of thematic areas. The consultation process took place at all levels of governance, namely, national, regional and local authorities. These consultations took the forms of workshops, meetings and conferences. A democratic and participatory approach was adopted where citizens of Namibia were accorded an opportunity to be heard with regard to the perceived impact of programmes.

1.2.4 Data Collection Methods

The assessment involved a mixed approach that comprised both primary and secondary data. Structured questionnaires were used to collect the opinions of carefully targeted respondents. The questions on the questionnaires were crafted based on the sub-themes of the thematic area under review.

1.2.4.1. Desktop research/secondary data collection

The collection of secondary data relied heavily on official Government publications, reports and documents from offices, agencies and organisations relevant to the topics and review period (2004 – 2021). Extensive desk research, document and data analysis were conducted from published and unpublished printed sources, published electronic sources and government records. Additionally, Focus Group Discussions (FGD) were held with Regional Development Coordinating Committees (RDCCs), Constituency Development Committees (CDCs), Village Development Committees, Traditional leaders, and community members.

1.2.4.2. Primary data collection

Substantial supplementary primary data was gathered to solicit views of the key informants on the extent to which the objectives and targets of Vision 2030 with regards to the thematic areas were achieved, factors that facilitated and hindered the achievements of set objectives and targets, the good practices that led to the attainments of the set objectives and targets, and the impact of the COVID-19 pandemic on the key elements of the thematic areas. A combination of face-to-face and electronic interviews was conducted with knowledgeable key informants.

1.2.4.3. Key Evaluation Questions

Review questions constitute the core of the methodology for this review. This is because review questions relate specifically to the review criteria defined above. They are a) allow the delineation of the thematic scope of the review; and b) determine what data the consultants need to collect throughout the review. The answers to the review questions (i.e., research findings) will determine the conclusions and recommendations the review can formulate and the lessons that implementers can learn from the review.

Output Level: How is the Vision Being Implemented in Practice?
• To what extent have national departments and regions adopted Vision 2030 as their reference point for programming?
• Do key staff members have the necessary skills and capacity to deliver on Vision 2030?
• Is the strategy of using the NDP series for implementation of Vision 2030 working in practice? If so, to what extent? If not, why?
• Has Vision 2030 management been re-defined and transformed from a policy formulation to a coordinating agency for implementation, using a comprehensive Master Plan for Vision 2030?
• Has an appropriate institutional framework been developed to ensure the effective implementation of Vision 2030?
• What role are political authorities playing in driving the strategies of Vision 2030, and what effect does this have on the Vision's implementation?
• To what extent are the reporting and feedback systems effective within Government Ministries? How could these systems be improved?
• What are the incentives for implementing Vision 2030? How could the incentives be strengthened?
• To what extent has there been a sharing of lessons learned to improve performance in all outcomes?

Outcome Level: Is There Initial Evidence of Change in the Critical Development Indicators or Behaviour Resulting from Adopting Vision 2030?
• Is there initial evidence of joint planning and coordination across departments and spheres of government to focus on Vision 2030 strategies?
• Is there any evidence of Vision 2030-related planning influencing budgets? To what extent is integrated planning, budgeting, monitoring and evaluation a consequence of Vision 2030?
• To what extent is Vision 2030-oriented planning beginning to help to improve public expenditure prioritization and quality?
• Have there been changes in the accountability framework? Have there been any "cultural changes" towards a more Vision-oriented managerial culture?
• To what extent has there been improved use of evidence, and how has this influenced decision-making and changes, including by Cabinet?
• To what extent have Ministries developed internal monitoring systems (linked to the strategies of Vision 2030) to track the delivery of services to the Namibian people?

Impact Level: Are There Any Signs that the Programmes of Vision 2030 are Heading in the Right Direction?
• To what extent are the Vision 2030 targets and milestones achieved at national, regional and local government level of governance?
• Has any negative impact of Vision 2030 programming been reported, including the role of NDPs and HPP? If so, what has been done?
• Are there early indications that outputs are likely to result in achieving the planned outcomes of Vision 2030 by sector?
• What are the good practices and lessons learned in implementing Vision 2030 nationwide?

1.2.5 Data Analysis

Analysis of data employed the use of both qualitative and quantitative techniques. The review maximised the use of existing quantitative data acquired through secondary sources through triangulation to increase the credibility of the evidence. This process of compiling review material based on data from secondary sources and primary data obtained from interviews with Government officials and other key stakeholders enabled the use of multi-methods, referred to as triangulation, which proved helpful in determining whether there is convergence.

1.2.6 Review Governing Structure

The review process was undertaken under the technical leadership of a consultant appointed by the National Planning Commission in collaboration with individual thematic area consultants. NPC staff worked closely with the consultant to undertake the review.

A Structure for overseeing the review process was established comprising of stakeholders from Government, Private Sector, Non - State Actors, Development Partners, Academia, Civic Organizations and Researchers. The structure consisted of the Inter -Ministerial Committee chaired by the Director-General of the National Planning Commission and composed of other Hon. Ministers from MOFPE, OPM etc. A Steering Committee chaired by the Executive Director of the National Planning Commission was the highest Technical Committee comprised of key stakeholders from MURD, MOFPE, OPM and GIZ. The review teams consisting of the consultants and NPC staff were established to consistently report progress to this Committee through the Multi-Sectoral Technical Committee. Several thematic groups were established based on identified thematic areas, which reported continuously to the Multi -Sectoral Technical Committee.

Evaluation ethics governing the behaviour and how the review was conducted were ensured as defined in the Code of Conduct form outlining the ethical expectations the Evaluation Team should agree to. The form was signed before fieldwork.

1.2.7 Limitations of the Review

1.2.7.1. Challenges for primary data collection

Unfortunately, the number of proposed regions and the extent of data collection had to be significantly reduced due to tight budgets and time constraints.

The data collection exercise was conducted from June 2021 to August 2021. This period coincided with the COVID-19 lockdown period; hence an appropriate but limited data collection approach had to be designed for the review study. Online survey questionnaires were utilized as it was impossible to visit institutions and have face-to-face interviews with heads of the institutions because of COVID - 19 lockdown restrictions. Challenges of online surveys included non - responses, incomplete questionnaires and misunderstood questions and responses.

1.2.7.2. Challenges for secondary data collection

Namibia conducts regular surveys and publishes documents full of excellent disaggregated data (by national and regional level, sector, gender, etc.). These statistics are adequate for updating the Vision 2030 trendlines, but only when the information was collected. There were four significant challenges to accessing and collecting recent national and regional-level data and information:

- Many of the relevant and reliable sources of data are pretty old. For example, the census is from 2011, the Demographic and Health Survey (DHS) in 2007, the Namibia Household Income and Expenditure Survey (NHIES) in 2015/2016, and the last Namibia Labour Force Survey (LFS) was conducted in 2018. Some examples from NPC include the NPC Poverty Mapping Report (which is not dated, but the data appear to come mainly from 2011), the Namibian Index of Multiple Deprivation (which is dated 2015, but the data also seem to be from 2011), and The Root Causes of Unemployment and Possible Policy Interventions of 2020 (most recent data from 2018). Significant qualitative participatory research information is also outdated, including the definitive Participatory Poverty Assessment (PPA): Poverty Profile and the Poverty Audit conducted in all regions during 2005 -2007.

- Data indicators and targets are complicated to compare in terms of progress. This is because Vision 2030 used several different indicators than found in the census for 2011 and the NDPs (from NDP2 to NDP5). Similarly, the NDPs often use different measures and dates of the indicators than those noted in the censuses and from one NDP period to the next. Starting with NDP4, several indicators and targets were based on the UN. Despite the consultant using meticulous referencing in the thematic report 2002, neither the Vision 2030 Plan nor the NDPs cite the source of their data, with only a few exceptions, such as for graphs.

- The NDP4 and NDP5 progress reports, which assess progress annually, often provide information for only one year or even only six months; for example, in NDP4, the baseline for the number of classrooms constructed or renovated from October 2014 to March 2015 was 275 (but there is no indication where the baseline number comes from), the target was 400, while the actual achievement was only 275. In NDP5, the target for April 2018 to March 2019 was 255, but only 89 were built or renovated.

- Accessing current information on Namibian government bodies and non -governmental organisations' (NGOs) websites is also problematic. Many of these ministries and organisations do not continually update their official websites. Some post information about their activities on social media, such as Twitter and Facebook. Still, these are not necessarily reliable sources of information for this type of review analysis. The MOEAC website always provides easy access to the statistics collected annually and reported in the Education Management Information System (EMIS). In a recent online search, EMIS documents are no longer available to the general public, given the message, 'Forbidden: You don't have permission to access this resource.'

1.3 Reporting

Reporting for the Vision 2030 review comprises one integrated Review Report and eight thematic reports. The thematic reports covered the eight thematic areas considered in the original development of Vision 2030. This yielded the following reports:

- **Volume 1:** Integrated Review Report
- **Volume2:** Thematic Reports
  - Macroeconomic Environment
  - Natural Resources Management and the Environment
  - Peace and Political Stability
  - External Environment
  - Population, Health and Development
  - Inequalities and Social Welfare
  - Knowledge, Information and Technology
  - Human Resources Development and Institutional Capacity Building

1.4 Structure of this Review Report

This Review Report has been structured in two volumes. Volume 1 is the Integrated review report which synthesizes the findings from the thematic reports, and Volume 2 consists of detailed information about Thematic areas. The report is divided into six groupings: 1) sections 1 -3 provide context; 2) sections 4 -5 set 'framework conditions' affecting progress and report progress itself in these two areas; 3) sections 6-7 cover information on the broader development environment and reporting progress itself in these two areas; 4) sections 8-9 provide information on socio-economic development and report progress itself in these two areas; 5) sections 10-11 discuss critical determinants of success to deliver on Vision 2030 and report progress itself in these two areas; and 6) lessons learned, conclusions and recommendations; annexes follow this.

- **Section 1:** Overview
- **Section 2:** Vision 2030
- **Section 3:** Overview of Namibia
- **Section 4:** Macroeconomic Environment
- **Section 5:** Natural Resources and the Environment
- **Section 6:** Peace and Political Stability
- **Section 7:** External Environment
- **Section 8:** Population, Health and Development
- **Section 9:** Inequality and Social Welfare
- **Section 10:** Knowledge, Information and Technology
- **Section 11:** Human Resources Development and Institutional Capacity Building
- **Section 12:** Summary performance of thematic areas
- **Section 13:** Overall Conclusions and Recommendations
- **Annexes**
  - **Annex A:** Acronyms
  - **Annex B:** Glossary
  - **Annex C:** Documents Consulted
  - **Annex D:** Oversight of the Vision 2030 Review
  - **Annex E:** Consultancy Teams and Terms of Reference

Section 2.

Vision 2030

2. Vision 2030.

2.1 Introduction

Namibia Vision 2030 (NPC, 2004) is the Government of the Republic of Namibia's (GRN) policy framework for long-term development. Since 2004, it has informed national development planning processes. It will continue through to National Development Plan 6, as well as the full range of sectoral and thematic policies that have influenced development trends in Namibia since that time, from gender to education, from innovation to transportation, from population to public safety, from foreign policy to tourism and environmental management.

The process of Vision 2030 development began in 1998 with His Excellency the then President, Dr Sam Nujoma calling upon Cabinet to deliberate on its vision for Namibia: "a vision that will take Namibia from the present into the future; a vision that will guide us to make deliberate efforts to improve the quality of life of our people to the level of their counterparts in the developed world by the year 2030" (page 19). Upon its issuance in 2004, the NPC's Director General at the time, the Honorable Immanuel Ngatjizeko, noted in a Preface that "Namibia's 2030 Vision is one of the most important initiatives undertaken in the country since the drafting and acceptance of the National Constitution" over a decade earlier.

A process of consultation began in 1998 and continued through to 2003, informed by compiled background documentation that gave important 'current status' information on development in Namibia. Broad-based consultations were held nationwide, including Government, civil society and the private sector, and discussions with Namibia's development partners. As the basic parameters of the vision started to come together, a National Core Team led a countrywide set of consultations to share the emergent objectives of the vision and seek insights from a wide range of actors, including the public. These consultative modalities involved a wide range of stakeholders, including duty-bearers and rights-holders, providing insights and ideas to influence the visioning process and content. A National Committee on Vision 2030 comprising of distinguished Namibians from all over the country, private and public sectors and civil society was established to provide technical advice to the NPC during the development process.

This work culminated in developing a series of thematic reports that were brought together in the Vision 2030 document itself. The thematic reports were considered in a series of consultative sessions that resulted in a National Aspirations Conference held in May 2002. The thematic areas comprised of those identified as vital to the future direction of development in Namibia as follows:

- Macroeconomic Environment
- Natural Resources Management and the Environment
- Peace and Political Stability
- External Environment
- Population, Health and Development
- Inequalities and Social Welfare
- Knowledge, Information and Technology
- Human Resources Development and Institutional Capacity Building

The work to develop Vision 2030 was guided by the three 'higher order' questions:

1. What is the national ideal that Namibia is working towards?
2. What is the cornerstone of Namibia's approach and philosophy?
3. How does the national development process fit into the vision?

The national ideal identified in Vision 2030 was that Namibia enjoys prosperity, interpersonal harmony, peace and political stability. Sustainable development was identified as the cornerstone of Vision 2030, defined as (page 15) "development that meets the needs of the present without limiting the ability of future generations to meet their own needs". The national development process comprised the development and implementation of five-year national development plans, reflecting on the successes and failures of these national development plans and considering whether the nature of progress against their national plans was consistent with the longer-term country vision as reflected by Vision 2030.

2.2 Aim and Objectives

Namibia's Vision for 2030 is:

> Namibia's Vision 2030: A prosperous and industrialised Namibia, developed by her human resources, enjoying peace, harmony and political stability.

Reflecting a complicated history and profound inequality, 'prosperity' in Vision 2030 refers to Namibia reaching high-income status by 2030 through economic growth and social development that significantly reduces inequality and eliminates poverty. Vision 2030 further elaborates on prosperity as follows (page 39):

All Namibian workers earn a decent wage that allows them to live a life well above the poverty level; for the disadvantaged, social security support guarantees a decent quality of life. All Namibians, able and willing, can be gainfully employed or access productive resources. There is equity in income distribution across all groups, and the disparity between rural and urban living, in terms of social and economic conditions, is at its lowest. Namibians are healthy, empowered, innovative, confident, and determined to succeed; everyone has a role, and the playing field is level, unhindered by race, colour, gender, age, ethnicity, religious affiliation or political inclination.

Reflecting a desire for expanded job creation, a living wage, and a diversified economy where value added in the country expanded, the second desired characteristic of Namibia under Vision 2030 was 'an industrialised nation'. This was described as follows (page 39):

Namibia's income per capita base has grown resulting in a change in status from a lower middle-income country to an Upper Middle-income country in 2009. Namibia has an established network of modern infrastructure such as rail, road, telecommunication, and port facilities. The country has a critical mass of knowledge workers, and the contribution of the small and medium- sized enterprises to [gross domestic product] is not less than 30 per cent. Unemployment has been reduced from 51.2 percent in 2008 to 33.4 percent in 2018.

Recognising the divisive history of colonial occupation and apartheid rule and the strains that the HIV pandemic was placing on Namibian society, Vision 2030 placed considerable emphasis on harmony. It was described as follows (pages 39-40):

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. Men and women marry (as provided for in the Constitution) and enjoy marital love and stability of union. Families extend compassion and love to those who are widowed or in one or the other form of marital disharmony.

The family is upheld as sacred and the most fundamental institution in society. Parents (mothers, fathers, guardians) are well aware of and fulfil their responsibilities to their children. In contrast, children remain disciplined and have an inalienable right to survival, development, protection and participation in society. Families are available and willing to accommodate orphans and are assisted, where necessary, by the government/community through a well-managed public orphanage programme. Such a programme allows these disadvantaged children to be supported to live a meaningful life which prepares them adequately for the future. People living with disabilities and other vulnerable persons are well integrated into the mainstream of society. They have equal rights under the law and are facilitated to participate actively in the economy and society.

Society respects and upholds the right of every person to enjoy, practice, profess, maintain, and promote their culture, language, tradition or religion per the Constitution. Although Namibia remains a secular society, Christianity is the most population religion, which 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 maintaining a just and morally upright society.

Reflecting the long struggle for independence and the history of minority rule in southern Africa and the violence this engendered, and the challenges to democracy seen in other southern African states, Vision 2030 also prioritised peace and political stability. It was described as follows (page 40):

There exists in the country true freedom of expression, speech, and association, compatible with the letter and spirit of the Constitution of Namibia; the political environment is conducive to the voluntary formation or dissolution of political parties; and every individual is recognised as a critical element in the system, which provides the level playing field for all players. The people of Namibia make their own decisions and do so at their level regarding political, cultural, economic, and social development matters; they set their priorities, plan, implement and monitor their development programmes.

Namibia creates an enabling environment for sustainable social and economic advancement which could be defined as a "condition free from all possible impediments to actualising development". It embodies peace, security, democratic politics, availability of resources, appropriate legal instruments, a cooperative, private sector, and supportive public service. In essence, we consolidate and maintain peace and political stability.

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 artificial and or natural calamities. Namibia is a fair, gender-responsive, caring and committed nation where all citizens can realise their full potential in a safe and decent living environment.

The multi-party democratic principle of popular participation is well entrenched in Namibian society; the political parties are active, the civil society is vibrant, and a mature, investigative, and free media operates. There are independent 'watchdog' institutions that ensure the implementation of anti-corruption programmes, and monitor activities of government, the private sector and civil society organisations and agencies. The government is there to promote social welfare, social profitability and public interest, and the action of officials are constantly checked to see if they align with these cherished social values. Public officials maintain ethical standards regarding trust, neutrality, probity, professional honour, confidentiality, and fairness. There is constant checking to determine continued adherence to these values.

Namibia thrives in an environment of regional and international peace and security. Development cooperation with all friendly nations is strong and is mainly based on trade and mutual exchange of opportunities; dependency on foreign development aid is minimal, if at all. Namibia is part and parcel of organised regional structures, which can contribute to the people's political, economic, and social well-being.

The objectives of Vision 2030 were thereafter identified, all framed against their four core ideals. Eight objectives were identified:

1. Ensure that Namibia is a fair, gender-responsive, caring and committed nation where all citizens can realise their full potential in a safe and decent living environment.

2. Create and consolidate a legitimate, effective, and democratic political system (under the Constitution) and an equitable, tolerant and free society characterised by sustainable and equitable development and effective institutions, guaranteeing peace and political stability.

3. Develop diversified, competent, and highly productive human resources and institutions, fully utilising the human potential and achieving efficient and effective delivery of competitive customer-focused services both nationally and regionally and internationally.

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

5. Ensure a healthy, food-secured, and breastfeeding nation in which all preventable, infectious and parasitic diseases are under secure control and where people enjoy a high standard of living, with access to quality education, health and other vital services, in an atmosphere of sustainable population growth and development.

6. Ensure the development of Namibia's 'natural capital' and its sustainable utilisation to benefit the country's social, economic, and ecological well-being.

7. Accomplish the transformation of Namibia into a knowledge-based, highly competitive, industrialised, and eco-friendly nation with sustainable economic growth and high quality of life.

8. Achieve stability, full regional integration and democratised international relations; the transformation from an aid-recipient country to a provider of development assistance.

These overall aims and broad-based objectives were thereafter broken down into thematic sub- vision statements and thematic objectives, organised under 'people's quality of life', 'sustainable resource base', and 'creating the enabling environment'. These are elaborated in each of the eight thematic review sections below.

2.3 Principles Cherished by The Nation

Namibia Vision 2030 identified 'principles cherished by the nation' that still resonate today. These comprise Good Governance, Partnership, Capacity Enhancement, capitalising on Comparative Advantage, engaging in People-Centred Economic Development, commitment to National Sovereignty and Human Integrity, striving towards sound Environmental Management and Sustainable Development, and commitment to Peace and Security.

Good Governance requires a continued commitment to the ideals of the Constitution, upholding human rights and individual freedoms, and guaranteeing civil liberties and multi-party democracy. It requires a continued focus on peace, security, political stability, and a solid commitment to equity and equality. It involves a commitment to National Sovereignty and Human Integrity. The partnership reflects the importance of social harmony and sound economic development, with government, communities, civil society, and the private sector working together with the support of the international community. Capacity Enhancement reflects a commitment to investing in people and institutions to achieve social and economic transformation and reach all with development. This is linked with People-Centred Economic Development with an emphasis on improving the welfare of the people, supporting human development, equitable and balanced growth, an advancing industrial sector, a modernised agricultural sector, and an enabling macro-economic and political environment.

It also required consideration of Namibia's Comparative Advantages, that is, where Namibia could best leverage its resources in a manner to maximise benefits. In so doing, Namibia could continue to strive towards environmentally and socially sound development with benefits sustained into the future. As the Vision 2030 document noted (page 34), "the principle of sustainable development is a cornerstone of Namibia's vision since it embraces all the other principles".

2.4 Principles Cherished by The Nation

Table 1: Overall Strategies for Vision 2030

Twenty broad-based strategieswere noted, fallingroughlyinto threecategoriesas reflectedin the following table:		
Framework	**Economic**	**Social**
	1. Maintaining an economy that is sustainable, efficient, flexible and competitive 2. Operating a dynamic and accessible financial sector 3. Achieving full and gainful employment	
		4. Providing excellent, affordable health care for all **5.** Mainstreaming HIV/AIDS into development policies, plans and programmes **6.** Creating access to abundant, hygienic and healthy food based on a policy of food security **7.** Providing full and appropriate education at all levels
8. Leveraging knowledge and technology for the benefit of all the people **9.** Promoting interpersonal harmony among all people **10.** Operating a morally upright and tolerant society that is proud of its diversity **11.** Ensuring an atmosphere of peace, security and hope for a better life for all **12.** Maintaining stable, productive and diverse ecosystems managed for long-term sustainability		
	13. Establishing and sustaining business standards of competence, productivity, ethical behaviour and high trust	

Framework	Economic	Social
14. Upholding human rights and ensuring justice, equity and equality in the fullest sense for all, regardless of gender, age, religion, ethnicity, ability or political affiliation 15. Maintaining a low-level, responsive bureaucracy 16. Implementing a land and natural resource policy that ensures fair access by all to the means of production		
	17. Establishing and operating a fiscal policy that distributes wealth fairly and encourages production, employment and development of wealth in a stable and sustainable economic climate	
18. Operating a responsive and democratic government that is truly representativeof the people and able to adhere to transparent, accountable systems of governance, proactively 19. Achieving collaboration between public, private and civil society organisations in policy formulation, programming and implementation 20. Maintaining sound international policies that ensure effective cooperation, favourable trade relations, peace and security		

2.5 Monitoring and Assessing Progress Towards The Vision

2.5.1 Introduction

When Vision 2030 was launched in 2004, no national monitoring and evaluation policy guidance was available to inform how the implementation of the national Vision would be tracked and assessed over time. Although M&E was included and formed part of the overall planning approach, there was no formal M&E system in place. An attempt to address this was made with the development and implementation of NDP3 (2007/08 – 2011/12), onwards up to NDP5 (2017/18 – 2021/22). Therefore, since then, M&E mechanisms to ensure the implementation of NDPs have been in place, which include bi-annual progress reporting on implementation.

2.5.2 M&E within Vision 2030

Vision 2030 has been implemented through 5-year National Development Plans (NDP2 to NDP5). The Monitoring and evaluation of progress at the national level involves the development of M&E plans that enable the monitoring and assessment of the implementation of each NDP throughout its lifespan to facilitate the realisation of the national agenda as articulated in the NDPs.

Past experiences have demonstrated that during the transitional plan and up to NDP2, the implementation monitoring, reporting, and evaluation were weak and irregular because they lacked a systematic approach to implement such activities. Therefore, to avoid a repetition of the past, under NDP3, an integrated results-based management approach was adopted, together with the proposed integrated monitoring, reporting, and evaluation system.

The integrated results-based approach was carried over into NDP4 and NDP5, and M&E activities received the needed attention. The lack of M&E standards and overall guidance was formally addressed by developing an Integrated National Performance Framework (INPF) from 2012 - 2016. This document was compiled to articulate a standard for designing, implementing, monitoring, and evaluating the Government's development interventions. In 2021, the INPF was reviewed and decided to elevate the process to developing a National M&E policy for the country.

2.5.3 Trends in M&E

In line with the INPF, the results-based M&E approach was adopted in 2016 to ensure that the tracking and assessment of NDPs take place as required. The Framework calls for developing M&E plans at different levels for monitoring and evaluating policies, programs and projects. It envisages the development of national M&E plans at the NDP level by the National Planning Commission and programme level by O/M/As. These M&E plans should be costed through a Work Plan to facilitate implementation. The results, indicators, baselines and targets captured in the National M&E plan should be reflected in the Strategic Plans of public entities and, therefore, in the Performance Agreements of individual staff members.

NPC assists public entities, on an annual basis, to develop implementation plans that are aligned to the 5-year Results Framework by outlining the programmes, projects, indicators, baselines, and quarterly targets. This ensures proper monitoring of planned activities at a higher results level.

The NPC has also developed an "M&E Practitioners Course", which is facilitated in collaboration with the NIPAM. This intervention addresses the capacity-building needs and demands regarding M&E in the public service. Many individuals (exceeding 200 staff members) across the various OMAs, RCs, and PEs were trained during the NDP5 period.

Therefore, by assessing the implementation of high-level policy interventions (such as NDPs, SDGs, and HPPs), the NPC is assessing the implementation of Vision 2030. Although monitoring is integral to tracking programme results, measuring higher-level outcomes and impacts or generating lessons learned is inadequate. Consequently, evaluations of projects are critical to providing a deeper analysis of measured results. However, during the review period, it was observed that the conduct of evaluations in O/M/As was weak and required to be strengthened.

2.5.4 Challenges in the execution of M&E

During the period under review, the primary challenges in the M&E field mostly related to institutional readiness, lack of rigorous systems, skills capacity and availability of quality data and late reporting. The key findings in terms of M&E readiness highlighted the following specific weaknesses in the system:

• Only four (17%) of the OMAs have established dedicated and functional M&E units, and only one (7.1%) Regional Council (Zambezi Regional Council) has a dedicated M&E unit. Regarding Local Authorities, there is none with a functional M&E unit. Most government institutions do not have M&E budgets and skilled M&E officials. Therefore, government institutions are performing well in the planning sphere, but the main M&E system mechanisms are yet to be developed and implemented.

• Most OMAs (62%) meet the required planning standards and perform well in the planning sphere. The same performance applies to the Regional Councils and the Local Authorities. However, the Government planning system is not entirely evidence-based.

• Most government institutions follow undocumented data collection procedures and show minimal practices of conducting data verification to ensure data accuracy. Only 9% of OMAs have fully functional databases that collect, store, process, and report on data. Data management infrastructure and operational mechanisms in Government are thus weak and inadequate.

• Merely 50% of OMA's are compliant with monitoring and reporting standards. A verification process ensures institutional indicators align with the NDP indicators. However, the country's reporting system is still manual (not automated), and the current indicator documentation excludes some critical components such as purpose, data collection, and measurement/ calculation methods.

• Most government institutions do not undertake evaluations that follow systematic research processes and lack the internal capacity to conduct evaluations. Evaluation is, therefore, the weakest area in the country's National Planning, Monitoring & Evaluation System.

• Most government institutions are not reliant on M&E information for decision-making. Only 17% of the O/M/As use M&E information for evidence-based decision-making.

2.5.5 Conclusions

As indicated earlier, Vision 2030 is implemented through medium- and short-term plans. These include National Development Plans, Harambee Prosperity Plans and Targeted Intervention Programme for Employment and Economic Growth (TIPEEG). The implementation of Vision 2030 through these plans was compromised by the absence of the overall Implementation Plan through which Vision 2030 was to be cascaded down to these plans to ensure alignment. It has also been observed that despite the development of various M&E mechanisms by the National Planning Commission, the overall implementation was weak, attributed to numerous factors, including the lack of skilled M&E officials in O/M/As. The other primary weakness in the system is the inability of O/M/As, especially decision-makers, to use M&E as a tool for evidence-based decision-making. Therefore, M&E reports are inadequate for budgeting, policy review and programme improvement.

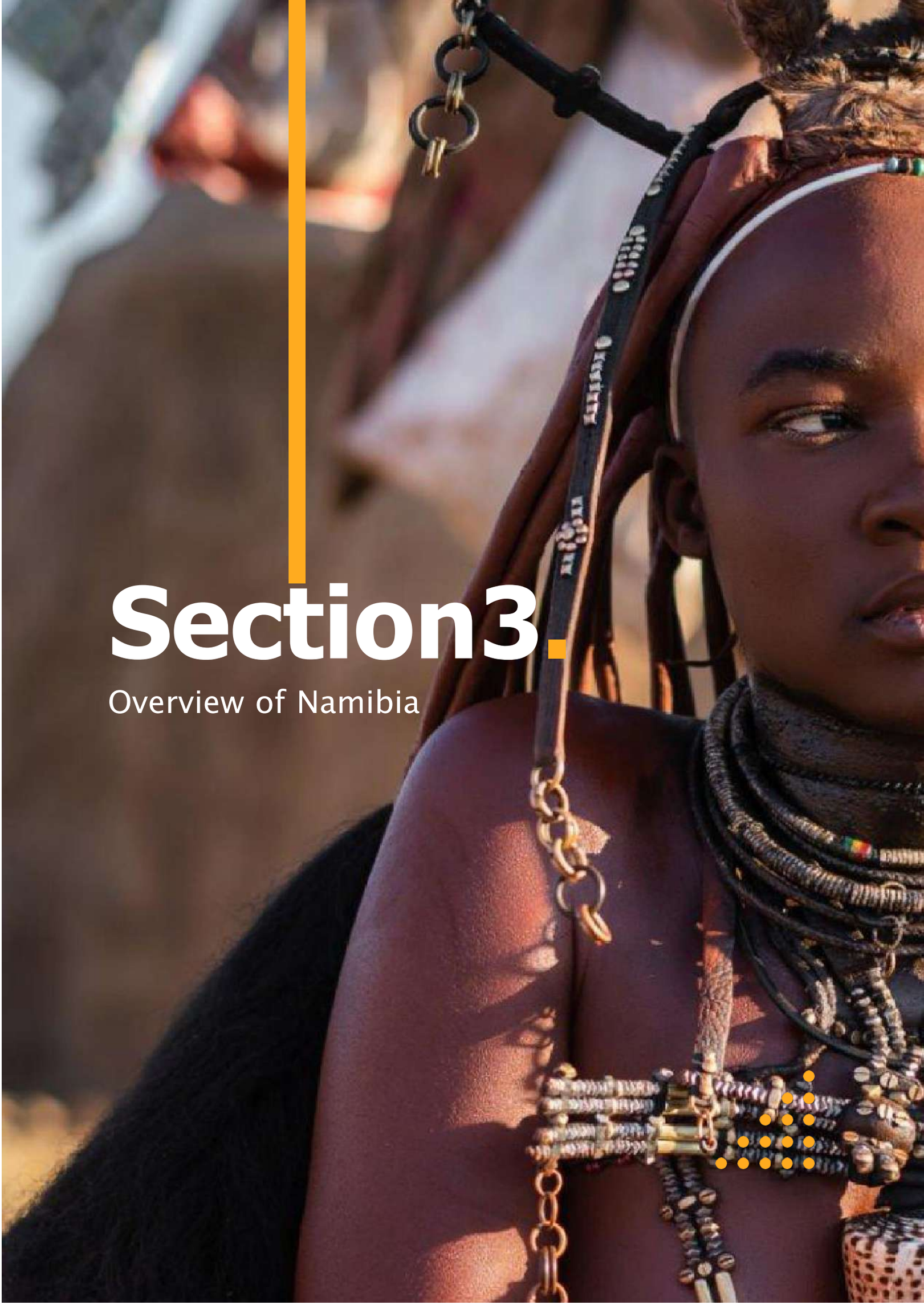
2.5.6 Recommendations **Key recommendations to address key findings are listed below:**

i. There is a need to develop an implementation plan for Vision 2030 to facilitate its implementation for the remaining period.

ii. Government should continue to strengthen the alignment between high-level development agendas (e.g., SDGs) and national interventions (e.g., NDPs, HPPs).

iii. There is a need to strengthen the M&E system by establishing M&E units in O/M/As and capacity building.

iv. There is a need to develop mechanisms to enhance partnership and collaboration in the execution of M&E with civil society, multilateral bodies, and local educational institutions.



Section3.

Overview of Namibia

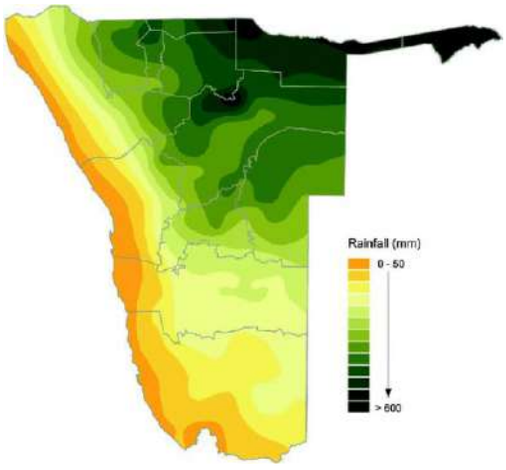
3. Overview of Namibia.

3.1 Introduction

This section offers a brief overview of Namibia to contextualise findings in the thematic sections of the report and provides context for findings, conclusions, and recommendations.

3.2 Geography and Climate

Namibia is in the southwestern portion of southern Africa. It is 825,615 km2 in size with a population of over 2.3 million, making it one of the world's least densely populated countries (at less than three persons per square kilometre). It borders Angola on the north, Botswana in the east and northeast, Zambia in the far northeast, South Africa on the south, and the Atlantic Ocean on the west. Mountains dominate the centre of the country and along parts of the western inland areas and parts of the south. The north-central, eastern and north-eastern parts of the country are largely flat.



Over 90% of the country is classified as very-arid, arid, or semi-arid. The western parts of Namibia are dominated by the Namib, the world's oldest desert (55 million years), largely devoid of surface water and intersected by dry riverbeds that periodically flood. It ranges between 80kms and 200kms in width, more expansive in the south than north, and it merges with the Karoo ecoregion to the south and the Kaokoveld Desert ecoregion in the north[2]. The Kalahari Desert in the east has higher levels of rainfall and often has good groundwater availability and grass and tree coverage. Rainfall is nevertheless low and erratic throughout. Modelling of climate patterns for the Kalahari Desert regions of Namibia and Botswana suggests reduced levels of rainfall and variability within and across years are projected to worsen[3].

Namibia is the driest country in sub-Saharan Africa, with rainfall increasing in quantity and reliability as you move north and east, but still highly variable. Mean annual rainfall is 278mm, varying from less than 5mm along the coast and 50 mm-100 mm inland from the coast and south to 650mm in the far northeast. Rainfall is erratic throughout the country, and droughts, flooding, and unpredictable and variable rainfall are expected[4].

Footnote.

2 https://www.worldwildlife.org/ecoregions/at1315

3 https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5478674/

4 Climate information contained herein come from https://climateknowledgeportal.worldbank.org/country/namibia/climate-data-historical

Climate change has already had considerable impacts on Namibia that are expected to worsen this century, with increasing rainfall variability and temperatures that negatively impact arable agriculture, agro-pastoralism, and pastoralism. The World Bank predicts that "climate change is expected to significantly impact key economic sectors and livelihoods in the country. Rising temperatures and increasing extreme heat conditions, uncertain and increasingly unpredictable rainfall and extreme weather will include new challenges and exacerbate existing ones. Epidemics of water and vector-borne diseases may increase, and previously eliminated diseases re-emerge. Staple crop production and rangelands will decline, affecting livestock production and rural livelihoods and incomes. Rising sea levels and warming will likely affect fish stocks, coastal livelihoods, natural ecosystems, and tourist activity"[5].

3.3 People

Namibia is an ethnically diverse country with a difficult history under German colonial occupation and South African apartheid rule. Severe inequalities remain in terms of wealth and access to resources which have exacerbated tensions. Still, Namibia has worked hard to cultivate a tolerant multi-cultural nation proud of its diverse heritage as it seeks to overcome this inheritance.

The original inhabitants of Namibia were the Khoisan, with considerable linguistic diversity reflecting the expansive geographical area, harsh climate and thin populations. From the 15th century, agro-pastoralists and pastoralists speaking Bantu-origin languages moved into Namibia's northern, eastern and central parts, followed by Nama- and Afrikaans-speaking populations moving from South Africa[6]. European settlement started in the mid-1800s under German colonial rule and expanded most significantly under South African occupation, particularly to the south and central parts of the country.

At independence in 1990, few Namibians spoke English. Still, with substantial education sector reform and the advancement of English as the official language, most Namibians have some English proficiency today. English was also intended to support the development of a Namibian national identity. While English is widely spoken and increasingly the language of Government and business, over 90% of Namibians speak another language as their first language. In this regard, Oshiwambo is most commonly spoken, by almost half the population, followed by Nama/ Damara and Afrikaans at around 10% each (see National Statistics Agency, 2014)[7].

Well over half the population is now living in urban areas, reflecting continued high levels of in- migration to seek employment opportunities and improved services. This has grown from 33% in 2001 to 43% in 2011 (National Statistics Agency, 2014) to over half of the population by 2020[8]. Rapid urban growth and high levels of migration are reflected in the high proportion of female-headed households in rural areas and, increasingly, with high levels of female in-migration, in urban areas.

Footnote

[5] https://climateknowledgeportal.worldbank.org/country/namibia

[6] https://www.everyculture.com/Ma-Ni/Namibia.html

[7] https://cms.my.na/assets/documents/p19dmn58guram30ttun89rdrp1.pdf

[8] https://www.macrotrends.net/countries/NAM/namibia/urban-population

3.4 Post-Independence Trends: Economy and Polity

The following is from the macroeconomic thematic report, further discussed in Section 4 below. At independence, the Namibia economy was heavily dependent on primary product exports, principally minerals. The significant expansion of government services led to the tertiary sector's rapid growth as mining continued to grow and diversify. Despite substantial social and economic development investments and considerable efforts to diversify the economy beyond primary exports, Namibia remains heavily dependent on exporting raw materials, unprocessed and semi- processed fish and livestock products. Domestically, significant investments to strengthen employability and rural livelihoods have met with some success. Still, unemployment rates remain high (33.4% in 2018), and the country continues to experience rapid urbanisation, with over half the population now living in urban areas compared to one-quarter at independence.

Since independence, Namibia has focused on breaking the cycle of poverty, inequality, and high unemployment. While trends in poverty are promising, with significantly lower levels of poverty now than at independence, these have been due to more effective social transfers and investments in the rural and urban economies than it has been due to improved income equality and lower levels of unemployment.

Namibia's macroeconomic trajectory was positive from the independence period until 2015. The country invested heavily in policy innovation and the factors of production that built the basis for sound economic performance, including expansive progress in infrastructure and high levels of investment, especially in opening new mines. Economic growth averaged 3.2% from 2004-2020, rising to an average of 4.4% from 2010-2015. However, since 2016 the economy has stagnated. Determinants include external factors, such as commodity-driven slowdowns in neighbouring countries and adverse weather conditions, and domestic factors, such as a prolonged (yet necessary) fiscal withdrawal, elevated public debt levels, and protracted decreases in investment (both local and foreign). These trends have been worsened by the impacts of COVID- 19 on major sectors of the economy, with the economy contracting by 8% in 2020.

Discussion on polity comes from Section 6 of this report on Peace and Political Stability. At independence in 1990, a progressive constitution came into effect based on the fundamental rights of all Namibians to representative democracy, access to and fairness in the administration of justice and the right to development. The government is divided into three branches comprising the Executive, led by the President, supported by a Vice-President, a Prime Minister and Cabinet, a two-house legislature (National Assembly and National Council), and a judiciary. The President is elected by popular vote and can serve a maximum of two terms, each term of five years. The National Assembly comprises 104 members, all of whom are elected based on proportional representation, while the President appoints an additional six non-voting members. The National Council consists of two representatives from each regional council, elected every five years. With 14 regional councils, there are now 42 members of the National Council. The National Council reviews legislation proposed by the National Assembly and can refer bills back to the National Assembly or suggest amendments. The President makes the final decision on these recommendations.

The judiciary comprises a Supreme Court headed by the Chief Justice, a High Court headed by the Judge President, and a series of lower courts. A Judicial Service Commission identifies judges to fill judgeships, and the President appoints them[9].

Elections have been held every five years since the first elections in 1989, with the last general elections in 2019. While the ruling SWAPO party has dominated every election since 1989, the Party lost its two-thirds majority threshold in 2019, which it had held since 1994. The independent Electoral Commission of Namibia oversees elections [10].

3.5 Post-Independence Trends: Social Development, Poverty, Livelihoods

Section 9 of this report on Inequality and Social Welfare discusses social development, poverty and livelihoods. Since independence, Namibia has concentrated considerable attention on the issues of social development, poverty and livelihood improvements through social and economic development actions and policy innovation. The structure of the Namibian economy, with a high dependence on primary sectors (notably mining and fisheries), coupled with the history of apartheid and inequality in access to the means of production (land), has meant that there are powerful structural factors undermining poverty alleviation and strengthened livelihoods. At independence, approximately 40% of the population lived in poverty, dropping dramatically by over half to 17.4% in 2015, with extreme poverty falling from 21.9% to 10.7% during the same timeline. A key contributor to the fall in poverty has been expansive forms of social assistance such as the Old Age Grant, which by 2019 had reached over 96% of Namibians aged 60 and older; the Disability Grant reached some 70% of those eligible for assistance as of 2017. Support for children through various grant mechanisms has also strengthened food security, while developmental interventions in agriculture and small enterprise and land reform have improved livelihoods.

Namibia has advanced along several gender equality measures that have helped to advance social and economic development and towards gender equality, with Namibia ranked highly on the International Gender Development Index and grouped into the highest category of gender equality, and much higher than its neighbours Botswana and South Africa.

In terms of social development, Namibia has made enormous progress on education access and education quality, from significant improvements in non-formal education reach, pre-primary schooling access and quality, to near-universal primary and junior secondary enrolment and improved outcomes, albeit with substantial improvements still needed. Progression rates from junior secondary to senior secondary levels were a vital target aimed at providing full basic education from pre-primary to senior secondary, and this exceeded 75% during the first half of the Vision 2030 implementation period.

Footnote

[9] The descriptionabove is from http://www.nhcdelhi.com/system of government/.

[10] https://www.ecn.na/previous election results/

During the same period, Namibia achieved gender parity in education (12.7 years of schooling for girls and 12.5 years for boys). Of 23 measures for education in Vision 2030, 9 have already been met, five are on target to be met, and two more are 'almost on target'. There are three that are not on target that needs attention, as elaborated in Section 9 of this report, while there are four where the data are insufficient to draw any conclusions.

Similar gains have been experienced in the health and food security sectors, with significant expansion of health services reach, the establishment and strengthening of a system of public health, and major gains in the identification and treatment of HIV and tuberculosis, prevention and treatment of malaria, and expanded response to non-communicable diseases. There have been some areas where gains have been undermined by structural factors, including high levels of unemployment and insecure livelihoods, which has resulted in Namibia still performing poorly on measures such as maternal mortality, infant and under-five mortality, and poor nutritional status of a number of children under the age of five. High stunting rates (at 24% in 2018) reflect poor nutrition, especially after breastfeeding ends, and inadequate diversity in foods consumed (especially in rural areas). School feeding programmes have proven especially important in lowering levels of malnutrition in food-insecure households, while expansive social assistance programming has also played an important role.

Access to safe water increased significantly in rural areas, with less than one-quarter of rural households at independence to 85% by 2019. In urban areas, despite the rapid expansion of informal settlements, access to safe water in urban areas remained at a high 99%. Urban sanitation access remained high, at over three-quarters of all urban households, with many of the rest having access to neighbourhood and shared facilities. However, access to safe sanitation remained low for rural areas, at only 29% as of 2019.

Section4.

Macroeconomic Environment

4. Macroeconomic Environment.

4.1 Introduction

This section presents the country's macroeconomic performance. Since independence, Namibia's key developmental focus has been on breaking the cycle of poverty, income inequality, and high unemployment. Therefore, economic policy has been focused on building a foundation for sustainable economic growth and development that will allow investment in overcoming these developmental challenges. It further focuses on national development and social sector policies that support effective investments in people and communities. Macroeconomic stability and sound economic growth are fundamental for transformation in this regard.

4.2 Vision 2030 and the Macroeconomic Environment

The Sub-Vision, underlying Vision 2030 for the macroeconomic environment, reads as follows:

> 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."
>
> Vision 2030, Chapter 4, p. 63

The objective of the thematic area is 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.

To realise the objective, Vision 2030 indicated the following main strategies:

- Creating an open, dynamic, competitive, and diversified economy.
- Promoting and sustaining sound macroeconomic management.
- Creating employment opportunities.
- Ensuring consistency between macroeconomic 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 dynamic labour market information system to reduce unemployment.

• Develop private sector expertise in the construction and maintenance of roads on a tender/ contract basis.

Vision 2030 set out various targets to ensure macro-economic stability, economic growth, poverty reduction and increased employment by 2030.

1. Annual GDP and GDP per capita growth of 6.2% and 4.4%, respectively

2. Low unemployment level of 2.3% by 2030

3. An inflation rate averaging 4.5% per annum

4. 10% primary, 42% secondary and 48% tertiary sector contributions to GDP by 2030

5. Investment growth at 10.2% per annum

6. Gini coefficient at 0.3 by 2030

7. Trade deficit at 3.3% GDP per annum on average

8. Budget deficit at 1.5% GDP per annum on average

9. Substantial investment in rural infrastructure

10. Safe and cost-effective infrastructure is available.

11. Namibia is a transport hub within the region.

4.3 Trends In the Macroeconomic Environment

4.3.1 Economic Growth

Economic growth as measured by Gross Domestic Product averaged 3.1% between 2004 and 2021. While not unsatisfactory, the average review period growth was nevertheless 3.1 percentage points under the Vision 2030 target set for the period to 2030. In addition, GDP per capita growth averaged only 1.5% over the same period (2004-2021), with a problematic negative 5-year average per capita growth rate of -0.03% from 2017 to 2021.

Figure 1 presents the trend of real GDP growth from which it is evident that the period from 2010 to 2015 was the highest sustained period of growth (averaging 5.3% per annum) since 2004, showing a strong recovery from the 2008/09 global financial crisis. This was largely due to increased investments, where a large portion can be attributed to mining, a ramp-up in government expenditure and growing household expenditure.

Growth since 2015 has, however, been lacklustre, with the economy further impacted by the COVID-19 pandemic since early 2020. Precisely, the post-2015 era has characteristically been recessionary. In 2020, GDP growth contracted by 8%, the most significant decline ever, owing to the ramifications of the COVID-19 pandemic. Following the steepest contraction of 8% in 2020, GDP per capita growth declined significantly by 9.7%.

At its strongest economic growth period (2010 - 2015), the Namibian economy came closest to the 2030 GDP per capita annual growth target of 4.4%, having recorded an average of 3%. The implications are that average incomes have deteriorated and are now significantly lower than in 2015. This also implies that the standard of living has generally worsened.

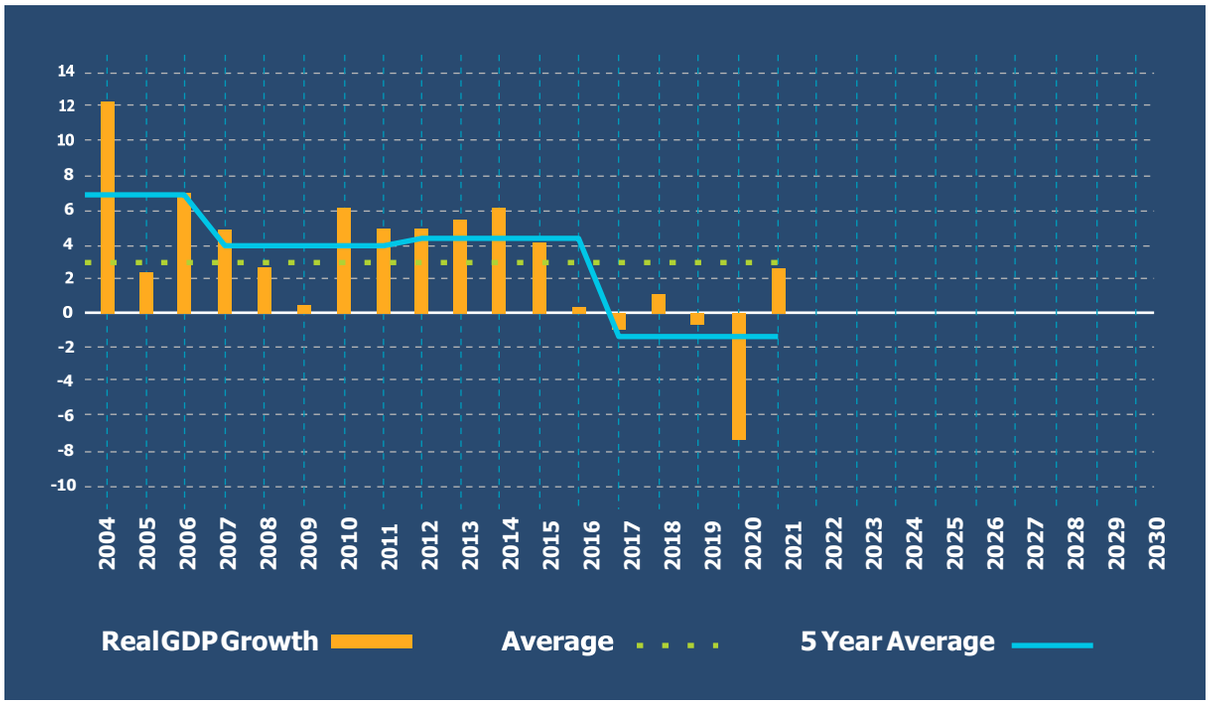


Figure 1: Real GDP Growth

Source: Namibia Statistics Agency (NSA)

4.3.2 Diversification: Sector Contribution to GDP

The 2030 targets for these three sectors were 10% for the primary sector, 42% for the secondary and 48% tertiary sector. The tertiary industry remained the biggest contributor to GDP, averaging 56.6% (2004-2021). While the tertiary sector is well above target, it must be emphasised that a large portion of the GDP contribution of this sector is attributable to government services, from 43% (2004) to 46% (2021).

primary industry contribution to GDP has remained at around 20% from 2004 to 2021. Similarly, the secondary industry has remained a relatively stable contributor with an average of 19% of GDP. The contribution of the secondary industry to GDP shows the largest gap between the actual (16%) against the target (42%) by 2030. Achieving the 42% secondary industry contribution to GDP by 2030 would take radical reform and changes in policy. The aim to increase the secondary industry contribution in Namibia, particularly in manufacturing, is hampered by multiple factors such as water scarcity, limited market size, and input costs (water, land and electricity), which are high relative to competitor nations (e.g., South Africa, Ghana, Nigeria etc.), and relatively high unit labour costs, which all limit the ability for Namibia to grow the manufacturing sector radically.

The average primary industry contribution of 20% is about double the 2030 target of 10%, mostly due to Namibia's mineral and marine wealth and extraction.

The most reasonable way to reduce the primary industry's contribution going forward is to focus on real growth in the other two industries that outpaces growth in the primary industry, primarily by focusing on value addition.

Overall, there has been no tangible sign of the structural transformation of the Namibian economy for analysis, which was the primary intent of macroeconomic policy from the beginning.

4.3.3 Investment in Namibia

The total average gross domestic investment growth was 3.4% for the period under review. However, from 2006 to 2014, considerable growth was realised, averaging 15.2%, surpassing the 10.2% target. The investments were underpinned by mineral exploration and mining, attributed to large capital inflows for developing and building three mines (Husab, Tschudi and Otjikoto). From 2015 to 2021, the average gross domestic investment was -11.0% indicating a declining growth due to a broad withdrawal of investment or stagnation in fixed capital asset growth across many sectors of the economy. Should the trend of subdued and negative investment growth continue, it is implausible that Namibia will achieve the yearly investment growth target of 10.2% by 2030. Given this, investment promotion and attraction remain key going forward.

4.3.4 Balance of Payments

Namibia has historically relied on export earnings from primary industry outputs such as diamonds, uranium, gold, meat, fish, and grapes. The trade balance (merchandise trade), measuring the difference between the monetary value of exports and imports of merchandise goods as a percentage of GDP, shows a concerning trend. Namibia has been recording merchandised trade deficits (2004-2021) averaging -13.7% of GDP. However, the average trade deficit between 2015 and 2020 worsened to -17.1% of GDP. This indicates that more efforts must be made to meet the Vision 2030 target of 3.3%.

Moreover, the country has had a long-run current account deficit, owing to a large proportion of primary commodity exports, and finished goods imports. Due to subdued commodity prices, these export earnings have stagnated. Namibia has also been broadly unsuccessful in creating growth in the manufacturing industry, which could boost its export portfolio or result in import substitution. On the import side, Namibia has seen considerable household-consumption-driven growth over the first half of the past decade (2011-2015), increasing the demand for luxury goods sourced chiefly from abroad and funded through credit issuance. Added to the country's risk profile is the elevated probability of drought, which adversely impacts agricultural exports, particularly beef exports, and the negative secular impacts of climate change on Namibia.

4.3.5 Fiscal Developments

Namibia recorded budget deficits in most years between the years 2004 – 2021. However, budget surpluses were realised in three consecutive financial years (2006/07 – 2008/09), ascribed to the government's introduction of fiscal consolidation in 2005/06, improved growth prospects, and a boom in commodity prices. A budget deficit target of 1.5% of GDP was only reached in 2005/6, 2009/10, 2012/13. The average deficit over the last 6-year period (2015/16-2021/22) was 7.0%, and the average deficit over the entire period of analysis was 3.5%.
The debt to GDP ratio has generally been upward, albeit below the national threshold of 35%, from the start of the review period (2004/05) up to 2015/16. By then, it began to rise above the national cap due mainly to increasing financing needs, rising budget deficits, and slow economic growth. In 2020, the pandemic exacerbated the country's already weakening debt dynamics situation by exerting pressure for additional needs for mitigation and livelihood preservation measures. Consequently, total public debt as a percentage of GDP reached 62.1% and 67.3% in the 2020/21 and 2021/22 financial years, respectively.

4.3.6 Price Developments (Inflation)

Inflation in Namibia has primarily been linked to price level changes in South Africa, as many of Namibia's imports come from South Africa. The currency peg to the South African Rand has been beneficial in ensuring price stability, given Namibia's large proportion of rand-denominated imports and the South African Reserve Bank's price stability mandate. Moreover, the South African economy has an inflation-targeting regime adopted in the early 2000s, whose fundamental objective is to maintain annual inflation between the range of 3 to 6%, on average. Consequently, between 2004 and 2021, single-digit yearly average inflation rates have been recorded in Namibia.

Annual average inflation increased to 9.5% in 2009 but has since fallen and fluctuated between 2.2% and 6.7%, and during 2021inflation averaged 3.6%. Maintaining inflation around the Vision 2030 target of 4.5% is thus dependent on the continuation of the currency peg with South Africa. Possible risks to the currency peg, such as a 're-pegging' or uncontrolled 'de-pegging', could result in material inflationary increases.

4.3.7 Employment and Unemployment

The Vision 2030 target is an unemployment rate of 2.3% by 2030. The current unemployment rate is over tenfold that, at 33.4% (2018) and has remained persistently high. Despite multiple policy incentives to promote economic investment and stimulate employment, high unemployment remains a significant problem for Namibia. This is due to, among others, the structural nature of unemployment in Namibia, driven by slow employment creation, economic growth, and skills mismatch (NPC, 2020). Thus, increasing employment levels in Namibia will need a multi-tenant approach involving more open business policy an d deregulation and improving education and skills training capacity more relevant to industry demand.

Unemployment amongst women remains higher than men, although the gap appears to have decreased noticeably for the period from 2004 (13.1%), 2016 (8.5%) to 2018 (1.8%). This is attributed to the implementation of several interventions aimed at empowering women, which includes, amongst others, affirmative action and investing in a girl child education. It is also clear from the National Labour Force Survey (NLFS) 2018 that unemployment in rural areas remains higher than in urban areas, but only slightly for 2018. The gap between unemployment in urban and rural areas was around 9% in the 2016 NLFS. This gap has shrunk dramatically to only 0.1% in 2018. This could result from employment opportunities in urban areas not keeping pace with increasing migration to cities from rural areas. Unemployment rates in urban and rural areas as of 2018 are at 33.4% and 33.5%, respectively (NSA, 2018[11]), reflecting high levels across locations.

The agriculture, forestry and fishing sector remains the highest contributor to employment, accounting for 29.2%, 20% and 23% of the employed persons in 2014, 2016 and 2018, respectively. However, under-employment in terms of low wages and levels of productivity, or insufficient work, is still widespread among workers in the 'traditional economy' (agriculture, fishing and forestry sector). Although employment numbers in the formal sector have doubled from 2004 to 2018, employment has not kept pace with population growth or labour force entrants, including graduates. After two years of solid growth, Unemployment only started to decrease in 2012. Therefore, only relatively strong and sustained growth above 4.5% seems to create sufficient employment opportunities. Other periods of economic growth below the threshold of 4.5% seem to have been so-called jobless growth (that is, the growth in the labour force exceeds growth in job creation despite overall economic growth).

4.3.8 Income Inequality

Namibia still has one of the most unequal income distributions in the world. The Gini coefficient was last measured at 0.576 (2015) and still slightly exceeds the 0.55 threshold, which indicates an unequal income distribution. However, there have been some inequality improvements since 2004, when the Gini coefficient was 0.6. The average Gini coefficient in the Southern African Development Community (SADC) region was last measured at approximately 0.50, reflecting Namibia's need to focus on improving the lives of its lowest-income individuals. The next income and expenditure survey will most likely reveal an increase in inequality due to the lack of growth and increased unemployment since 2015, coupled with the COVID-19 crisis. This means that the Vision 2030 target of 0.3 will certainly not be achieved.

Footnote

[11] The NLFS was last conducted in 2018

4.3.9 Transportation

The transport sector in Namibia covers four sub-sectors: road, rail, aviation, and maritime infrastructure. For roads, Namibia's road infrastructure is well established. It is an important means of moving goods (72%) and linking the ports along the coast to major transport corridors as far away as the Democratic Republic of the Congo. The road subsector's performance has consistently exceeded targets; a considerable number of roads have been upgraded to bitumen standard since 2004, of which 90% were rated as in acceptable condition as of 2017, while the percentage of unpaved roads in acceptable condition is 54%, surpassing the target of 50% in 2017 (NPC, 2017). Between 2016 and 2020, Namibia consistently ranked number 1 on the quality of road infrastructure in Africa by the World Economic Forum's (WEF) Global Competitiveness Index. This feat is attributable to two factors: (i) an effective maintenance strategy on existing road infrastructure (which plays a pivotal role in prolonging its life span and (ii) the upgrading and construction of new roads, which contribute significantly to the quality of national roads.

Rail infrastructure has not fared well, although railways reach over 60% of the country. The Northern Railway Extension from Tsumeb to the Angolan border at Oshikango was finalised in 2012. The Aus-Luderitz railway was upgraded in 2018. However, only half (48%) of the rail network meets the minimum Southern African Development Community (SADC) stipulated standards, and more work is needed to strengthen interconnectivity with railway services in Botswana, Zambia, and Angola (see Walvis Bay Corridor Group, 2020). The target of 70% achievement of SADC standards by 2021 indicated in NDP5 will not be met. Rail transport continues to grow, mainly due to developments in mining, the movement of fuel and other industrial liquids, and building materials, and the rail service provider endeavours to improve the quality of services reaching ISO 9001 certification by 2024.

Air travel into and within Namibia steadily increased during 2004-2020, before the drastic effects of COVID-19. The Namibia Airports Company (2020) reported a steady increase in passenger arrivals to 1.4 million passengers transported in 2019. The International Civil Aviation Organisation Universal Security Audit conducted in 2018 found high-quality air services offered in Namibia at 88 on a 100-point scale, with Namibia meeting its target under NDP 5. During the review period, the following airports were upgraded; Hosea Kutako International Airport, Andimba Toivo ya Toivo Airport and Walvis Bay Airport. New airlines, such as Ethiopian Airways, Fly Namibia, Qatar Airways, Turkey Airways, and others, have also been introduced.

Regarding maritime infrastructure, Namibia has two ports, the main port in Walvis Bay in the west central of the country and the secondary port in Lüderitz in the southwest. The Lüderitz port serves mainly mining and fisheries operations in the area but is expected to grow somewhat with connectivity to the national railway grid. The ports handle over 5.5 million tonnes of freight per annum (Walvis Bay Corridor Group, 2020), with Walvis Bay meeting the target of (700000tn) in terms of tonnage by 2019 with the expansion of the port and its handling equipment.

4.4 Summary Status

The tables below summarise the implementation status of indicators across the Macroeconomics thematic area.

Table 2: Selected Socio-economic Indicators Versus Vision 2030 Agenda

	2004	2021	
Framework	**Launch of V2030**	**Review of V2030**	**Remarks**
Gross Domestic Product (GDP)	6.48 billion USD	11.38 billionUSD	Progressed
Gross National Income (GNI)	12.8 billion PPP Dollars	12.062 billion PPP Dollars	Retrogressed
Gross National Income (GNI) Per Capita	6,710 PPP Dollars	9,220 PPP Dollars	Progressed
Growth Rate	-1%	1.87%	Progressed
Infant Mortality Rate	3.56 births per woman	3.34 births per woman	Stagnated
Death Rate	49.594	29.702	Progressed
Infant Growth Rate	-3%	-3.96%	Retrogressed
Death Rate	13.625	7.712	Progressed
The Human Development Index (HDI)	0.545 (129th ranking)	0.646 in 2019 (130th ranking)	Progressed
Literacy Rate	83%	90%	Progressed
Life Expectancy	50.60years	64 years	Progressed
Level of Unemployment	36%	36.8%	Stagnated/Retrogressed
Level of Inequality (Gini Coefficient)	0.597	0.591	Stagnated
Level of Poverty (percentage of the overall nation's population considered to be poor to very poor)	38%	26.9%	Progressed

Source: https://data.worldbank.org; www.undp.org>Namibia MDGReport 2004; Mathias Schmidt, IPPR (2009); Namibia Statistics Agency & The World Bank (2017)

Table 3: Progresson Vision2030Sub-Themes(2004-2020)

Gross Domestic Product by Activity (Current Prices - N$ million)			
	Year		
Industry	**2004 - Launch of V2030**	**2020**	**Remarks**
Agriculture, fishing and forestry	8,9	9,0	Progressed
Livestock farming	2,2	3,5	Progressed
Crop farming and forestry	3,1	2,9	Retrogressed
Fishing and fish processing on board	3,7	2,6	Retrogressed
Mining and quarrying	9,7	10,1	Progressed
Diamond mining new	8,1	3,1	Retrogressed
Uranium	0,5	2,5	Progressed
Metal Ores	0,9	3,9	Progressed
Other mining and quarrying	0,3	0,6	Progressed
Other mining and quarrying	0,9	0,6	Retrogressed
Total primary industries	**18,7**	**19,1**	**Progressed**
Manufacturing	10,6	11,0	Retrogressed
Meat processing	0,3	0,6	Progressed
Other manufacturing (old series)	10,3	0,0	Retrogressed
Grain Mill products	0,4	1,4	Progressed
Other food products	3,0	2,9	Retrogressed
Beverages	1,5	1,4	Retrogressed
Textile and wearing apparel	0,6	0,3	Retrogressed
Leather and related products	0,2	0,2	Stagnant
Wood and wood products	0,4	0,3	Retrogressed
Publishing and Printing	0,2	0,2	Stagnant
Chemical and related products	0,8	0,6	Retrogressed
Rubber and Plastics products	0,3	0,2	Retrogressed
Non-metallic minerals products	0,3	0,3	Stagnant
Basic non-ferrous metals	0,5	0,7	Progressed
Fabricated Metals	0,5	0,3	Retrogressed
Diamond processing	0,7	1,2	Retrogressed
Other manufacturing (new series)	0,9	0,3	Retrogressed
Electricity and water	2,1	3,6	Progressed
Construction	2,7	1,8	Retrogressed
Total secondary industries	**15,4**	**16,5**	**Progressed**

	Year		
Industry	**2004 - Launch of V2030**	**2020**	**Remarks**
Wholesale and retail trade, repairs	10,9	9,6	Retrogressed
Accommodation and Food services	1,8	1,4	Retrogressed
Transport and Storage	3,0	2,6	Retrogressed
Transport	2,1	1,8	Retrogressed
Storage	0,9	0,7	Retrogressed
Information and communications	3,5	1,6	Retrogressed
Financial and insurance services	3,9	6,6	Progressed
Real estate and business services	9,2		Retrogressed
Real Estate activities	6,8	5,7	Retrogressed
Professional, scientific and technical services	0,0	0,7	Progressed
Administrative and support services	0,0	0,9	Progressed
Business services	2,4		Retrogressed
Arts, entertainment and recreation	3,6	1,9	Retrogressed
Producers of Government Services	0,0	0,0	Stagnant
Public administration and defence	9,0	11,6	Progressed
Education	7,8	10,9	Progressed
Health	4,2	3,7	Retrogressed
Private household with employed persons	0,8	0,6	Retrogressed

Source: Namibia Statistics Agency, 2021. https://nsa.org.na/page/publications/

4.5 Conclusions

Namibia managed to maintain low inflation averaging 5.3%, during the period of review, which is important for achieving the price stability objective. Vision 2030 target of 4.5% appears within reach. In some areas, the targets are likely unmet, such as the worrisome outcome of GDP and GDP per capita growth, high unemployment rate, stagnant structural transformation, and investment growth falling short of expectations. The Vision 2030 target of 10.2% annually appears less likely to be achieved., rising trade deficit to GDP ratio, widening budget deficit, and high- income disparities. The Vision 2030 target of a Gini coefficient of 0.3 will certainly not be achieved.

4.6 Recommendations

• There is a need to promote, inclusive robust sustainable economic growth, through diversification and skills development.

• Increase investment in productive assets by focusing on domestic and foreign sources, which can drive growth, productivity, and employment creation.

• Creation of conducive environment through stable, and predictable regulatory policy framework to restore private sector confidence for investment growth.

• Effective allocation of public funds to improve equality of opportunity through better access to quality social and economic infrastructure.

Section5.

Natural Resources and Environment

5. Natural Resources and Environment.

5.1 Introduction

This section focuses on assessing progress towards achieving Vision 2030 aspirations under the natural resources and environment thematic area. The thematic area comprises of the following sub-thematic areas: fresh water and associated resources, production systems and natural resources, urban environment, climate change mitigation and adaptation. The section further presents conclusions and recommendations to address the status quo to ensure improvement in the execution of the outlined Vision 2030 strategies and objectives.

5.2 Vision 2030 and Natural Resource and Environment

Under the natural resource and environment thematic area, Vision 2030 aspiration is to ensure proper management and sustainable utilisation of natural resources and overall biodiversity. This aspiration is cascaded down into sub-aspirations expressed under the various sub-thematic areas. The sub-vision for the fresh water and associated resources is "Namibia's freshwater resources are kept free of pollution and are used to ensure social wellbeing, support economic development, and to maintain natural habitats". The production systems and natural resources' sub-vision is to ensure sustainable and equitable utilisation of factors of production and natural resources towards food security at household and national levels. On the other hand, the sub vision for the urban environment is to provide equitable access to safe shelter, essential services, and innovative employment opportunity within an efficiently managed, clean and aesthetically pleasing environment. Besides the articulated sub-thematic areas, the review identified and considered climate change mitigation and adaptation as additional critical sub-theme for the thematic area.

5.3 Trends in Natural Resource and Environment

5.3.1 Freshwater And Associated Resources

Several efforts to enhance the quality and access to water in the country were implemented. These include the construction of dams, drilling of boreholes, canals, desalination plants, and purification plants, as indicated in Table 4. The privately owned Erongo Desalination Plant was completed in 2010 with a short-term capacity of 20 million cubic meters per annum and can be increased over a medium to long-term capacity of up to 54 million cubic meters a year. Plans to establish another government owned desalination plant is at advanced stage to ensure water supply security at the coast for domestic, industry and mining sectors. The Neckartal Dam, three times bigger than the Hardap Dam (320 million m3), was completed in 2019 with a storage volume capacity of 880 million m3.

Due to these interventions, access to water both in rural and urban areas has improved. The percentage of rural households that have access to potable water increased from 58.4% (2003/4) to 68.8% (2015/16), while access to safe drinking water in urban areas increased from 93.9% to 97.7%. By 2021 the Namibian Population's (rural and urban) average access to portable water was 94.4% (Cencus Mapping Basic Report NSA, 2019-2021). The access to water in rural and urban areas has increased to 88.1% and 99.3% respectively.

Footnote

According to the Community Based Management Guidelines of 2004, access to water supply in rural areas is defined as the walking distance of 2.5km to a water point or a waiting period of 30 minutes. The Water Resources Management Act No. 11 of 2013 was promulgated, and the technical drafting of the Regulations was finalised[12].

Namibia continues to engage with neighbouring countries, with whom they share rivers, to ensure that her equitable and reasonable share is not compromised. Several river basin commissions (e.g. Cuvelai Watercourses Commission and Zambezi Watercourse Commission) has been established to provide for a platform for transboundary water cooperation.

Water-borne sewerages are the main sanitation system in urban areas of Namibia, while dry sanitation is mainly used in rural areas. Furthermore, various strategies were coordinated to develop sanitation facilities to eliminate open defecation and use the bucket system countrywide. In this regard, 3984 rural sanitation facilities benefiting 7,076 households have been constructed since 2012[13]. In the same period, 18 529 rural sanitation facilities mostly ventilated pit latrines were constructed as well as 3,473 urban sanitation facilities. A total of 15,690 houses with improved sanitation facilities were built in urban areas through Build Together Programme.

With the introduction of the Community-Led Total Sanitation (CLTS) approach to achieve and sustain Open Defecation Free (ODF) Status in rural communities and informal settlements, a total of 95 villages in 7 regions were triggered. The triggered villages have a total of four thousand four hundred and forty-eight (4448) households hence a total of 1740 toilets have so far been constructed by the communities. Meanwhile, the number of triggered villages with ODF status are 13 including four (4) schools that are part of the ODF villages. During the period under review a total of 32 816 people of which 6716 are children were sensitized on health and hygiene awareness to mitigate the spread of COVID-19.

Table 4: Water Resources in Namibia

Water Resources in Namibia		
Water resources	**2004**	**2021**
# of large dams	19	20
# of canals	37	37
# of desalination plants	0	3
# of purification plants	0	9
	1990	**2019**
# of boreholes	2,341	5,496
Rural water pipelines (in Km)	741	12,361
# of water reservoirs	123	550
Bulk water supply pipelines (in KM)	1,713	6,516
# of Rural Water Points	1,800	7,331

Source:MAWLR, 2021

Footnote

12 Ministry of Agriculture, Water and Land Reform (MAWLR)

13 Ministry of Agriculture, Water and Land Reform (MAWLR)

5.3.2 Production Systems and Natural Resources

5.3.2.1 Land distribution and ownership

In 2004, commercial farmland with freehold tenure was 44% of the country, situated predominantly in the south and centre of Namibia. Communal areas are mainly located in contiguous blocks in northern Namibia, comprising approximately 41% of the country yet, with over 60% of the population of the country, and the state land, including conservation areas constituting approximately 15% of the country[14].

According to Namibia Land Statistics Survey (2018), commercial farmland with freehold tenure was reduced to 42%, communal areas reduced to 35%, and state land (Which includes parks, restricted areas, townland boundaries and government farms) increased to 23%. To address the past inequitable land distribution, the government formulated two Land Reform programmes, namely the Affirmative Action Loan Scheme (AALS) and the National Resettlement Programme (NRP), which benefitted 5,399 beneficiaries (Tables 5-7). Previously advantaged farmers owned
27.9 million hectares (70%) of the freehold agricultural land, while the previously disadvantaged communities owned 6.4 million hectares (16%) and the government 5.4 million hectares (14%). Females only owned 23% of the freehold agricultural land, whereas males owned 77%. To enhance ownership and management of communal land, the granted customary rights stood at 72,348 from 2003 – 2014, and it increased by 72,437 to 144,785 in 2020.

Table 5: Progress on land acquisition

Progress on land acquisition		
Indicator	**1990**	**2019**
# of Ha acquired for resettlement purposes	6,800 ha	3,310,249 ha
Communal land rights issued	0	120,571
Size of agricultural land		
Communal (Ha)	36,256,000	28,765,199
Commercial (Ha)	N/A	39,658,996
Number of resettlement Farms	1	561

Source:MAWLR, 2021

Since the introduction of the resettlement programme, a total number of 5,399 beneficiaries have been resettled. [15]

Footnote

[14] Ministry of Agriculture, Water and Land Reform (MAWLR)

[15] AgriBank,2021

Table 6: Beneficiaries of resettlement farms in Namibia

Beneficiaries of resettlement farms in Namibia		
Region	**No of Farms**	**No of Beneficiaries**
Hardap	95	405
Kharas	93	184
Omaheke	94	1399
Khomas	17	213
Erongo	30	191
Otjozondjupa	74	485
Oshikoto	19	321
Kunene	62	2201
Total	**484**	**5,399**

Source: AgriBank, 2021

The Affirmative Action Loan Scheme (AALS) was introduced in 2004/5 to assist previously disadvantaged Namibians in acquiring market agricultural land through subsidised interest rates. Since 2004, a total loan amount of approximately N$310 million has been disbursed to 158 beneficiaries resulting in the acquisition of 705,849.4030ha in Namibia through the AALS (Table 7).

Table 7: Summary of AALS Loans by Year

Summary of AALS Loans by Year			
Year	**Number of Loans**	**Total Hectares**	**Amount Granted (N$)**
2004	62	311,495.8499	99,530,900.00
2005	10	42,233.7663	14,527,000.00
2006	9	34,892.0893	12,260,700.00
2007	22	82,537.0312	37,734,422.00
2008	10	44,099.8803	18,117,464.80
2009	8	30,196.7660	14,627,550.00
2010	10	47,084.2586	20,818,946.61
2011	5	22,674.4002	9,811,400.00
2012	6	17,900.6803	12,243,675.00
2013	7	29,510.0572	31,820,300.00
2014	3	24,865.6551	14,715,132.00
2015	1	2,134.2163	2,335,130.00
2016	3	7,561.7084	6,661,420.00
2018	1	4,663.0534	7,457,000.00
2020	1	3,999.9905	6,878,605.00
Total	**158**	**705,849.4030**	**309,539,645.41**

Source: AgriBank, 2021

5.3.2.2 Agricultural production and development

Crop Production

The Government has several initiatives aimed at increasing local agricultural production, including the Green Scheme and the National Horticulture Development Initiative (NHDI). The Green Scheme encourages the development of irrigated agronomic production with a target of reaching approximately 27,000 hectares along the perennial rivers bordering Namibia. The government made commitments to invest in green schemes to improve production capacity and increase food security in the country. Only seven green schemes existed in Namibia in 1990, and to date, the government increased the number of Green schemes to 11.

The Green Scheme has not met many of its initial goals: less than 9,000 hectares were under irrigation and several of the Green Scheme projects struggled financially. As such government through Cabinet Decision No.: 21st/23.11.21.012 directed that the Green Schemes should be leased out to private operators on a Public Private Partnership (PPP) and the Namibian business community are encouraged to participate in the Request for proposals. Furthermore, Government needs to continue leading the implementation of the Green Scheme Programme through the establishment of a National Irrigation Master Plan to ensure that the intended 27 000 ha are put under irrigation through PPP. Moreover, the Small-Scale Farmer's Programme under the Green Scheme Initiative needs to be supported to ensure youth participation in the Green Scheme Programme.

The National Horticulture Initiative is aimed at promoting the production and marketing of fruits and vegetables, at the small and medium scale levels, by supporting the establishment of collection points or centers for agricultural produce such as vegetables and fruits. This is to be further strengthened by the support of resettled farmers with irrigation system for them to venture into horticulture production.

At household level, Government has introduced initiatives such as the Dry Land Crop Production Programme (DCPP) complemented by the Namibia Agricultural Mechanization and Seed Improvement Project (NAMSIP) which is co-funded by the African Development Bank (AfDB) among others. This programme intents to support subsistence farmers through the provision of ploughing, planting, weeding and harvesting services. Moreover, the Government through NAMSIP has already started with the provision of irrigation systems to some of the farmers with the aim to accelerate food and employment creation at the household level. The Government will continue implementing these initiatives across the country aimed at improving food security. During 2022/2023 financial year, a total of 61527 (25473 male and 36054 female) benefited from the DCPP while 1251 (613 male and 623 female) benefitted from Horticulture Support and Value Chain Development Programme (HSVCDP). The National strategic food reserves programme was implemented to maintain an optimal level of food reserves to address local food shortages. Through the program, the number of grain storage facilities and agricultural development centres increased from 8 (1990) to 13 (2019), respectively, resulting in the national strategic food reserve capacity improving to 22,900 MT against the Vision 2030 of 67,000 MT.

Table 8: Progress on agricultural production and development

Progress on agricultural production and development		
Indicator	**1990**	**2019**
# of Green Schemes	7	11
Total Production Land capacity (hectares)	896	6271
Total Production Capacity (Tons)	7168	50168
# of Agriculture Technology Centres	0	2
# of Veterinary Clinics	17	37
# of Agricultural Development Centres	8	145
# of Grain Storage Facilities	8	13

To improve the production capacity and increase food security in the country, two specialised entities were established, namely the Agricultural Business Development (AgriBusDev) in 2011 and Agro-Marketing and Trade Agency (AMTA) in 2013. Despite the establishment of AgriBusDev, it was found that the green schemes' productivity did not meet expectations due to the array of operational challenges experienced. To this end, an evaluation by NPC recommended that AgriBusDev revert its functions to the Ministry of Agriculture, Water and Land Reform. AMTA, on the other hand, was created to manage the fresh produce hubs and national strategic food reserve facilities to ensure high-quality standards to achieve food security. In this regard, two Fresh Produce Business Hubs (FPBH) were constructed at Ongwediva (2013) and Rundu (2016) to market agricultural products, with the Windhoek FPBH at the earthwork stage.

The Market Share Promotion (MSP) scheme as part of the growth at-home strategy implemented by the Namibian Agronomic Board that was introduced in 2005 to support the production and marketing of controlled crops by promoting the sale of locally produced fresh fruits and vegetables by potentially restricting the direct importation of such crops. When the MSP was introduced, the minimum percentage to be sourced locally stood at 5% in (2005) but it has grown steadily to 47% (2021). Results of MSP have shown that in 2010/2011, 7,443 tons of locally produced fresh fruits and vegetables were produced locally while 35,558 tons were imported, indicating a difference of 28,115 tons. In the 2018/19 reporting period, 31501 tons were produced locally, and 57,581 tons of fresh produce were imported, reducing dependency to 26,080 tons of imported produce.

Livestock Production

livestock sector is divided into two parts: the northern part, which comprises of communal areas, which are endemic to animal diseases, and the central southern part comprising of commercial and communal areas above the Veterinary Cordon Fence (VCR), which are mainly animal disease free. The Namibian livestock sector consists of cattle, sheep, pigs, and goats, accounting for about 76% of livestock production of the overall agricultural output value, of which 70% is from the commercial area and 6% from communal regions (MIT, 2020). At the start of Vision 2030, the contribution of livestock to GDP was 2.2% and increased to 4% in 2021. The value of the livestock sector was N$930 million in 2004 and grew by 681% to N$7.3 billion in 2021. Meat processing contributes about 0.2% to 0.4% of GDP. The export of live animals, mostly cattle and sheep, has historically contributed about 2/3rd of the agricultural export by value. The Government also secured alternative export markets for beef products originating from the area South of the VCF in the United States of America and the People's Republic of China that improved the foreign exchange earnings for Namibia.

Since 2004, Government has placed an export levy of 30% on cattle weighing above 450kg, however this prohibition did not contribute to the intended revenue collection or reduction in the number of animals exported to South Africa on-hoof as weaners or slaughter cattle to increase throughput at export abattoirs in Namibia. According to the Meat Board of Namibia, 99% of the animals exported on hoof are below the threshold. The shortage of slaughter animals have rendered export abattoirs to slaughter below capacity notably between 2016 and 2021. Other challenges that affected the performance of the livestock sector and meat industry include the Covid-19 pandemic, natural calamities such as droughts, floods, disease outbreaks and pests, increasing livestock prices, high fodder and feed costs, high production costs in the agro- processing facilities and logistics as well as lack of incentives.

Since the inception of Vision 2030, several efforts have been made to improve livestock production. This includes developing 25 livestock breeding and marketing facilities in Northern Communal Areas (NCA) in 2015/16. Sixty households were provided with small stock breeds in 2014/15, which increased to 280 households in 2021. During the period under review, the construction and refurbishment of meat processing facilities increased to 6 by 2021 to support beef value chain development in the NCA. Improvement of animal health and marketing in the NCA reached 86% of cattle vaccinated against Foot and Mouth disease and Lung sickness in 2016/17 and increased to 97% in 2021/22. The number of days taken to contain pest and diseases outbreak stood at 60 days in 2015/16 and improved to 40 days in 2021/22.

After implementing a National Rabies Control Strategy since 2016 aimed at eliminating Dog- mediated Human rabies from Namibia, by conducting rabies mass vaccination of dogs and rabies awareness. Namibia acquired a Rabies Control Program endorsed by the world Organisation for Animal Health. Since 2016, the number of rabies cases in animals has reduced from over 100 cases per annum to 28 cases in 2021 while cases of humans that died of rabies before 2016 were on average 26 deaths per annum and reduced drastically as only 2 cases were recorded in 2021.

Small holder farmers have limited access to markets and therefore unable to compete on an equal footing with the commercial farmers. The Government with the support of the European Union has introduced the Livestock Support Programme (LSP) to improve the marketing of livestock in the Northern Communal Areas. Through this programme government will construct market infrastructures such as upgrading of the Opuwo Abattoir, Katima Meat Processing Plant, quarantine facilities, feedlot and fodder production at Etunda Irrigation Project. In terms of crop and horticulture, Government will continue to implement the Cabinet decision for OMAs to procure locally agricultural produce thereby ensuring that farmers have a market for their produce. Other initiatives include Poultry Value Chain Development Programme (PVCDP), and Dairy Value Chain Development Scheme. During the 2022/2023 financial year a total of 606 male and 1012 female) farmers benefited from PVDCP.

During November 2019, MeatCo established a Subsidiary for the NCA, to operationalize the NCA abattoirs and explore market opportunities for the NCA farmers in Namibia (NCA and South of the VCF), Africa, Middle East and South East Asia. In 2021, MeatCo implemented the Commodity Based Trade procedure at Katima Mulilo Abattoir and enabled the exportation of certified beef products to Ghana through the African Continental Free Trade Area Agreement.

Integrated Market for Agricultural Products

The natural environment plays a vital role in determining the social and economic well-being of the nation. Most rural Namibians rely on natural resources: commercial fishing, mining, agriculture and nature-centred tourism. One of the proposed strategies for promoting integrated rural and urban development in Namibia during the Vision 2030 period is to set in motion the process of harmonizing the instead segmented local markets for agricultural trade and ultimately remove the "red line".

One of the resolutions of the Second National Land Conference (1-5 October 2018) was removing the fence. The conference resolved that the Government should gradually start removing the Veterinary Cordon Fence considering various factors and that the Abattoirs in communal areas should be renovated and upgraded to Class A Abattoirs suitable for export.

Cabinet has finally directed that the Ministry of Agriculture, Water and Land Reform must accelerate the completion and renovation of abattoirs and the construction of additional abattoirs in places such as Eenhana, Rundu, and Katima Mulilo. The Ministry of Finance and Public Enterprises has also been tasked to use the powers vested in the Procurement Act to accelerate directives allowing farmers north of the cordon fence to provide beef and crops for consumption in Government Owned Entities north of the redline.

5.3.2.3 Forestry

At the inception of Vision 2030, the country experienced increased deforestation, unsustainable use of wood and woodland products, and insufficient tenure over woodlands and woodland resources. To ensure sustainable utilisation of resources and induced community ownership, the implementation of the Community Based Natural Resources Management (CBNRM) programme was intensified. Through the Forest Act of 2001, as amended in 2005, by the end of 2017, there were 43 registered community forests within the realm of CBNRM. The registered community forests covered 72,537 km2 of Namibia, 89% overlapping with conservancies.

There are 32 registered community forests within NCA, covering 30,828 km2 of Namibia, which overlaps 95% with conservancies. As a result of the CBNRM programme, communities are enjoying the use of indigenous plant resources and forest produce, as well as grazing, cropping and the building of infrastructure within the classified forest.

5.3.2.4 Wildlife and Tourism

Namibia's unique natural beauty, desert landscape, diverse fauna and flora has attracted many tourists. Tourism is considered one of the priority sectors for economic development in Namibia in terms of its contribution to employment and GDP. Since independence, tourism has been on an increasing trend though at a slow pace, recording 167,162 tourists in 2004 to 1.6 million tourist arrivals in 2019. However, tourist arrivals decreased to 169,565 in 2020 from 1.6 million in 2019 (MEFT, 2021). The main driver for the decrease in 2020 was the closure of borders and travel bans as one of the measures to contain the COVID-19 pandemic.

In 2004, tourism's contribution to GDP stood at 1.8%. After that increased to 1.9% in 2015 and 2.1% in 2019 respectively. Conversely, the tourist sector's contribution to GDP decreased from 2.1% in 2019 to 1.4% in 2020 due to the impact of the COVID-19 pandemic.

Figure2: Number of tourist arrivals

Source: MEFT Tourist Statistical Reports 2016- 2021

Tourism is the second largest employing sector at 11.4% after agriculture (23%), making it vital to help reduce poverty, especially in rural areas (NSA, 2018). According to the Labour Force Survey reports (2012-2018), employment in the sector increased from 29,748 in 2012 to 83,056 in 2018, of which 19,156 were males and 63,900 were females (NSA, 2018).

Figure 3: Number of persons employed in the tourism sector **Source:** NSA Labour Force Survey Reports (2012 - 2018)

5.3.2.5 Conservancies

Namibia promotes biodiversity conservation through sustainable utilisation of natural resources and tourism development. Before 1996, rural communities on communal land in Namibia had no rights over wildlife, even though they often suffered extensive losses from human-wildlife conflicts. Hunting and poaching were rife, and wildlife populations were declining. To address the issue, communal conservancies were introduced through the CBRNM. Prior to the formulation of Vision 2030, the number of registered conservancies was 4 in 1998. It increased to 31 in 2004, 78 in
2012 and 86 in 2021, respectively, surpassing the Vision 2030 target of establishing 65 conservancies. The 86 registered conservancies cover 166,045 km2 of the country. Out of the 86 conservancies, 38 are in the Kunene region, 15 in Zambezi, 8 in Otjozondjupa, and five are in Kavango East, 4 in Karas and the remainder distributed in other regions except for Khomas, with none (MEFT, 2021). In addition, the number of national parks increased from 16 in 1990 to 20 in 2019. Furthermore, about 212,092 people in 2017 and 233,114 in 2020 benefited from conservancy
activities (MET/NACSO, 2020).

The improved management of wildlife through the increase in national parks and conservancies has resulted in increased wildlife population, which in turn brought about human-wildlife conflicts. The national policy on human-wildlife conflict management of 2009 outlines compensating victims of human-wildlife conflicts. In 2013 there were eight reported fatality cases, while in 2019, there were 39 cases of people injured and 20 fatalities due to human-wildlife conflict.

In 2020, Namibia paid around N$5.04 million (USD370, 000) to individuals, farmers and conservancies for livestock loss, crop damage, injuries to people and loss of life due to human- wildlife conflict.

According to the state of community conservation report for 2019, about N$9.1 million in 2004 was generated as returns from conservancies which later increased to N$132 million in 2017 and N$155 million in 2019, respectively. In addition, from 1990 to 2019, community conservation contributed N$9.7 billion to the country's national income.

Community-based tourism offers significant potential for economic development in rural areas. The benefits of community-based tourism result from the employment of community members and cash income from tourism enterprises. The revenue generated from tourism activities positively impacts local communities in terms of salaries and wages, as well as transport businesses in rural areas through conservancies. Conservancies earn money from tourism and hunting operations (MEFT/NACSO, 2019). Moreover, conservancies generate additional income, which goes directly to residents. On that note, since 1995, the total income generated in conservancies grew from less than a million to N$14.5 million in 2004 and increased to N$155.6 million in 2019. However, the effect of the COVID-19 pandemic is also reflected in the figure for 2020, as income decreased from N$155.6 million in 2019 to N$96.3 million in 2020.

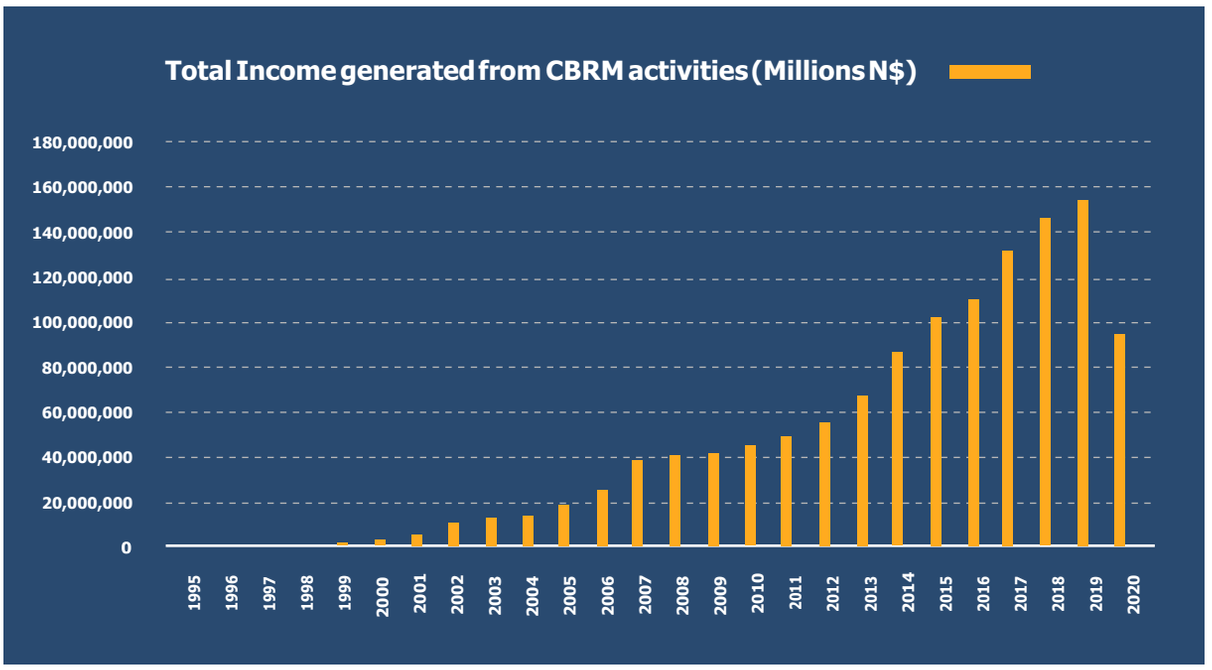


Figure 4: Total Income generated from CBRM activities (Millions N$) **Source:** MET/ NACSO Annual Reports (2013-2020)

5.3.3 Fisheries and Marine Resources

The Namibian fishing sector is divided into marine capture fisheries and inland capture fisheries (marine and freshwater aquaculture) sector. The marine capture fisheries sector is exclusively industrial, with fish and seafood types such as hake, monkfish, horse mackerel, rock lobsters and red crab. The marine catches land at the country's major ports – the Port of Lüderitz and the Port of Walvis Bay. The inland capture is from the rivers, for example, the rivers on the borders to Angola (Kunene and Kavango Rivers), Zambia (Zambezi River), and South Africa (Orange River).

Fisheries significantly affect economic growth, employment creation, nutrition, and foreign exchange earnings in Namibia. The fishing sector contributed 3.7% to GDP in 2004, which declined to 2.6% in 2021. Overall, the average GDP contribution was 3.1% between 2004 and 2021. Namibia has introduced a deliberate policy regarding employment and value addition as provided by the 4th and 5th National Development Plans. Onshore value addition in the hake fishery is encouraged through the 70:30 wet split policy. This implies that 70% of the TAC is to be landed as wet for onshore processing and 30% as a freezer for off-shore processing. This policy has made great strides in the hake value addition as over 85% of Namibian hake is value-added. Given NDP5 horse mackerel is to be allocated 70% of the TAC for onshore processing whilst 30% is for the freezer, due to limited capacity in the midwater fishery, only 40% is utilised for onshore processing.

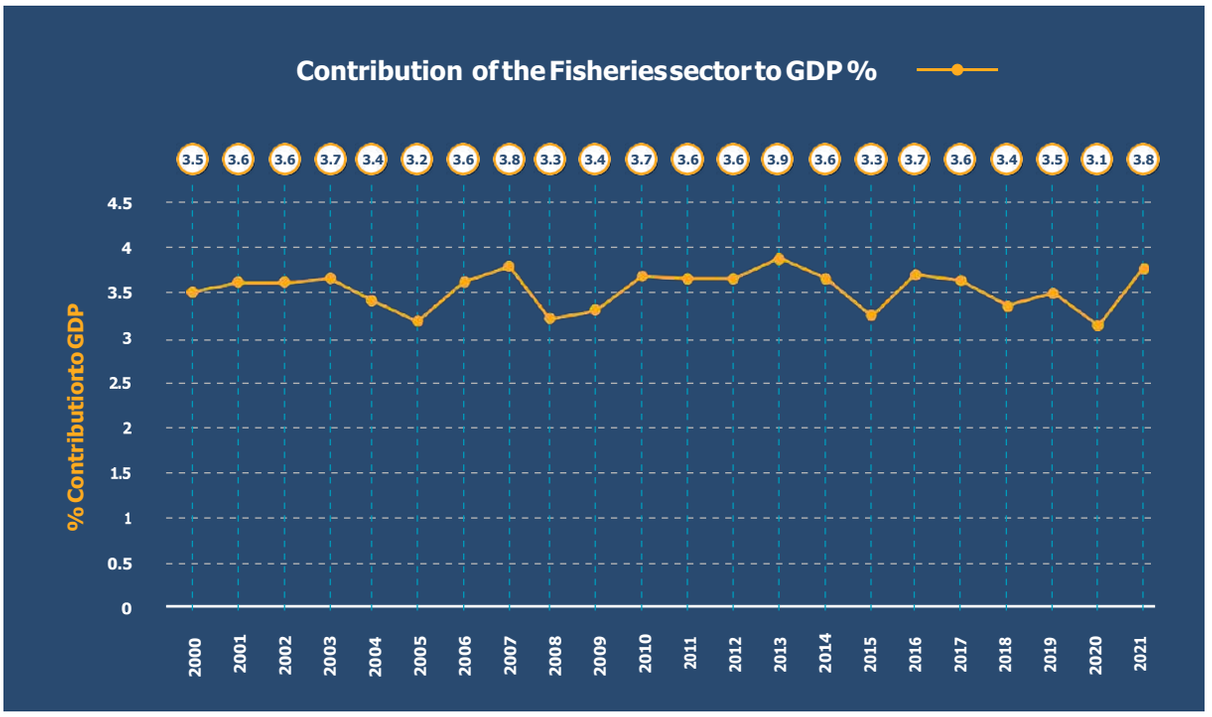


Figure 5: Contribution of the Fisheries sector to GDP **Source:** MFMR/ Namibian Statistical Agency, 2013/14

The sector played an important role in terms of employment creation. At independence, 2,784 people were employed in the sector, reaching the highest employment rate of 16,510 in 2015/16, according to the latest available figures. The fishing sector is mainly dominated by Namibians, making up about 95% of the total employment. The increase in employment could be attributed to the purchase of vessels and investments in processing facilities.

The three main sub-sectors in terms of employment are hake, small pelagic, and horse mackerel. The hake fishery accounts for about 70% of the total employment created by the Namibian fisheries sector. The reduction of vessels from nearly 270 in 2006 to below 200 by 2010 partly indicates a reaction to this fear.

Revenues Generated from the fishing sector.

The Marine Resources Policy 2004 provides the extraction of resource rent through fees and levies from the sector. The Marine Resources Act of 2000 defines the legal basis for determining fees and levies payable. Figure 6 reflects the total revenue collected from the fishing industry for 18 years from 2004 to 2021. The total revenues consist of quota and license fees paid into the State Revenue Fund for governmental projects and programmes, whilst the levies are paid into the Marine Resources funds for fisheries Research, Training, and Development. In 2004, the total revenue generated from the fishing sector stood at 119 million, which has steadily increased to 227 million by 2021, an increase of 91.35%. The sector has contributed about N$2,8 billion in revenue to the government since 2004.

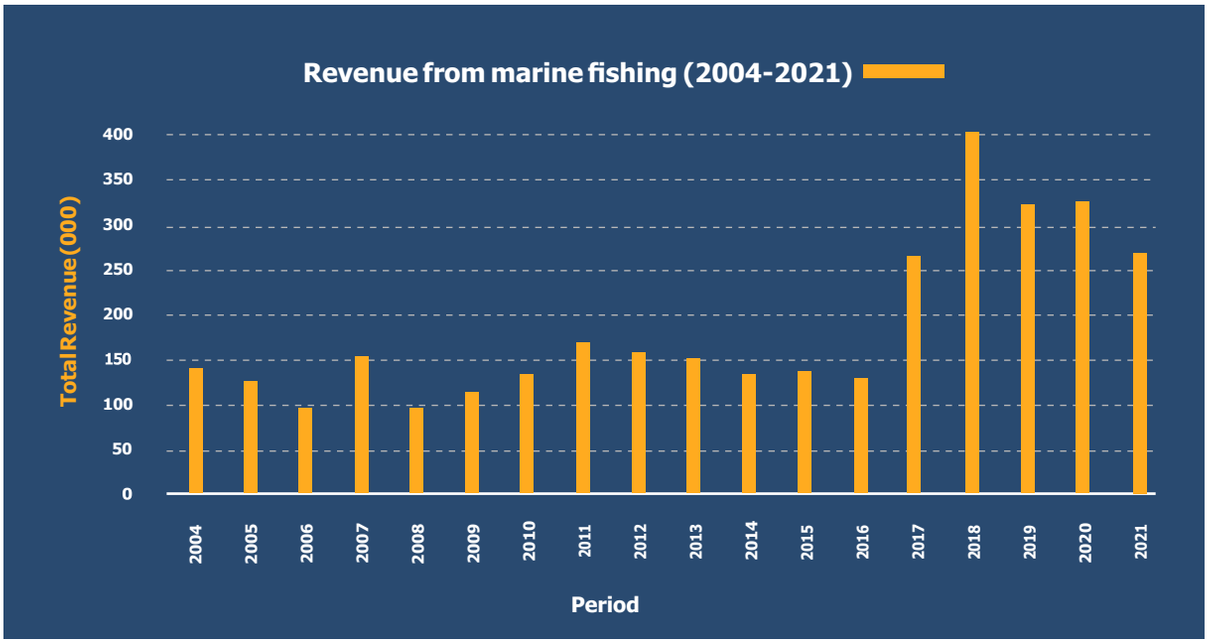


Figure 6: Revenue from marine fishing(2004-2021)

Source: Ministry of Fisheries and Marine Resources

Sustainable management of marine and fishery resources

At independence, Namibia inherited overexploited fish resources and hence needed to quickly set up legal and institutional frameworks to rehabilitate and sustain fish stocks. The Exclusive Export Zone (EEZ) declaration was an important step. The country implemented the Marine Resource Act of 2000, followed by Namibia's Marine Resource Policy of 2004, to ensure the responsible development and management of marine resources. Namibia has adopted a precautionary approach to managing its fisheries and marine resources by limiting access by granting fishing rights, setting Total Allowable Catch (TAC) annually, and allocating fishing quotas.

Furthermore, Namibia has initiated the development of a blue economy policy to sustainably maximise economic benefits from aquatic resources and ensure equitable aquatic wealth distribution and environmental sustainability. This ultimately will prevent over-exploitation of the resources.

Significant improvements have been made in regulating marine resources (fish) and monitoring stocks. Figure 7 below shows the Total Allowable Catch (TAC) against the total fish species that were landed during the review of the Vision 2030 period (2004-2021). It can be deduced that the fish stock has been managed well through a sound regulatory framework. Hence the landings do not exceed the TAC. The scientific research informs the TAC setting at sea by qualified biologists to determine the availability of different fish stocks, unlike during pre-independence when fish stocks were unsustainably exploited.

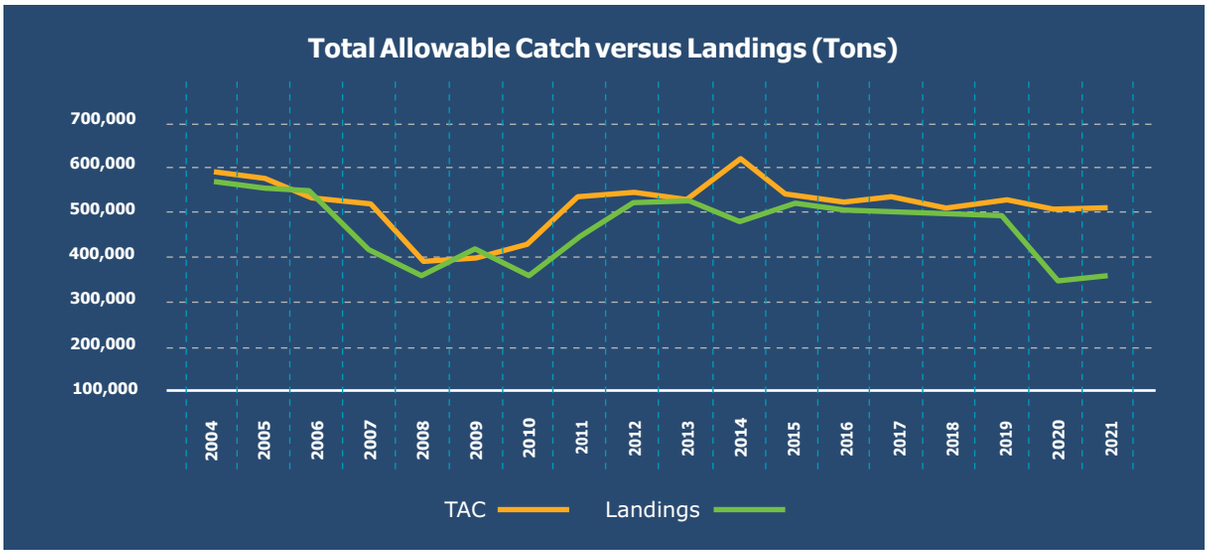


Figure 7: Total Allowable Catch versus Landings (Tons)

Source: Ministry of Fisheries and Marine Resources

2004, 179 fishing rights were granted to harvest marine resources, with 184 rights issued in 2009. In 2016 the number of fishing rights was 338 and increased to 455 rights by 2020. The Namibianization of the fishing industry introduced in 2004 has resulted in more Namibians benefiting from the fishing sector through fishing rights allocation.

Namibia has made considerable progress in marine resource research since 2000 and has acquired a state-of-the-art multidisciplinary research vessel, RV Mirabilis. To ensure the proper management of marine resources through surveillance and monitoring, the MFMR acquired the following two coastal patrol vessels, namely PV "Anna Kakurukaze Mungunda" and PV "Nathaniel Maxuilili" as well as one patrol aircraft (Sea Eagle I V5-EEZ). Furthermore, the Marine Resource Act of 2000 was enacted to govern the licensing of vessels and management of the resources.

The fishing sector grew in real value added by registering 6.1 per cent in 2019 compared to the marginal growth of 0.1 per cent recorded in the previous year. The increase was mainly reflected in the landings of demersal fisheries that recorded positive growth. Considerable progress was also on the volume of fish handled, canned or processed, where the outturn of 30% was registered against the target of 20%. However, the fishing subsector recorded a decline of 9.4% during 2020 against an increase of 8.0% recorded in the previous year, driven mainly by the declines in fisheries landings of demersal and Mid-water.

5.3.4 Fresh Water Aquaculture

Inland Aquaculture

Before 2004, there were only two aquaculture centres: the Mpungu Fish Farm (2002) and Onavivi Inland Aquaculture Center (2003). The number of aquaculture farms increased to a total of 8 during the review period (Ongwediva Inland Aquaculture Center (2008), Kamutjonga Inland Fisheries Institute (2008), Zambezi Inland Aquaculture Center (2015), Rundu IAC, Epalela fish farm (2007), Hardap IAC and Leonardville Fish Farm (2018)). To date, there are 122 ponds countrywide, and ten ponds in Omusati, Oshana, Omaheke, Zambezi and Kavango East regions, producing fish mainly for local consumption.

Freshwater fish farming is mostly with species such as tilapia and catfish in open ponds. At the same time, marine aquaculture (mariculture) involves the farming or husbandry of aquatic organisms, mainly molluscan shellfish, in coastal areas in either ocean-based production systems or in land-based production systems focusing on oyster, mussels, clams, abalone and seaweed. The mariculture sector is driven commercially with private investment into various activities and trading in international markets. There is a project for seaweed culturing in Lüderitz with a production estimate of 840,000 tonnes of dried seaweed for green vegetable vitamins for human consumption and for producing nutritious livestock fodder at full-scale operation. There are 11 mariculture farmers with annual production between 200-800 tonnes and 200-500 direct employment for the last ten years. There was a substantial decrease in the number of fingerlings distributed between 2008 and 2010; the same is true for the number of farmers receiving fingerlings. Fish harvested from inland aquaculture fishery operations were 4100 1700 tons in 2015 and 2019, respectively.

The government has initiated a policy objective with regard to food security locally and promoted local fish consumption by establishing the Namibian Fish Consumption Promotion Trust (NFCPT) in 2001. To date, the Trust has set up 18 fish shops in all 14 regions and has done considerable work promoting local fish consumption by making fish accessible and affordable. The Trust is also imparting skills to the public about the socio-economic benefit of consuming fish.

5.3.5 Non-renewable and renewable resources

Non-renewable resource in Namibia includes minerals such as diamond, copper, uranium, zinc, gold, lithium, lead, fluorspar and precious stones, industrial minerals, and dimension stones. Other non-renewable resources include coal, oil, natural gas etc.

Mining

The mining sector, as the mainstay of the Namibian economy, contributed an average of 10.4% to the country's GDP over the review period (2004-2021). Namibia's diamonds are deemed one of the best in the world in terms of quality. Moreover, the country is ranked 4th in uranium oxide and 6th in diamond producer worldwide (Jemwa & Mosweu, 2021).

The mining sector attracted N$1.7 billion in 2004 and N$8.4 billion in 2021, constituting about 32.3% of the total investment. The total revenues from mining grew from 5% in 2004 to 8% in 2021/22. This constitutes about 30% of the total national budget, of which 40% is invested in social sectors. The Environmental Management Act of 2007, in conjunction with the Minerals Policy of Namibia (2002), requires that mines develop environmental plans to ensure the sustainability of the environment.

Electricity

Electricity supply in Namibia has not been on par with the demand as the plants supply less than 1/3rd of the local electricity consumption. In 2004, local generation stood at 1,379GWh and later increased to 1,660GWh in 2017, which decreased to 1,009GWh in 2021, respectively. The country imports energy from the region through Southern Africa Power Pool (SAPP) to meet the electricity demand. Over the years, Namibia has been importing its most significant share of electricity, mainly from Eskom (South Africa), followed by Zesa (Zimbabwe). The total electricity imports continued to rise since 2004 (1,566GWh), recording the highest of about 3,537GWh in 2018 before dropping to 2,785GWh in 2020. Therefore, Namibia must tap into other renewable energy opportunities and reduce reliance on imports.

Since independence, Nampower has been the country's sole producer and supplier of electricity. To meet future needs and accommodate new technologies, the government of Namibia has adopted the modified single buyer model (MSB) to allow transmission electricity consumers and Independent Power Producers (IPPs)[16] to transact with each other directly for the supply of electricity.

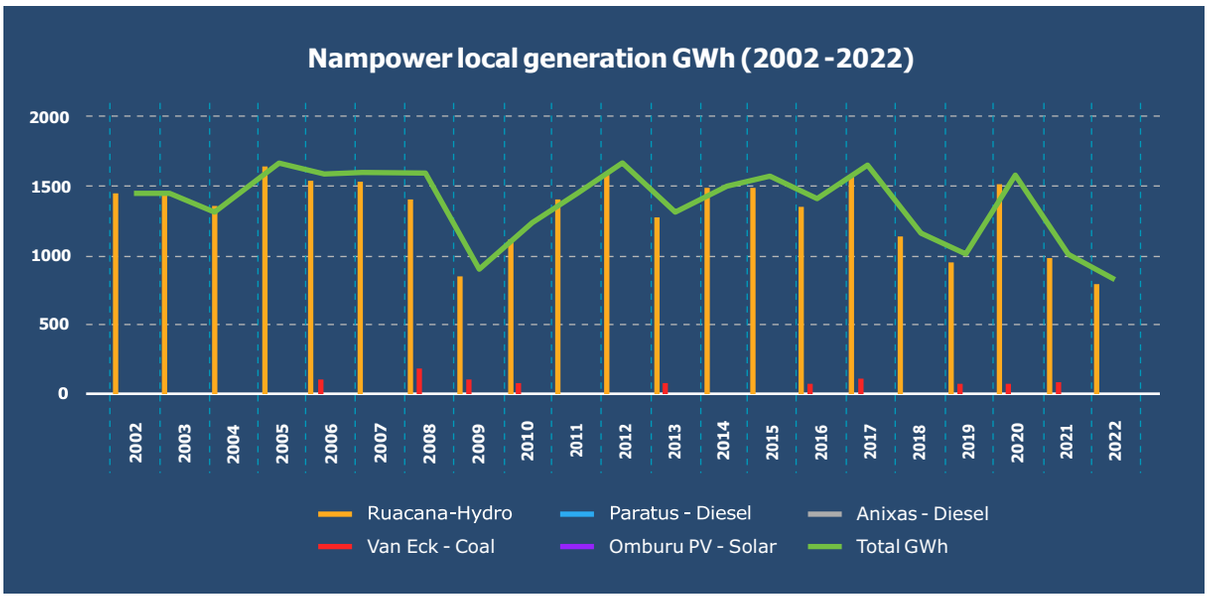


Figure 8: Nampower local generation GWh (2002- 2022)

Source: Ministry of Mines & Energy

Footnote

[16] The IPP market is categorized such as small-scale (< 5MW in capacity), medium sized (5MW-100MW capacity), large (> 100MW generation capacity) (MME, 2018).

The Renewable Energy Feed-In Tariff (REFIT) programme was introduced in 2015 to reduce electricity imports and attract private investment in renewable energy resource development. The initial portfolio project to be promoted under the programme has been capped at 70MW (14 IPP X 5 MW), of which 13 out of 14 IPPs generating 65MW are operational as of 2021.

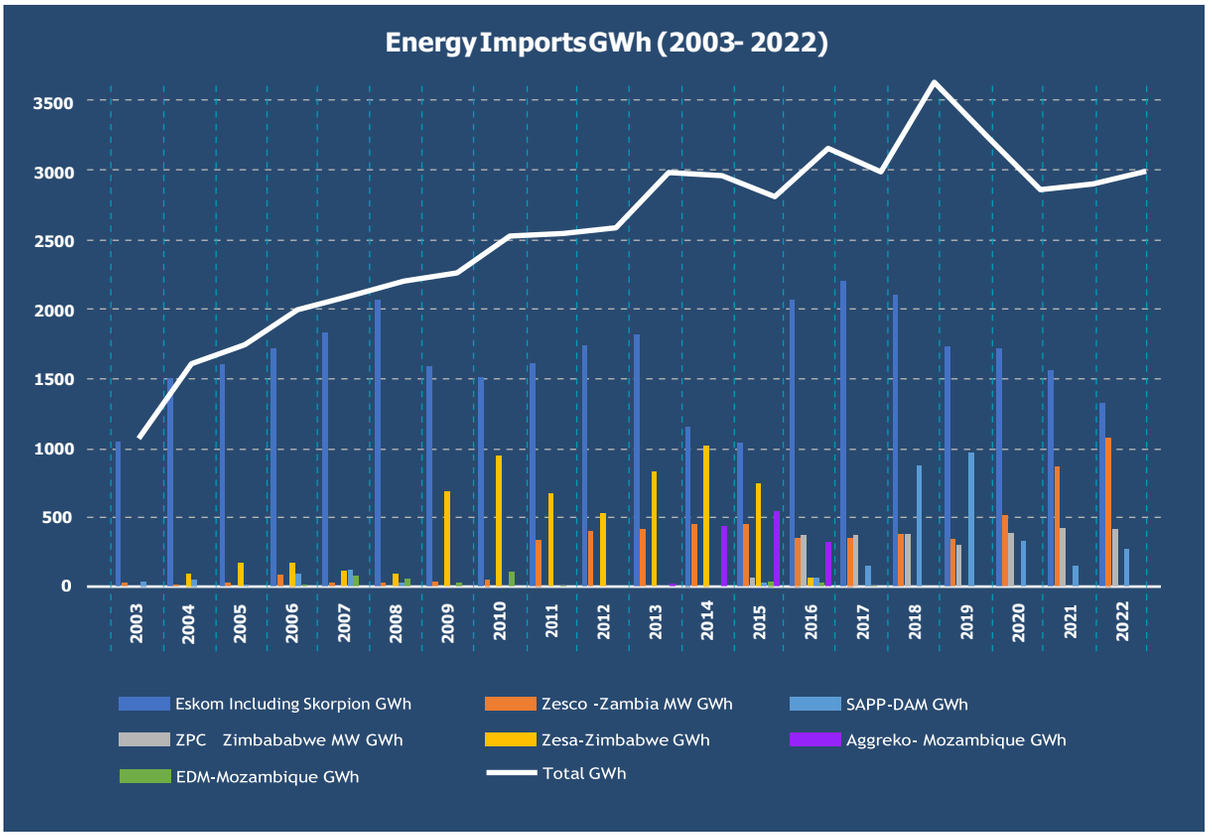


Figure 9: Energy Imports GWh (2003- 2022)

Source: Ministry of Mines & Energy

5.3.6 Biodiversity

Namibia holds a remarkable variety of species, habitats and ecosystems (biodiversity) ranging from deserts to sub-tropical wetlands and savannahs. Despite its arid climate, Namibia is one of the few African countries with internationally recognised "biodiversity hotspots". Biodiversity is not only about plants and animals but is fundamental to all survival and growth as a nation and cuts across all sectors and levels in the country.

Namibia's two global biodiversity hotspots are also home to vast mineral reserves. The most significant in Namibia is the Sperrgebiet, the restricted diamond mining area mined for over a century in the Succulent Karoo floral kingdom. Another important site is the rugged Namib Escarpment; its northern Kaoko section, in particular, is home to a vast array of endemic plants, animals and other organisms. About 1840 succulent plants survive in the Namibian Succulent Karro by storing water in swollen leaves, stems and roots. Among others, are the opuntia species, opuntia ficus-indica and portulacaria afra (spekboom), Kleinia longiflora.

To ensure sustainable and effective management of biodiversity, various policy frameworks were put in place, including the Environmental Management Act of 2007, the Nature Conservation Act of 1996, the Control Wildlife and Trade Act of 2008, the National Policy on Human-Wildlife Conflict Management, and National Community Base Natural Resources Management Act of 2013 amongst others. The first National Biodiversity Strategy and Action Plan was adopted in 2001, covering ten years (2001-2010) and the second National Biodiversity Strategy and Action Plan in 2013 (2013-2022). The strategy and the Action Plan define the status of biodiversity, the threats leading to its degradation, and the strategy and priority actions to ensure its conservation and sustainable use within the framework of the country's socio-economic development.

The Integrated Regional Land Use Plans (IRLUPS) was adopted in 2007 to facilitate the allocation of land to the development users in an integrated and efficient manner to ensure the greatest sustainable benefits. During the period under review, 7 out of 14 IRLUPs were completed in Hardap (2011), Kharas (2012), Omaheke (2017), Otjozondjupa (2017), Zambezi (2019), Kavango east (2019), and Kavango West (2019).

The environmental Act in promoting sustainable management of the environment and the use of the natural resources requires the operators to develop and adhere to environmental management plans. In this regard, the percentage adherence to environmental management plans improved from 57% in 2015 to 82% in 2021.

Over the years, Namibia has excelled in the creation and management of conservancies. As a result of this, 86 conservancies covering 166,045km2 have been established under CBNRM. In terms of sustaining wildlife populations in conservancies, from 1999 to 2013, a total of 10,568 animals of 15 different species to the value of N$30 million were translocated to 31 registered conservancies (NACSO, 2018).
To ensure that revenue is generated from tourism activities in state owned parks and help to conserve the environmental resources base, the Environmental Investment Fund was officially launched in 2012 and has since then mobilised a total of N$1,7 billion by 2021.

FACTS AND FIGURES

COMMUNITY CONSERVATION AT A GLANCE

At the end of 2019 there were...

86 registered **communal conservancies and 1 community conservation association**

43 registered **community forests** and **2 community fish reserves**

19 **tourism concessions** in national parks or on other state land held by **23** conservancies (some conservancies share concessions)

86 conservancies using the **Event Book** monitoring tool

54 conservancies conducting **annual game counts**

71 conservancies holding **quota setting feedback meetings**

69 conservancies with **own-use harvesting quotas**

50 conservancies with **conservation hunting concessions**

57 conservancies with a **game management** and **utilisation plan**

49 conservancies with a **zonation plan**

627 **game guards** and **resource monitors** working in conservancies

57 **management plans** in place

27 **sustainable business** and **financial plans** in place

54 **annual financial reports** presented

67 **annual general meetings** held

13% **female** chairpersons

43% **female** treasurers / financial managers

33% **female** management committee members

24% **female** staff members

38 conservancies directly involved with **tourism activities**

63 **joint-venture tourism agreements** with enterprises employing **1,167** **full time** and **87** **part time/seasonal** employees

50 conservation **hunting concessions** with **130** **full time** and **113** **part time/seasonal** employees

19 **small/medium enterprises** with **93** **full time** and **25** **part time/seasonal** employees

964 **conservancy** employees

975 representatives **receiving allowances**

683 **indigenous plant** product harvesters

941 **craft** producers

in communal conservancies in Namibia.

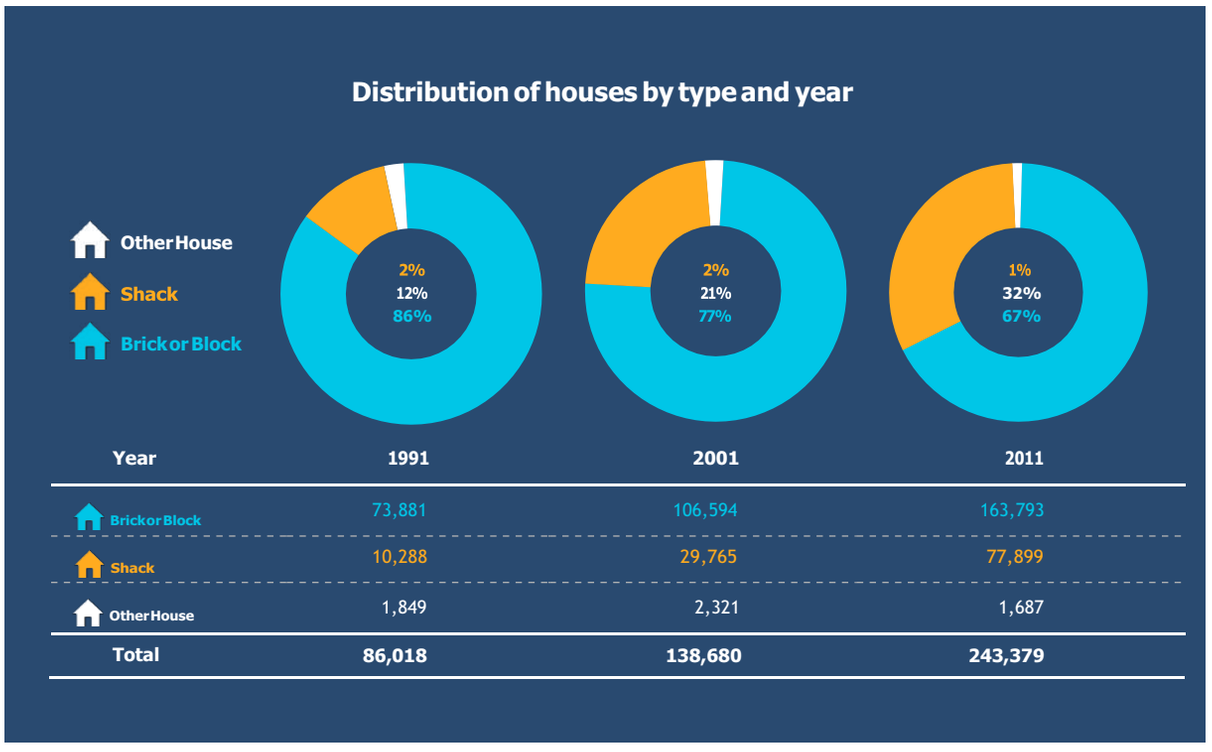
Figure10: EnergyImportsGWh (2003- 2022)

Source: NACSO, 2019 - https://www.nacso.org.na/sites/default/files/The%20State%20of%20Community%20Conservation%20Report%202019%20book.pdf

5.3.7 The Urban Environment

From 1991 to 2011, the number of brick or block houses roughly doubled from 73,881 houses to 163,793. During the same period, the number of shacks (and, to a lesser degree, houses made of traditional materials such as wood) multiplied more than seven times from 10,288 to 77,899 homes. The growth rate of shacks was therefore more than three times higher than of formal brick or block houses. This is attributed to a spike in rural urban migration of persons in search of green pastures, subsequently exerting pressure on the provision of serviced land, municipal services, and public amenities.

In 1991, 86% of all urban houses were made from bricks or blocks and only 12% were shacks, but by 2011[17] one third (32%) of all urban homes were shacks, which depicts that as the population is growing, the number of shacks also increases, meaning the rate at which blocks and or brick houses are constructed is very low despite the implementation of several housing initiative including Build Together, Shack Dwellers, National Housing Enterprise, Mass Housing and many others for the purpose of providing for the housing needs of the inhabitants of Namibia.



Year	1991	2001	2011
Brick or Block	73,881	106,594	163,793
Shack	10,288	29,765	77,899
Other House	1,849	2,321	1,687
Total	**86,018**	**138,680**	**243,379**

Figure11: Distribution of houses by type and year

Source: Censuses, 1991, 2001, and 2011

Footnote

[17] Namibia Population and Housing Census 2011.

The statistics in Figure 11 provide a measure of the demand for housing and services, as it can be assumed that families living in shacks are in need of formal housing and piped water, sewage, waste removal and electricity services. Thus, in 2011 about 78,000 formal houses were needed to replace the urban shacks. That figure had grown to about 140,000 houses in 2017. In 2004, The housing backlog was 80,000 units and by 2021 it was estimated at 300,000.

Regarding sanitation, by 2004, about 37% of households in Namibia reported having flush toilets, while 8% reported to use pit latrines and 1% made use of bucket system, while majority (53%), with no access to toilets (GRN, 2004)[18]. Generally, large proportion (75%) of urban households use flush toilets, compared to 11% for rural households. However, the situation improved by 3% basis point in 2009, with 40% of households in Namibia use flush toilet, while 10% use pit latrines and 49% have no access to toilet facilities[19]. It can also be observed that a large proportion of urban households use flush toilets with 78%, compared to 10% for rural households (GRN, 2010). During the review period, more than 87,200 pit latrines toilets were constructed in rural areas by 2021.

5.4 Summary Status

Tables below summarises implementation status of indicators across the natural resources and environment thematic area.

Table 9: Status of 2030 Indicators and Targets for natural resources and environment thematic area

Status of 2030 Indicators and Targets for natural resources and environment thematic area.	
Objective	**Achievements/Progress**
Freshwater And Associated Resources • By 2030, equitable access to water should be supported by water pricing that reflects the cost of water supply with subsidies being fully transparent and mainly restricted to lifeline amounts for low - income users. • Greater dissemination and use of Namibia's Natural Resource Accounting programme to inform policies and future development. • The proportion of water reused and recycled is increased. • The proportion of water derived from alternative water sources, e.g. desalination, has increased. • Number of basin management committees that are established and functioning, has increased. • Number of Water Point Committees that are established and functioning, has increased.	1. The Erongo desalination Plant was constructed between 2008 and 2010 2. The Neckartal Dam, one of the largest dams in Namibia was completed in 2019, with a full supply volume of 853 Mm 3. Water infrastructures improved especially in rural areas. • Number of boreholes increased from 2341 in 1990 to 5496 in 2019. • Bulk water supply increased from 1713 in 1990 to 6516 in 2019 • Number of rural water points increased from 1800 (1990) to 7331 (2021). • Number of water reservoirs were 123 in 1990 and increased to 550 in 2019 **4.** Prior to 2004, there were only two aquaculture centers, the number increased to 8 by 2021. Additionally there is a total number of 122 ponds countrywide **5.**

Footnote

[18] Namibia Household Income and Expenditure Survey, 2003/04, Central Bureau of Statistics, National Planning Commission

[19] Namibia Household Income and Expenditure Survey, 2003/04, Central Bureau of Statistics, National Planning Commission

Objective	Achievements/Progress
Freshwater And Associated Resources • By 2030, equitable access to water should be supported by water pricing that reflects the cost of water supply with subsidies being fully transparent and mainly restricted to lifeline amounts for low - income users. • Greater dissemination and use of Namibia's Natural Resource Accounting programme to inform policies and future development. • The proportion of water reused and recycled is increased. • The proportion of water derived from alternative water sources, e.g. desalination, has increased. • Number of basin management committees that are established and functioning, has increased. • Number of Water Point Committees that are established and functioning, has increased.	1. The Erongo desalination Plant was constructed between 2008 and 2010 2. The Neckartal Dam, one of the largest dams in Namibia was completed in 2019, with a full supply volume of 853 Mm 3. Water infrastructures improved especially in rural areas. • Number of boreholes increased from 2341 in 1990 to 5496 in 2019. • Bulk water supply increased from 1713 in 1990 to 6516 in 2019 • Number of rural water points increased from 1800 (1990) to 7331 (2021). • Number of water reservoirs were 123 in 1990 and increased to 550 in 2019 **4.** Prior to 2004, there were only two aquaculture centers, the number increased to 8 by 2021. Additionally there is a total number of 122 ponds countrywide
Production Systems and Natural Resources • The issue of tenure - peoples' rights, responsibilities and authority over land and natural resources. • Achieving sustainability in the land and agricultural sectors, and the need for diversified livelihoods. • Promoting sustainability of the forestry sector - timber and non-timber forest products	1. The National Agricultural Policy of 1995 was revised and adopted in 2015 with the objective of enhancing agricultural production, agro -processing and marketing. 2. In 1990, there were only 6800ha (1 farm) for resettlement purposes, but this number increased to 3,310,249 ha (561 ha) in 2019. 3. Number of green schemes increased from 7 in 1990 to 11 in 2021. 4. Number of veterinary clinics increased from 17 (1990) to 37 in 2019. 5. Number of agricultural development centres and number of grain storage facilities increased from 8 in 1990 to 145 in 2019 respectively. 6. As of 2017, there were at least 86 registered communal conservancies. 7. By 2019, there were 43 registered community forests covering a total of 72,537 km2 of Namibia, which overlaps 95% with conservancies. 8. About N$9.1 million in 2004 was generated as returns from conservancies which later increased to N$132 million in 2017 and N$155 million in 2019 respectively. 9. Since independence, tourism has been on an increasing trend though at a slow pace, recording 167,162 tourists in 2004 to 1.6 million tourist arrivals in 2019. However, tourist arrivals decreased to 169,565 in 2020 from 1.6 million in 2019 due to Covid-19. 10. In 2004, tourism contribution to GDP stood at 1.8% thereafter increased to 1.9% in 2015 and 2.1% in 2019 respectively. Conversely, the tourist sector's contribution to GDP decreased from 2.1% in 2019 to 1.4% in 2020 as a result of the impact of Covid-19 pandemic. 11. The fishing sector contributed 3.7% to GDP in 2004 which declined to 2.6% in 2021. Overall, the average GDP contribution was of 3.1% between 2004 and 2021. 12. In 2004, the total revenue generated from the fishing sector stood at N$120 million and this has steadily increased to N$2,000,000.00 by 2021, an increase of 18%. 13. Most revenue is raised from Quota fees which stood at N$85 million in 2004 to 68 800 million in 2021. The Marine resources Fund levy raised about N$17 million 0000 in 2004 and increased to 102 872 million in 2021.

Objective	Achievements/Progress
	14. The mining sector as the mainstay of the Namibian economy contributed an average of 10.4% to the country's GDP over the review period (2004 -2021). 15. The mining sector attracted investment to the tune of N$1.7 billion in 2004 and N$8.4 billion in 2021 which constitutes about 32.3% of the total investment. The total revenues accruing from mining grew from 5% in 2004 to 8% in 2021/22.

5.5 Conclusions

Natural resources directly and indirectly benefit communities through improved living standards, employment, food security and nutrition, education, health, sanitation, furniture, agricultural farming, housing and public amenities. Several initiatives were introduced by the government to ensure optimal utilisation of resources to benefit community members, and the country at large although various challenges have been experienced that is hampering greater utilisation of natural resources.

Agriculture is the main sector that could create employment in the country and an investment portfolio to attract investors. The red line, also referred to as the Veterinary Cordon Fence (VCF), is a pest-exclusion fence separating northern Namibia from the central and southern country parts. Since its existence, the line served to control stock diseases and protecting Namibia's beef exporting industry from stock diseases such as foot and mouth and lung sickness. However, the line has also limited northern people/farmers from accessing the market for their products such as meat, milk, skins in order to improve their livelihoods. Food security is another factor to improve people's livelihoods.

Findings in terms of progress towards set targets show mixed results. Some areas are achieved, and some are likely to be achieved in the remaining few years of Vision 2030.

The agricultural industry is indeed at crossroads with so many opportunities and challenges facing it. In order for Namibia's meat industry to survive and thrive, it is critical that all sectors converge especially the livestock producers to harmonise and work together for the betterment of mainly 70% of Namibians who are dependent on the livestock sector for their livelihoods in terms of food, income, and employment.

The government has made strides in addressing food security through various initiatives, such as the establishment of green schemes, Namibia Agricultural Mechanisation and Seed Improvement Project (NAMSIP), upgrading of the Northern Communal Areas abattoirs, Comprehensive Conservation Agriculture and National Horticulture Development. However, there are still shortfalls in addressing food security.

The strengthening of the legal frameworks of the fishing sector has managed to address the sustainable management of Namibia's fisheries resources through the Total Allowable Catch (TAC) system and other research and monitoring initiatives. On the other hand, the country's efforts to increase the local production and consumption of fish products through the efforts of the inland aquaculture programmes and the introduction of the Namibia Fish Consumption Trust (NFCT), have not been sufficient to address the challenges, as per the initial desires of 2004.

Nonetheless, the review has seen notable achievements in the number of Namibian fishing rights holders through the Namibianization strategy as well as the economic contributions made by mariculture sub-sector. This calls for interventions and the introduction of programmes that would see the Namibian nationals capacitated through investments in capital infrastructure and equipment (vessels and fishing factories) which will further increase the economic value addition being generated from the fishing sector.

The Tourism sector is believed to be one of the key drivers of the Namibian economy, with immense contributions towards employment creation and uplifting the livelihoods of communities through the CBRNM programme. The improved management of wildlife through the increased national parks and community conservancies have resulted in increased wildlife population, which in turn brought about human-wildlife conflicts. However, the survival and efficient management of this sector is threatened by the re-curing wildlife poaching incidences despite the various interventions that have been deployed, as well as the escalating Human Wildlife conflict (HWC).

Namibia's remarkable efforts in biodiversity conservation have been evident, as depicted through this review and within the global community, mostly from its various legal frameworks and guiding policies and national action plans. Most of these frameworks are premised on the principles of the country's efforts and contributions to climate change mitigation efforts and supporting the resiliency of its population with a broad national perspective. These efforts resulted in the country's Environmental Index improving by 16.40 over the past decade, increasing from
34.59 in 2012 to 50.99 in 2021, ranking it 44th out of 180 countries.

Institutionalising and achievements observed through the environmental levies and establishment of the Environmental Investment Fund have so far mobilised in excess of N$1.7 billion through the efforts EIF alone within the past 12 years. This translates into N$141,7 million being mobilised annually on average and reaching a total of 2.9 billion being mobilised by 2030 if the same efforts are maintained. These efforts are highly commendable and would serve as one of the main streams to fund the country's Fourth NDC.

5.6 Recommendations

• Invest in feedlot development and fodder production schemes.

• Investment in research and development for value addition.

• Invest in capital infrastructure and equipment (vessels and fishing factories) Ensure sustainable use of the marine and aquatic resources for development of the economy and the benefit of the Namibia people.

Section6.

Peace and Political Stability

6. Peace and Political Stability.

6.1 Introduction

This section assesses progress towards achieving Vision 2030 aspirations under the Peace and Political Stability thematic area. Since independence, Namibia has had Peace and Political Stability (PPS). This has brought true freedom of expression, speech and association, compatible with the latter and spirit of the Constitution of Namibia; the political environment is conducive to the voluntary formation or dissolution of political parties; and every individual is recognised as a critical element in the system, which provide a level playing field for all players. The people of Namibia make their own decisions and do so at their level regarding political, cultural, economic and social development matters; they set their priorities, plan, implement and monitor their development programmes.

6.2 Vision 2030 and Peace and Political Stability

Vision 2030 conceptualised peace and political stability from the narrow perspective of the absence of war and, more broadly, the "attainment of security, justice, welfare, freedom, and self
- fulfilment". The significance of the latter was underscored because "the goal of the Namibian struggle for Independence was framed in terms of social justice, popular rule and socio- economic transformation".

Vision 2030 noted that the Constitution comprehensively articulates a governance framework for "creating and establishing conditions for political stability, peace and development in Namibia" based on the internalisation of democratic institutions and practices "...where the individual interests succumb to those of the majority, and fundamental rights and freedoms are given their cardinal role as pillars of democracy and development". The fact that the 2019 Afro barometer survey confirmed democracy as the preferred form of Government in Namibia, with 56.3% expressing a preference for democratic rule compared to any other kind of Government, is a positive confirmation of the above condition envisioned in Vision 2030.

6.3 Trends In Peace and Political Stability

6.3.1 Namibia's Independence and Sovereignty

With regard to national independence and sovereignty, Article 1 (4) of the Namibian Constitution defines the national territory of Namibia as consisting of "... the whole of the territory recognised by the international community through the organs of the United Nations as Namibia, including the enclave, harbour and port of Walvis Bay, as well as the off-shore islands of Namibia, and its southern boundary shall extend to the middle of the Orange River". Nevertheless, as a riparian state, Namibia finds itself in delicate situations of numerous transboundary river basins, characterised by not only multiple interdependencies and inter-connectedness but also overlapping roles and responsibilities, which increases the chance of potential conflicts over water resources, as well as the concomitant competing jurisdictions and authorities. Contrary to Article 1 (4) of the Namibian Constitution, the Orange River international boundary issue has remained unresolved for over thirty years.

Following the demise of the apartheid regime in 1994 and the creation of an inclusive and democratic government in South Africa, a gentlemen's agreement was reached at the time between the then heads of state of Namibia (President Nujoma) and the new democratic South Africa (President Mandela) that confirmed the boundary between the two countries as running in the middle of the river. According to Hangula (2010: 194), this promising gentlemen's agreement, unfortunately, suffered severe setbacks after some South African civil servants objected to the deal "due, apparently, to South African citizens' interests accrued in the! Garib/Orange and following the collapse or failure of the Namibian–South African talks in Cape Town in 2004/5". On another front, it was reported that tensions rose in November 2020 following an incident in which four Namibian fishermen were gunned down between Impalila Island and Kasika village on the Chobe River in the Kabbe constituency of the Zambezi region, allegedly by members of the Botswana Defence Force (BDF), whom it accused of forming part of a syndicate of poachers … responsible for cross-border organised poaching' Moreover it also revived questions regarding what the Konopo (2020) termed as the unwritten BDF's anti-poaching unit "shoot to kill" policy against poachers, which has claimed many lives of citizens of the neighbouring countries, including Namibia. However, Namibia is a signatory to international conventions on shared resources and cross-border cooperation, which provides cooperation between states regarding shared resources. Therefore, Namibia ensures good relations with her neighbours within the confines of these international conventions and treaties.

6.3.2 Democracy, Human Rights and the Rule of Law

Since independence, Namibia has, over the last three decades, experienced peaceful presidential successions. A fourth presidential succession is expected in 2025 since the constitutional limit to two presidential terms is fully respected. Although the Mid-Term Review of NDP3 recommended reducing the number of formal election complaints by more than half, electoral disputes have remained a standard feature on the Namibian political landscape. This was exemplified by the 2004, 2009 and 2019 presidential and national elections, all of which precipitated long, drawn-out court cases in which opposition parties approached the High Court to request that the elections be nullified and the results be set aside and/or recounted because of numerous alleged irregularities. However, all these cases ultimately reached the Supreme Court. They, however, ended up being dismissed. During the same period, Namibia has not experienced voter suppression, voter intimidation and election fraud. Namibian elections have also continued to receive favourable assessments from international election observers, including the SADC Election Observers, African Union Election Observers, and the European Union Election Observers.

Regarding the issue of the separation of state powers, on the specific score of the independence and impartiality of the Judiciary, the Ibrahim Index of African Governance IIAG) continues to consistently rate Namibia first among the 54 countries regarding judicial checks on the Executive. The creation of the Office of the Judiciary, in terms of the Judiciary Act 2015, further enhanced the independence of the Judiciary. Similarly, there has been generally favourable feedback from the Afrobarometer survey and international entities such as the Freedom House's World Freedom Report regarding the enjoyment of civil and political rights.

The Reporters Without Borders (RSF) annual press freedom index has consistently rated Namibia's media as one of the freest on the continent. This includes the use of social media as a platform for expressing dissent. Although this holds prospects for democratic consolidation, the absence of cybercrime or data protection legislation remains a concern.

Some concerns were expressed regarding extending the fundamental human rights and freedom enshrined under Chapter 3 of the Namibian Constitution to all individuals and groups across the length and breadth of the country. These include the proliferation of forced child labour practices, the ongoing traditional harmful gender-based socio-cultural patriarchal practice of child marriage, the lack of constitutional and statutory recognition of ancestral land rights, and child-friendly courts where children can provide evidence of crimes and offences perpetrated against them. Victim-friendly court facilities were introduced in Windhoek in 2021, with additional facilities planned for Keetmanshoop and Walvis Bay in 2023 and 2024.

There were similar concerns about congested courts and the lack of speedy administration of justice. As a result, the shortfall in services that help people in contact with the law understand processes and potential outcomes. These bottlenecks resulted in Namibia ranking in the middle on the IIAG in terms of timeliness of trials on the overall rankings of the judicial processes in the country. Digital and electronic case management systems are used in the court across the country to speed up court processes and the designation of more periodical courts under the permanent district courts.

The Global Initiative Against Transnational Organised Crime (2021: 4) opined that Namibia's Judiciary has remained independent, and its ethical codes align with the Bangalore Principles of Judicial Conduct. Furthermore, based on the evidence from the ranking of various Namibian institutions in terms of the absence of corruption extracted from the IIAG ranking scales, the Judiciary not only outperformed the other two organs of the state but even seems to be doing better than the private sector.

6.3.3 Law Internal Peace Public Safety and Security

Namibia's performance on the Global Peace Index has improved since 2008; the score was 2.067 up to 2014, which was 1.895. Hence, the country experienced fluctuating scores, recording 1.900 in 2015 and 1.885 in 2016 before registering improved scores in 2017 (1.849) and 2018 (1.838), respectively. The performance started declining in 2019, registering a score of 1.925, 1.889 in 2020 and 1.927 in 2021, falling short of meeting the target score of 1.683. The table below depicts the trend of Namibia's performance on the Global Peace Index.

Table 10: Trendon Namibia's performanceon GPI

Trend on Namibia's performance on GPI														
Date	**2008**	**2009**	**2010**	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**	**2017**	**2018**	**2019**	**2020**	**2021**
GPI	2,067	2.066	2.066	2.012	1.963	1.925	1.895	1.900	1.885	1.849	1.838	1.925	1.889	1.927

Source: Global Peace Index

On the other hand, the crime rate indicator performed satisfactorily, recording a decline from 18.45 in 2004 to the current 11.92 in 2020, recording a 32.5 rate of reduction between 2012 – 2020. While confirming Namibia's favourable ranking as one of the top performers on the continent in terms of having put in place the relevant anti-corruption policy and institutional frameworks, both the World Freedom Report and the IIAG shared concerns regarding implementing these frameworks, especially regarding anti-corruption investigations.

6.3.4 Good Governance, Accountability and Transparency

Fighting corruption has been one of the target issues, and the realisation of the need to do more has resulted in the issues of transparency and accountability being accorded a central role in the Harambee Prosperity Plan under the two sub-pillars: Accountability & Transparency and Improved Performance & Service Delivery. The Namibian Constitution is unique in that, unlike many others, it went much further in putting in place mechanisms for fostering an open and accountable political culture of transparency, certainty, predictability and justification of state actions. This commitment is particularly evident from including some good governance institutional benchmarks, which in many other instances are generally considered technical provisions that traditionally do not automatically form part of the legal scope covered by constitutions (Erasmus, 2002: 21 – 23). These include the constitutional provision for the Office of the Auditor General (Article 127), which is entrusted with the responsibility of auditing ministries' financial statements and records in respect of budgeted public funds to ensure that public expenditures are done efficiently and effectively and, in a manner, consistent with legislative intent.

Another constitutional provision milestone is that of the Office of the Ombudsman (Chapter 10, articles 89 - 94), which is envisioned with the role of assisting with the protection of the rights of the members of the public against state action and/or inaction. This Office provides less costly and time-consuming avenues for conflict resolution than the legally convoluted route of litigations through the court systems (Kaapama, 2014: 19).

Good governance, transparency and accountability formed part of the preconditions for an atmosphere of peace and political stability in the country identified in Vision 2030. These notions build on the doctrine for the separations of state powers and function across the three organs dealt with under subsections 7.2 and 7.3 above. Other preconditions identified in the Vision 2030 document as critical to the fostering of this enabling environment included – public awareness of the affairs of the state as part of the civic responsibility of every citizen; openness of all agencies of the state to public scrutiny; an entrenched democratic principle of popular participation; strong and active political opposition; independent watchdog institutions; as well as vibrant civil society; a free, investigative and mature media, as dealt with already under subsections 7.5 and 7.6 above (Republic of Namibia, 2004: 52, 201).

Namibia thus set itself the objective of developing appropriate legislation for strengthening checks and balances, ensuring that government agencies at all levels will strive to operate transparent, accountable, effectively and efficiently. One of the legislations specifically identified dealt with the freedom of information (Republic of Namibia, 2004: 204). The 2019 Afrobarometer surveyed public preference between, on the one hand, having a government that can get things done, even if the public has no influence over what Government does, and on the other hand, the importance for citizens to be able to hold Government accountable, even if that means slowing both decisions and service delivery. And almost two-thirds (63.3%) of the respondents opted for the latter, with 33% strongly expressing this view (Survey Warehouse, 2019: 27).

The Constitution of the Republic of Namibia was amended in 2010 to remove the corruption investigation powers from the mandate of the Ombudsman. Article 94A, section 1 of the Constitution, requires Namibia to implement administrative and legislative measures to prevent and combat corruption. The Anti-Corruption Commission was established in Section 2 of the Anti-Corruption Act, 2003 (Act No. 8 of 2003) to spearhead the investigation into the alleged corrupt practice, prevention, and fight against corruption in the country.

Strengthen Anti-Corruption Measures

Since its inception, the Commission has introduced various initiatives to strengthen Anti- Corruption measures in fighting corruption nationally or internationally. This exercise aligns with its mandates of educating public and private entities on the dangers and evils of corruption and measures to prevent and report corruption.

Some of these initiatives were conducted through various programs as listed below:

• National Anti-Corruption Strategy and Action Plan

Namibian Government developed the first National Anti-Corruption Strategy and Action Plan 2016-2019 to promote systems of integrity, accountability, and transparency which were implemented between 2017/2018 and 2019/20 financial years. The final National Anti-Corruption Strategy and Action Plan 2016-2019 Evaluation Report findings show that the NACS implementation was commendable. Of the total NACS, 75 actions, 70 representing 93 per cent, were implemented, while 5 (7per cent) were not implemented during the period of implementation reviewed. While out of the 70 NACS actions implemented, 15 (20 %) were completed, and recommendations paved the way for developing the country's second National Anti-Corruption Strategy and Action Plan for 2021- 2025. Key achievements include: Office of the Prime Minister issued the PSSR EX/ll –Public Service Code of Conduct, Integrity and Ethics, facilitating the appointment of integrity committee members. Subsequently, the Integrity Committees were established in Offices, Ministries and Agencies (O/M/As. Training of Integrity Committees from 44 O/M/As and RCs was conducted in October and November 2019.

Subsequently, an evaluation was conducted in the 2020/21 financial year, and the findings, lessons learned, and recommendations from the evaluation were used to inform the formulation of the second Anti-Corruption Strategy and Action Plan 2021-2025, which will be implemented for five years. The overall objective of the National Anti-Corruption Strategy is to contribute to an environment in Namibia adverse to corruption through its implementation. The Strategy is a tool to foster strong collaboration and serves as a platform for all stakeholders to contribute to the Anti-Corruption fight.

• Corruption Prevention Programs in both Public and Private Sectors

One of the functions of the Commission is to take measures to prevent corruption in the public, private, and non-governmental sectors. This includes examining public and private bodies' practices, systems, and procedures to facilitate the discovery of incidents that constitute corrupt practices and securing the revision of those practices. Since its inception, the Commission has conducted Corruption Risk Assessment in at least 42 institutions, where corruption risks were identified, and mitigation plans were developed and monitored.

Moreover, the Commission also developed reference guides for Corruption Risk Management and Guidelines for the Examination of Practices, Systems, and Procedures in Public and Private Bodies. The Witness Protection Act 2017 and the Whistle-blower Protection Act 2017 were passed and are due for operationalisation in 2023. The operationalisation was delayed due to resource constraints.

• National Corruption Perception Survey

The Commission conducted the Namibia National Urban Corruption Perception Survey (conducted in urban areas in 13 regions) in 2011 and the National Corruption Perception Survey (conducted in rural and urban areas in 14 regions) in 2016. The objective of the surveys was to measure perceptions of corruption in Namibia and assess where interventions are needed in the fight against corruption. The latest National Corruption Perception Survey was conducted in 2016. The findings of the survey perceive that corruption is very high in Namibia.

• Educational Modules Introduced in Schools

In 2014, the Commission developed and published the Anti-Corruption Education Manual for Teachers to enable teachers to teach Anti-Corruption topics in Life Skills lessons from Grade 4 upwards. It is a proven fact that the most effective Strategy in the fight against corruption is to educate the youth and put preventative measures in place. Inculcating values of ethics and integrity largely contributes to the reduction of corruption. Learners, being future leaders have a meaningful role to play in reducing and preventing corruption. They may not realise the significance of resisting and rejecting corruption in their future leadership if they are not taught about the values of ethical behaviour while at school. The Manual is currently being used in most government schools country-wide.

• Anti-Corruption Public Education

One of the mandates of the Commission is to educate the public on the evils of corruption and foster ethical values. This is done through training and integrated related workshops that are tailor-made to meet the needs of target groups. Since its inception, approximately 814 public institutions have been educated on measures to prevent and report corruption. Moreover, the Commission developed material such as Communication Strategy on Anti-Corruption Education, Public Education, and Corruption Awareness Guide, Integrity Pledge Sheet for the public sector, and Ethics and Anti-Corruption Reference Guide for the Public Sector to be used as a guide when conducting public education on anti-corruption.

The fact that Namibia has not yet enacted the long-awaited Access to Information (ATI) legislative framework remains a major concern that has been flagged in numerous reviews by the Government, civil society, and interstate bodies alike.

Nonetheless, Namibia's performance has been satisfactory. As a result, the country was ranked favourably among African countries on the Ibrahim Indexes for African Governance (IIAG), with the country's ranking remaining the same at 6th position out of 52 countries in 2010 and 53 countries in 2013. After that, we were ranked 5th in 2015 out of 54 countries. This was followed by the country ranking 7th out of 54 countries in both 2019 and 2020.

Over the last ten years, as observed above (2010-2020), Namibia has improved on the continent in Overall Governance. This was mainly attributed to the absence of armed conflicts and violent events in state-based conflict. However, poor performance in the Anti-corruption and Accountability & Transparency sub-categories remains a major concern.

To attest to Namibia's accountability and transparency status, the country has been ranked below 62 from 2003 to 2021, according to the Corruption Perception Index. The Corruption Perceptions Index (CPI) is an index which ranks countries "by their perceived levels of public sector corruption, as determined by expert assessments and opinion surveys." The CPI defines corruption as an "abuse of entrusted power for private gain".

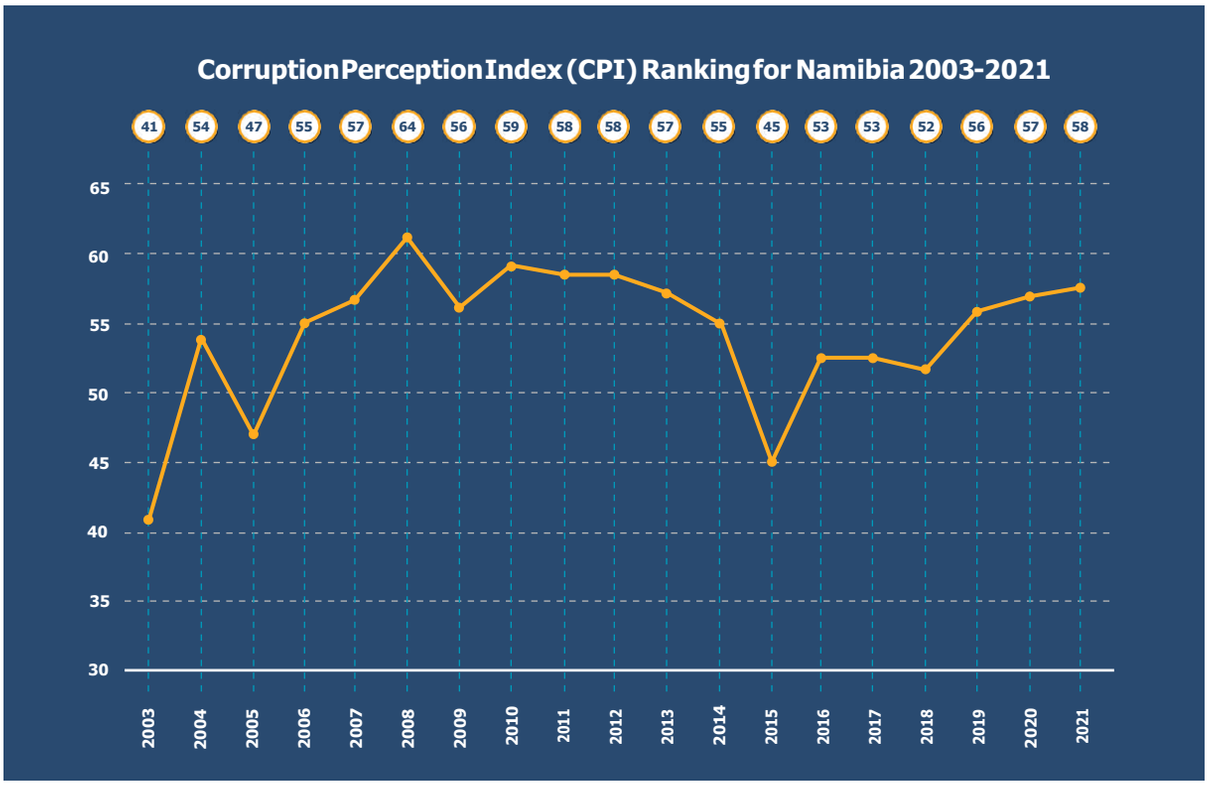


Figure12: Corruption Perception Index (CPI) Rankingfor Namibia 2003 -2021

Source: Transparency International, The Global Coalition Against Corruption 2003-2021

6.3.5 Decentralisation

Regarding service delivery, Vision 2030 noted the 'good general principle' that postulates that the policy interventions geared at resolving poverty and socio-economic inequalities as national development challenges would be more impactful when authorities, rights and responsibilities are decentralised or devolved to institutions and organisations at the lowest effective local level. It also postulated that corruption directly threatened fair and efficient public service delivery and therefore presented an indirect threat to PPS. The review found that the Citizen Satisfaction Survey findings recorded a persistent trend of centralised decision-making and limited public participation and citizen engagement that undermined the efficacy of service delivery. The first fully-fledged citizen satisfaction survey of 2017/18 depicted that 54% of the public was satisfied with government service delivery, which aligns with the set target for that period. However, there has not been a survey undertaken since then.

At independence, the Government adopted a decentralisation strategy after much debate to quickly take government services closer to the people and allow them to participate in governance. As envisaged, the critical goal was to give people in their regions and local authorities a measure of participation in governance and political decision-making. This implied the devolution of functions from O/M/As to the subnational levels. If done effectively, devolution could have given people in the regions and local authority areas a sense of political self-efficacy, trained them in participatory governance and made them active citizens capable of making impactful decisions for themselves and accepting responsibility for the outcomes.

However, because of the lack of adequately trained and experienced personnel to implement devolution in the regions and local authority areas, as well as limited financial resources, the Government decided to take a phased approach to decentralisation. In the first stage, functions would only be delegated, and the second stage devolved fully. After nearly two decades, the process is progressing slowly and seems stalled at the delegation stage. While the clamour for more devolution to give substantive governance responsibility to the regions and local authorities is loud and relentless, the status quo is unconvincing. Thus, the Government should find a way to advance to the next stage of decentralisation as initially conceived. Between 2009 and 2021, twenty-five (25) functions have been decentralised (delegated) by five ministries, while the rest of the ministries have not transferred any of their functions.

Table 11: Statistics of functions decentralized to the regions over the period under review.

statistics of functions decentralised to the regions over the period under review				
Ministries	**Unit/ Directorate**	**Decentralised Functions**	**Year**	**Status**
Ministry of Education, Arts and Culture	Directorate of Education	1. Primary and Secondary Education, 2. National Library Services and Adult Education. 3. Arts and Culture functions	2009 2022	Decentralised (Delegated)
Ministry of Works and Transport	Subdivision: Maintenance	**6.** Maintenance **7.** Annual Tender Management	2009	Decentralised (Delegated)
Ministry of Information, Communication & Technology	Subdivision: Audio Visual Print Media Productions	**8.** 8. Print Media **9.** 9. Audio-Visual Production	2016	Decentralised (Delegated)
Ministry of Gender Equality Poverty Eradication and Social Welfare	Subdivision: Gender Equality and Child Welfare	10. Early Childhood Development, 11. Child Welfare Services, 12. Community Development **13.** Gender Equality and Research **14.** Provision of Old age grants, **15.** Disability grant benefits, **16.** Funeral benefits	2018/19 2021/22	Decentralised (Delegated)
Ministry of Agriculture, Water and Land Reform	Subdivision: Rural Water Supply and Sanitation Coordination	17. Rural Water Supply and 18. Sanitation Coordination	2021	Decentralised (Delegated)

Ministries	Unit/Directorate	Decentralised Functions	Year	Status
Ministry of Agriculture, Water and Land Reform	Division of Lands	19. Management and administration of resettlement farms 20. Management and control of communal lands, 21. and Acquisition 22. Land use Planning, 23. Provide Valuation Services and advice and 24. Cadastral survey and 25. Mapping	2016	Decentralised (Delegated)
Total Number of Decentralising Ministries=5		**Number of Decentralised Functions=25**		
List of ministries at the advanced stage of delegation				
Ministry of Health and Social Services	Primary Health Care Services	Primary Health Care & Rehabilitation	2021	Gazetted
Ministry of Labour, Industrial Relations & Employment Creation	Labour Market Services Labour Services	Case management system (registration of cases only); Job seekers registration and placement; Employers/training education institutions; Workplace inspection; Provision of career information; Psychometric testing; Stakeholders assistance (non-relevant employers' certificate); Support services (IT, maintenance, procurement)	2021	Gazetted
Ministry of Sport, Youth and National Service	Directorate of Sport Directorate of Employment and Training	Youth empowerment and development; Sports development; Planning and development	2021	Submission to Cabinet made

Source: Ministry of Urban and Rural Development (MURD)

Cross-Cutting Issues

Regarding key cross-cutting issues, Vision 2030 noted that at the time of its formulation Namibia was not highly aid-dependent, representing a powerful foundation to secure peace and political stability and exercise national sovereignty. However, due to the economic downturn experienced in the mid-2010s and a decline in donor funding, the country experienced consistently high budget deficits (fiscal imbalances). This prompted the treasury to introduce measures to contain public expenditure and address the limited budgetary space by aligning development interventions with the available resources, focusing on critical interventions based on priority settings.

Fiscal prudence and a healthy balance of payments are a precondition for macroeconomic stability. This has implications for Namibia's critical dependency on food imports, estimated at 61% of local consumption. The four key interrelated drivers of food-related instability are food price uncertainties and volatility, competition for agricultural resources (land and water), energy deficit (averaging 60% import vs 33% locally generated), and extreme weather shocks.

Namibia was classified by World Bank as an Upper Middle-Income Country (UMIC) status in 2009. Despite the fact that the classification to UMIC status and the major stride reached since independence, Namibia still faces many socio-economic imbalances, such as a high population segment suffering from HIV/AIDS, high unemployment rate, high inequality, high incidence of poverty and low life expectancy, among others. The classification undermines the country's access to concessional international financial resources and mobilisation capacities for deployment in its fight against poverty and socio-economic inequalities. It ignores the developmental challenges arising from Namibia's status as one of the world's most unequal countries, presenting several indirect implications for peace and political stability. To mitigate these challenges, Namibia rolled out several social protection initiatives catering for over 400,000 Namibians, accounting for 5.4% of total public expenditure, leaving limited fiscal space for further expansion.

Furthermore, the country implemented three new non-contributory programs in housing/basic services, economic stimulus and relief package, and special allowance/grant targeting the poor and vulnerable population and workers and/or dependents. Namibia passed the Social Protection Policy in 2021. Progress has also been made in addressing risks and vulnerabilities that people face throughout their life cycles through social assistance programs targeting the poor and vulnerable, as the non-contributory grant spending increased from N$5.1 billion in the 2018/2019 fiscal year to N$6.2 billion in the 2020/2021 fiscal year. The coverage rate of the main social grants for the same period has increased with old age grant coverage from 95 to 98 %, disability grant coverage from 71% to 74% and child grant from 60% to 66%.

Concerning Gender Equality, Namibia's progress towards performance targets contained in the NDP3 and NDP5 are mixed. According to UNDP rankings on the Gender Inequality Index, Namibia was ranked 84th out of 182 countries with a score of 0.446 in 2011. In 2015 and 2018, the country's performance on the index remained the same at a score of 0.474 and ranked 108th out of 159 countries. The country's ranking continued improving as it was ranked 111th out of 168 countries with a score of 0.445 in 2021.

The 58th Ordinary Session of the African Commission on Human and People's Rights, held from 6 to 20 Apr 2016, commended Namibia for its measures in compliance with its obligations under the African Charter on Human and People's Rights and its relevant protocol. It specifically acknowledged the progress that Namibia has made through the creation of the Ministry of Gender Equality, Poverty Eradication and Social Welfare as a dedicated agency responsible for the promotion of women's rights and quality of life as well as empowerment in all spheres of activities supported by the Revised National Gender Policy (2010 – 2020); as well as both the National Plan of Action (2012 - 2016) and the National Advisory Committee on Gender-based Violence, which are geared towards strengthening integration and coordination of relevant programmes.

On the regional front, Namibia became the first SADC country to ratify the SADC Protocol on Gender and Development in October 2009, including the domestication of the minimum threshold of 50% women representation in politics as well as decision-making position by the year 2015. SWAPO, as the ruling political party, implemented the equal gender political representation party list system ahead of the 2014 elections, resulting in a significant increase in the number of women in the National Assembly (almost half of all seats are now held by women), putting Namibia in the top five countries in Africa.

Although Namibia is recognised for having put the necessary legal framework on violence against women, there is room for significant improvement from a policy perspective. Gender- based violence, violence against children, trafficking in persons and other related forms of abuse, neglect and exploitation remain a concern. The table below depicts additional protocols that Namibia has ratified over the years in terms of gender equality as well as peace and security.

Table 12: Protocols signed by Namibia.

Protocols signed by Namibia	
Name of treaty	**Date of ratification**
CAT - Convention against Torture and Other Cruel Inhuman or Degrading Treatment or Punishment	28 Nov 1994 (a)
CCPR - International Covenant on Civil and Political Rights	28 Nov 1994 (a)
CCPR-OP2-DP - Second Optional Protocol to the International Covenant on Civil and Political Rights aiming to the abolition of the death penalty	28 Nov 1994 (a)
CEDAW - Convention on the Elimination of All Forms of Discrimination against Women	23 Nov 1992 (a)
CERD - International Convention on the Elimination of All Forms of Racial Discrimination	11 Nov 1982 (a)
CESCR - International Covenant on Economic, Social and Cultural Rights	28 Nov 1994 (a)
CRC - Convention on the Rights of the Child	30 Sep 1990
CRC-OP-AC - Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict	16 Apr 2002
CRC-OP-SC - Optional Protocol to the Convention on the Rights of the Child on the sale of children child prostitution and child pornography	16 Apr 2002

Source: UN Treaty Body Database

Land-related conflict resolution mechanisms in the communal land regime were identified as inadequate and prone to favouritism, as it appears to be frequently tilted in favour of those enjoying better financial and social status. However, the land conference found that the main challenge to the distribution effort is in relation to the land acquisition, which is based on the Willing Seller - Willing Buyer Principle that appears to have failed in delivering the intended results, thus, should be replaced with alternative acquisition methods. Another challenge that emerged during the land conference deliberations is that of the Resettlement Policy and Criteria that need to be reviewed to obtain the

Another cross-cutting issue dealt with in the context of this review is international relations and cooperation. Vision 2030 put forward a concentric foreign policy response model and a comprehensive foreign policy plan for the period 2006 to 2030 aimed at fostering peaceful and harmonious relationships with its neighbours and development partners.

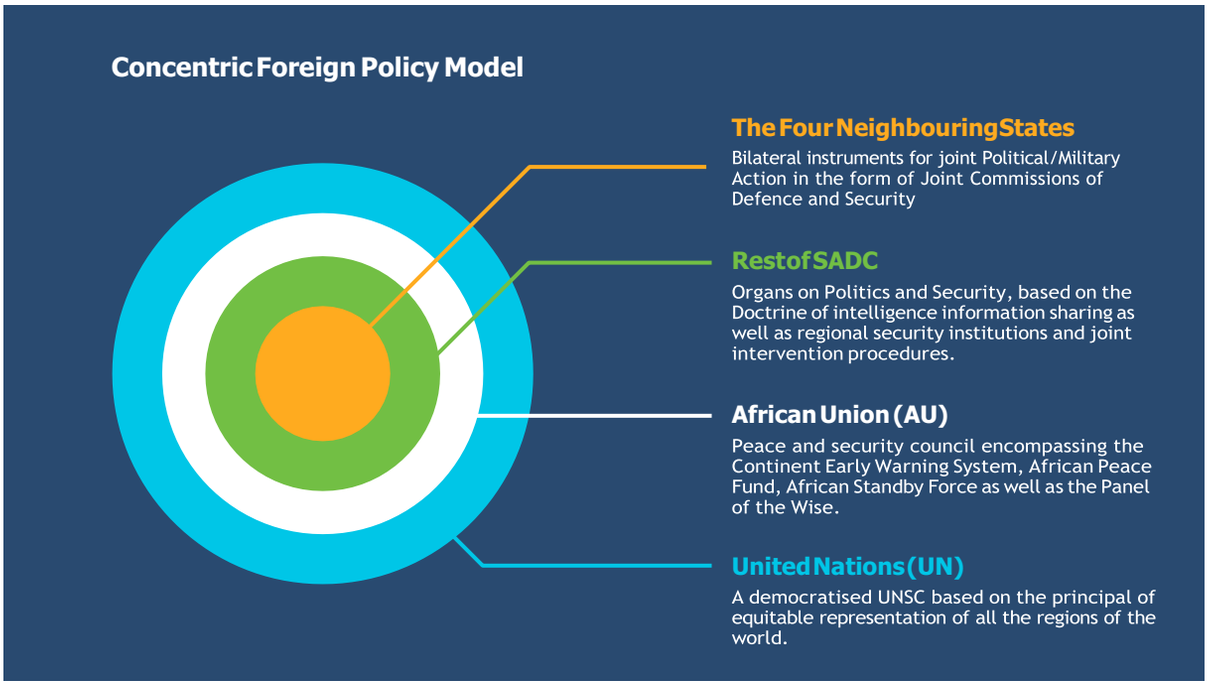


Figure13: Concentric Foreign Policy Model.

Source: Adapted from Republic of Namibia (2004:181)

• The inner smaller circle of the concentric model comprises immediate neighbours based on established bi-national structures. This inner circle was boosted by the return of economic progress to Angola, such that the two neighbouring countries now enjoy harmonious relations and cooperate closely to ensure a peaceful neighbourhood. This is evident from a number of bilateral agreements that have been entered into, including, among others, on Security and Public Order Cooperation, Movement of People and Goods along the Common Border, and Mutual Legal Assistance in Criminal Matters, which were signed between the two neighbouring states. (Ministry of International Relations and Cooperation of the Republic of Namibia, 2021).

• The middle inner circle entails regional cooperation, where Namibia continues to contribute to regional peace through the SADC Protocol on Politics, Defence and Security Cooperation, Organ for Politics, Defence and Security, and its Strategic Indicative Plans.

• The Outer Inner Circle is premised on the African Union's continental mandate and architecture for conflict prevention/resolution and peacekeeping, as articulated through Aspiration 4 of its Agenda 2063. Further, in fulfilling its obligation under Article 43 of the UN Charter, Namibia has continued to contribute towards maintaining international peace and security by providing armed forces, facilities, and assistance.

Some missed timelines include fostering stronger regional institutions that were to encompass the SADC Courts of Appeals and Arbitrations envisaged for the period 2006 to 2010, as well as the establishment of directly elected SADC regional parliament with powers to review, harmonise and veto national legislations, which was earmarked for the period from 2016 to 2020. From 2021 to 2025, the Plan envisaged the upgrading of the SADC Protocol on Politics, Defence and Security into the SADC Mutual Defence Treaty, as well as the creation of a common regional foreign policy framework, to enable member states to better respond to challenges and uncertainties of an evolving world order. With only three years remaining until 2025, these objectives are unlikely to be met.

Another notable concern for peace and security is globalisation with the proliferation of international organised crimes engaged in money laundering and drug, gun and human trafficking syndicates. In addition to being a signatory to most major international treaties on organised crime, Namibia has developed complementary national legislation, including the Prevention of Organized Crime Act No 29 of 2004 as the primary legislation against organised- crime activities; the Trafficking in Persons Act No 1 of 2018, aimed to prevent and combat trafficking in persons and provide measures to protect and assist victims; the Nature Conservation General Amendment Act No 3 of 2017, geared at combating the killing of animals; and a comprehensive Financial Intelligence Act No 13 of 2012, intended to introduce measures to protect the Namibian economy against financial crime such as money laundering and terrorism financing activities. The Global Initiative Against Transnational Organised Crime noted that although there could be a potential threat of well-established criminal networks across all the main illicit markets, there is little evidence of mafia-style groups in Namibia.

The outbreak and spread of pandemics also threaten peace and political stability. At the time of adopting Vision 2030, Namibia was ravaged by high HIV prevalence, posing several profound socio-political implications, such as stigmatisation and discrimination that directly challenged the observance of human rights and social justice principles. The introduction of Anti-Retroviral Treatment (ART) in 2003 has significantly mitigated these threats as coverage expanded dramatically. Although AIDS remains the leading cause of death in Namibia, the rolling-out of treatment is widely credited with the increase of average life expectancy by eight years from 56 in 2005 to 64 in 2016 and represents an area of significant success.

In the case of COVID-19, Namibia responded swiftly following the recording of the first two cases of the pandemic in its territory on 13 Mar 2020. The country declared a State of Emergency followed by travel restrictions and later a national lockdown to limit the pandemic's spread. While these may have contained the spread of COVID-19, these emergency measures presented challenges for governance, peace, and political stability. For instance, while courts continued to operate, the due process of the rule of law did not wholly escape unscathed during the lockdown, as cases had to be postponed due to relatively limited legal and other relevant supporting services. Furthermore, the longer-than-anticipated easing of COVID-19 containment measures also significantly contributed to the pandemic's negative socio-economic impact, manifested through different transmission channels that included global and local supply chain disruptions, layoffs, and the spreading of uncertainty. Thus, although job losses negatively impacted household purchasing power, the economic disruption was managed well, except for the tourism industry.

6.4 Summary Status

The table below summarises the implementation status of indicators across the Peace and Political Stability thematic area.

Table 13: Status of 2030 Indicators and Targets for Peace and Political Stability.

Status of 2030 Indicators and Targets for Peace and Political Stability	
Targets	**Achievements / Progress**
Namibia's Independence and Sovereignty	**1.** Namibia is a signatory to international conventions on shared resources and cross - border cooperation, which provides cooperation between states as it relates to shared resources. Therefore, Namibia ensures good relations with her neighbours within the confines of these international conventions and treaties.
Democracy, Human Rights, and the Rule of Law:	**16.** 1Namibia has, over the last three decades, experienced peaceful presidential successions. **17.** During the period under review, Namibia has not experienced cases of voter suppression, voter intimidation and election fraud. **18.** Namibian elections have also continued to receive favourable assessments from international election observers, including the SADC Election Observers, African Union Election Observers, and the European Union Election Observers. **19.** The Judiciary, the Ibrahim Index of African Governance IIAG) continues to consistently rate Namibia first among the 54 countries in terms of judicial checks on the Executive. There has generally been favourable feedback from the Afrobarometer survey
Civil and Political rights To achieve peace and security within the nation and the international community.	**1.** The Reporters Without Borders (RSF) annual press freedom index has consistently rated Namibia's media as one of the freest on the continent. **2.** Global Initiative Against Transnational Organized Crime 2021 pronounced that Namibia's Judiciary has nonetheless remained independent, and its ethical codes of conduct are in line with the Bangalore Principles of Judicial Conduct
Law Internal Peace Public Safety and Security:	**1.** Namibia's performance on the Global Peace Index has been improving since 2008; the score was 2.067 up to 2014, which was 1.895. The country experienced fluctuating scores, recording 1.900 in 2015, 1.885 in 2016 before registering improved scores in 2017 (1.849) and 2018 (1.838), then started declining in 2019, registering a score of 1.925, 1.889 in 2020 and 1.927 in 2021 falling short of meeting the target score of 1.683. **2.** Crime rate indicator performed satisfactorily, recording a decline from 18.45 in 2004 to the current 11.92 in 2020, recording a 32.5 rate of reduction between 2012 – 2020
Good Governance, Accountability and Transparency:	**1.** Over the last ten years (2010-2020), Namibia has improved on the continent in Overall Governance, attributed to the absence of armed conflicts and violent events in state - based conflict. **2.** Namibia's accountability and transparency status in the country has been ranked below 62 from 2003 to 2021, according to the Corruption Perception Index **3.** Namibia has not yet enacted the long -awaited Access to Information (ATI) legislative framework that has been flagged in numerous reviews by the Government, civil society, and interest bodies alike. **4.** Overall, Namibia's performance has been satisfactory, ranked favourably among African countries on IIAG, ranking remaining the same at 6th position out of 52 countries in 2010 and 53 countries in 2013, later ranked 5th in 2015 out of 54 countries. This was followed by the country ranking 7th out of 54 countries in both 2019 and 2020
Decentralisation:	**1.** Between 2009 and 2021, twenty-five (25) functions have been decentralised (delegated) by five ministries, while the rest of the ministries have not transferred any of their functions **2.** A citizen satisfaction survey of 2017/18 depicted that 54% of the public was satisfied with government service delivery, which aligns with the set target for that period. However, there has not been a survey undertaken since then

Targets	Achievements / Progress
Cross-Cutting Issues	1. Spending on social protection increased from N$5.1 billion in the 2018/2019 fiscal year to N$6.2 billion in the 2020/2021 fiscal year 2. The coverage rate of the main social grants for the same period has increased with old age grant coverage from 95 to 98 %, disability grant coverage from 71% to 74% and child grant from 60% to 66% 3. UNDP ranked the Gender Inequality Index Namibia 84th out of 182 countries with a score of 0.446 in 2011. In 2015 and 2018, the country's performance on the index remained the same at a score of 0.474 and ranked 108th position out of 159 countries 4. The 58th Ordinary Session of the African Commission on Human and People's Rights held from 6 to 20 Apr 2016 commended Namibia for the measures it had instituted in compliance with its obligations under the African Charter on Human and People's Rights and its relevant protocol 5. Ministry of Gender Equality and Child Welfare, as a dedicated agency responsible for the promotion of women's rights and quality of life as well as empowerment in all spheres of activities supported by the Revised National Gender Policy (2010 – 2020), was acknowledged for the progress made 6. Namibia became the first SADC country to ratify the SADC Protocol on Gender and Development in October 2009, including the domestication of the minimum threshold of 50% women representation in politics as well as decision-making positions by the year 2015 7. in fulfilment of its obligation under Article 43 of the UN Charter, Namibia has continued to contribute towards the maintenance of international peace and security by providing armed forces, facilities, and assistance 8. fostering of stronger regional institutions that were to encompass the SADC Courts of Appeals and Arbitrations envisaged for the period 2006 to 2010, as well as the establishment of directly elected SADC regional parliament with powers to review, harmonise and veto national legislations, which was earmarked for the period from 2016 to 2020 targets has been missed 9. the Trafficking in Persons Act No 1 of 2018 aimed to prevent and combat trafficking in persons and provide measures to protect and assist victims 10. the Nature Conservation General Amendment Act No 3 of 2017, geared at combating the killing of animals 11. a comprehensive Financial Intelligence Act No 13 of 2012, intended to introduce measures to protect the Namibian economy against financial crime, such as money laundering and terrorism financing activities 12. Although AIDS remains the leading cause of death in Namibia, the rolling -out of treatment is widely credited with the increase of average life expectancy by eight years from 56 in 2005 to 64 in 2016 and represents an area of important success 13. although household purchasing power was negatively impacted BY Covid -19, resulting in job losses, the economic disruption was managed well, except for the tourism industry

Targets	Achievements / Progress
UNITA has laid down arms and is now part of the political landscape of Angola.	Target met. The third post -apartheid President of South Africa, Kgalema Petrus Motlanthe, was sworn in on September 2008, succeeded by Jacob Zuma in 2009 and then President Cyril Ramaphosa in 2018.
The Inter-Congolese Dialogue has culminated in a new democratic constitution and free and fair elections.	The Target is not met. The existing institutions are weak, and they need to be strengthened.

Targets	Achievements / Progress
Zimbabwe is on a steady course of economic development. The land reform exercise is completed to satisfy all stakeholders, and significant foreign investment flows into the country.	Target partially met. Hosted in Windhoek, Namibia, the SACU secretariat is operational and responsible for day-to-day administration, coordination, and monitoring of the implementation of the Customs Union activities.
South Africa's third democratically elected President has been sworn in.	Target met. The third post -apartheid President of South Africa, Kgalema Petrus Motlanthe, was sworn in on September 2008, succeeded by Jacob Zuma in 2009 and then President Cyril Ramaphosa in 2018.
Stronger regional institutions have been created	The Target is not met. The existing institutions are weak, and they need to be strengthened.
SACU Secretariat is established.	Target partially met. Hosted in Windhoek, Namibia, the SACU secretariat is operational and responsible for day-to-day administration, coordination, and monitoring of the implementation of the Customs Union activities.
More countries implement the SADC Trade Protocol.	As of 2020, 13 16 SADC Member States are implementing the Trade protocol, while three are not yet participating (Angola, DRC, and Comoros.)
Member countries start reducing tariffs among each other. Category A product tariffs are immediately phased out, while those on products in Category B are gradually removed.	Category A product tariffs are thus phased out for those countries, and Namibia, as with other countries, is busy with category B product tariffs (gradual liberalisation).
Namibia continues to enjoy non - reciprocal access to the EU markets, thus increasing its beef and grape exports to the Union.	Europe phased out the Cotonou Agreement under which Namibia enjoyed non-reciprocal access to EU markets. The current Economic Partnership Agreement (EPA) with the SADC EPA Group, which Namibia is part of, is reciprocal.
Debt relief has been affected in many AU member states, including Nigeria, Algeria, and Kenya, allowing previously highly indebted poor countries to undertake comprehensive economic reforms with a 'clean slate'.	• Debt relief does not always mean starting from a clean slate, as participation in these initiatives has led to countries' credit ratings being downgraded. • Debt relief is not necessarily debt cancellation. In most cases, the debt is rescheduled or restructured. Thus, the uptake of the G20 – Paris Club Debt Service Suspension Initiative (DSSI), debt relief offered to over 25 countries is low
A joint AU -UN-EU-World Bank conflict -resolution framework is created	Target partially met as the AU, through its Peace & Security Council, has developed a Continental Early Warning System (CEWS) as one of the pillars of the African Peace and Security Architecture (APSA).
Namibia and its relevant neighbouring SADC states have reached a binding agreement on their mutual borders (land and maritime).	• Namibia and Botswana successfully signed their boundary treaty on 05 February 2018 • Namibia and Angola have an Agreement on borders. • No Treaty exists between Namibia and South Africa.
Namibia has become actively involved in the implementation of AUDA-NEPAD	Target is on course. Through the Ministry of Works, Namibia serves on the Programme for Infrastructure Development in Africa (PIDA2) of AUDA-NEPAD.
Regional institutions are being strengthened. A common regional currency and central bank is in the process of being created.	Target is not met, but it is still an objective. There is no common regional currency and no central bank being created yet. But this process can be started in the next five years.
Angola proceeds on a path of democratic governance, reconstruction, and development. New oil discoveries are made in deep-water areas, providing an impetus to further economic recovery.	• Target partially met. Democracy still prevails in Angola, although conflict continues in the Cabinda Province under armed bandit gangs. • New oil discoveries are made, but the sluggish prices are eroding investments.

Targets	Achievements / Progress
Two major transmission systems from Grand Inga in the Democratic Republic of Congo are to deliver cheap power to Southern Africa and Europe	Target not met and unlikely to be achieved. As of 2020, DRC still secured technical and financial resources to develop the project. There is no transmission yet from this phase.
Conflict resolution mechanisms are firmly in place at the regional and continental levels.	Target is on course. SADC has existing structures created through the region's collective security framework, given rise through the SADC Protocol on Politics, Defence and Security Co -operation of 2001.
SADC Trade Protocol ratified and implemented by all member states.	Target is on course: SADC Trade Protocol signed and ratified by 13 members of the 16. Angola, DRC and Comoros are working towards ratification and implementation.
SACU renegotiations are complete, and relevant institutions solving disputes and determining common external tariffs have been set up.	Target on course: All SACU institutions proposed in the revised SACU agreement are constituted and fully operational. On SACU EFTA -FTA, negotiations were concluded during the period under review, and the agreement was launched in 2008.
SADC establishes a common external tariff, a move that will lead to the formation of the customs union.	Target likely to be missed. At the SADC level, this was planned for 2010. In the meantime, the SADC secretariat has only prepared a framework for the Customs Union and started investigating implications for countries that are already part of a Customs Union (SACU).
A directly elected SADC regional parliament can review, harmonise, and veto national legislation.	Target partially on course. The constitution of the SADC Parliamentary Forum is adopted by 15 member states save for Comoros. In 2018, the SADC Summit considered the transformation of the Forum into a full Regional SADC Parliament, a process that Namibia fully advocated for.
The AU continues with efforts at continental unity by creating various supra -national political, economic, judicial, and legislative bodies.	Target on course: The AU established supranational institutions such as Peace and Security Council (PSC), which became fully operational in 2004, and the Pan -African Parliament (PAP) also in 2004.
SADC member states implement policies that will lead to convergence in macro -economic indicators as an important criterion for monetary integration	Target on course. Member states have started implementing policies that lead to convergence in macro-economic indicators, and Member states have also begun implementing Peer Review Mechanisms.
SACU negotiations were completed, and relevant institutions were established.	Target has not been met, but it is achievable. South Africa Board of Trade and Tariffs is no longer the sole institution to set up the common external tariff.
SADC Protocol on Politics, Defence and Security is upgraded to the SADC Mutual Defence Treaty	Target Met. The SADC Mutual Defence Treaty was signed in 2003 by all members. Madagascar and Comoros did not sign the protocol because they did not have Defence Forces.
All SADC member states adopt a common regional constitution.	Target on course. Promoting the principles of human rights and democracy within the SADC region is enshrined in the Constitution of the SADC Parliamentary Forum.
A common regional foreign policy framework and institutions are created.	Target on course: As a country, Namibia aligns with the SADC integration framework.
More states adopt the common currency after meeting macroeconomic eligibility criteria.	Target not likely to be met. There is no common currency to adopt, and none of the countries has met macroeconomic eligibility yet.

6.5 Conclusions

The review of the Peace and Political Stability Thematic Area reveals that there has been a relative success in the achievement of the objectives and targets of Vision 2030, confirming Namibia's favourable ranking as one of the top performers on the continent in terms of having peace and political stability, a prerequisite for sustainable economic growth. Namibia's classification as an upper middle-income country did not consider the fact that the country is ranked among the highest unequal countries. Thus, the classification undermines the country's access to concessional international financial resources and mobilisation capacities for deployment in its fight against poverty that has been brought about and perpetuated by the persistent socio- economic inequalities, the origin of which is traced back to the period before the independence of the country. This situation thus presents a breeding environment for social and political unrest that may adversely impact the country's peace and political stability.

The report concluded that Namibia became the first SADC country to ratify the SADC Protocol on Gender and Development in October 2009, including the domestication of the minimum threshold of 50% women representation in politics as well as decision-making position by the year 2015.

Furthermore, the circles of the concentric model of the inner smaller circle comprised of immediate neighbours, based on bi-national structures, were boosted by the return of economic progress to Angola, such that the two neighbouring countries now not only enjoy harmonious relations but also cooperate closely to ensure a peaceful neighbourhood. This is evident from several bilateral agreements that have been entered into, including, among others: Security and Public Order co-operation, Movement of People and Goods along the Common Border; Mutual Legal Assistance in Criminal Matters; which were signed between the two neighbouring states. (Ministry of International Relations and Co-operation of the Republic of Namibia, 24 October 2021, reference). In addition, the middle inner circle through the SADC Protocol on Politics, Defence and Security Co-operation, Organ for Politics, Defence and Security, and its Strategic Indicative Plans. Finally, the Outer Inner Circle focuses on the AU continental mandate and architecture for conflict prevention/resolution and peace-keeping.

However, the same may not be said about the Outer circle, especially the advocacy for reformation and democratisation of the UN system, based on an enlarged United Nations Security Council (UNSC) to include one regional power from each continent with the status of permanent member states, which was targeted for the period 2011 to 2015.

6.6 Recommendations

Based on the findings of the PPS thematic area, the following recommendations are therefore suggested:

• The governments of Namibia and Botswana are to amicably intervene in the unwritten BDF's anti-poaching unit "shoot to kill" policy against poachers to ensure a solution to the loss of civilian lives

• Amicably concluded negotiations with the Republic of South Africa on several issues that stalled the signing of the initial agreement confirming the orange river's middle point as the international boundary between the two countries.

• Strive for higher proportions of public participation and engage civil society in support of a democratic system of governance.

• Enforcement of relevant measures for the total eradication of forced child labour and child marriages

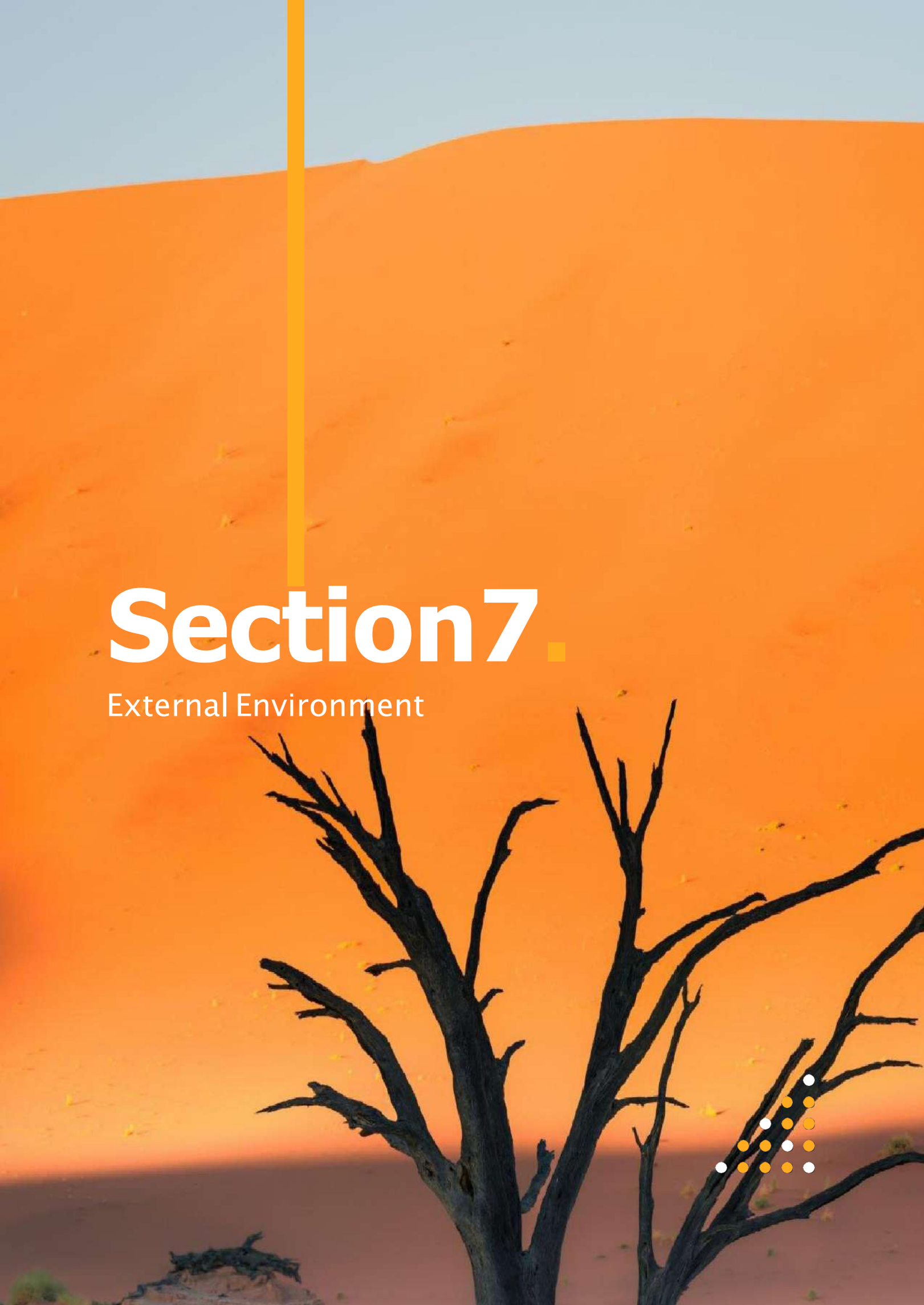
• Enactment of cybercrime and data protection legislation

• Finalise the enactment of the long-awaited Access to Information legislation.

• Enhance public participation and civil society support in fighting corruption.

• Implement recommendations aimed at fast-tracking the decentralisation process.

• Enhance public accountability, transparency, and confidence in various land-related issues, especially in the context of the administration of both communal lands and resettlement farms.



Section 7.

External Environment

7. External Environment.

7.1 Introduction

This section covers the external environment, referring to the country's engagement with regional and global actors in advancing Namibia's domestic and international agendas. It comprises diplomatic relations, peace and security, development co-operation, regional integration, and globalisation.

7.2 Vision 2030 and Peace and Political Stability

These comprised: (i) A new international order has been established based on sovereign equality of nations, where sustainable development, peace and human progress are ensured; (ii) Namibia has achieved a level of transformation in the flow of development co- operation resources, and has advanced from a recipient of grant assistance to a provider of assistance to countries in need; (iii) Collective regional and international peace and security have been accomplished; (iv) Namibia enjoys full regional integration in terms of socio-economic and political structures through efficient supra-national organisation; and (v) The benefits of technology, trade, investment and capital flows have contributed to a significant reduction in poverty in most regions of the world, and Namibia enjoys optimal participation and integration in the global village. The targets under the external environment were set in five-yearly timelines based on best- and worst-case scenarios. The desired states are derived from reflections of 'where we want to be (2030)' as outlined under each of the five components of the External Environment thematic area and are referred to in this section as Desired Goals.

The objectives around the external environment are not quantitative and, therefore, cannot easily be measured. In addition to presenting a range of evidence, the review assessed the progress made and evaluated how far the country is from realising the desired goals using rating scales. The scale involves the following: (i) measures indicating progress made towards achieving set targets both at NDP and Vision 2030 Target levels; (ii) assessments of the Desired Goals indicating the likelihood of realising the desired state; and (iii) an evaluation at the sub-vision level indicating how good or bad the country has fared towards attaining that specific sub-vision. Each target, both at NDP and Vision 2030 levels, was treated as an independent variable with sub- variables which are tasks or efforts the country has taken towards achieving the targets. The evaluation matrix for the external environment is presented in the following table.

Table 14: External Environment Evaluation Matrix.

External Environment Evaluation Matrix		
Measure (quantified or qualified % score/ achievement of the set targets)	**Assessment (Desired Goal)**	**Evaluation (Sub-vision level)**
80 and above	Highly likely	Excellent
60-79	Likely	Good
40-59	Neutral	Average
20-39	Unlikely	Poor
Below 20	Highly unlikely	Critical

While the review presents the results of Namibia's participation, contribution and benefit from the external environment, in many respects, the overall performance also reflects the international community because the set targets require collective international efforts to achieve.

7.3 Trends in External Environment

7.3.1 International Relations

From 2004, Namibia's international relations were guided by the White Paper on Foreign Policy and Diplomacy Management, which sought to promote Namibia's economic growth and development, foster regional harmony and international peace and security, and create a good image of the country as well as protect and assist Namibian citizens abroad. The White Paper was replaced with the Policy on International Relations and Co-operation in 2017, which provides a platform for the country to, in addition to traditional diplomacy, engage on contemporary challenges such as globalisation, global peace and security, environmental protection, cyber security threats and the ever-changing face of terrorism.

Over the review period, Namibia continued to advance its bilateral and multilateral relations with the regional and international community by expanding its diplomatic relations through diplomatic missions and honorary councils. These increased in number from 22 in 2004 to 106 in 2021. The number of diplomatic missions accredited to Namibia also increased from 72 in 2007 to 133 in 2020, even though resident embassies/high commissions decreased from 43 to 33, mainly due to some countries adopting a regional representation approach with residency in South Africa. The number of international organisations hosted by Namibia increased from 13 to 22 during the same period, and the country continued to ratify and enforce regional, continental and global protocols, conventions and treaties for the benefit of the region and its people, further attesting the country's contribution towards strengthening regional and international co-operation.

Namibia uses its wide international diplomatic relations to contribute towards peace and security. For instance, Namibia is a member of the Southern African Development Community (SADC), the African Union (AU), The Commonwealth, and the United Nations, which all have peace and security architecture aimed at the early detection and prevention of conflicts as well as providing solutions to potential and active conflict situations.

However, despite these peace and security frameworks, high continental and global political instability with armed wars in some regions of Africa and the Middle East prevailed throughout the past 16 years. By 2021, there were 25 country-level conflicts on the African continent, down from 31 in 2020. About 32 armed conflicts were reported in 2021 globally, a slight decrease compared to the previous year, of which 17 were serious armed conflicts. Of the 17 cases of serious armed conflicts in 2021 globally, approximately 12 were in Africa as follows: Cameroon (Ambazonia/ Northwest and Southwest), Ethiopia (Tigray), Mali, Mozambique (north), the Lake Chad Region (Boko Haram), the Western Sahel Region, the CAR, the DRC (east), the DRC (east-ADF), Somalia, Sudan (Darfur) and South Sudan.

In the year 2000, World Leaders signed the Millennium Declaration that culminated in the Millennium Development Goals, which were implemented from 2000 until 2015, overlapping with the Vision 2030 implementation period. Through these Goals, World leaders committed to combating poverty, hunger, disease, illiteracy, environmental degradation, and discrimination against women to ensure greater global integration.

The challenges and conflicts discussed above undermine the fourth aspiration of the AU Agenda 2063, which calls for a "peaceful and secure Africa" focusing on silencing the guns and the Sustainable Development Goal (SDG) 16, which deals with the promotion of just, peaceful, and inclusive societies by reducing all forms of violence.

To ensure that the country's national agenda is aligned with its overall international relations and co-operation framework, Namibia translated its national priorities into the SADC Vision 2050 through the now revised Regional Indicative Strategic Development Plan, which in turn is aligned to the African Union (AU) Agenda 2063 and its ten-year implementation plan. Africa's inputs in the global Sustainable Development Goals (SDGs) were extracted from Agenda 2063, which made it easy for Namibia to domesticate the implementation of these frameworks into the national development planning process.

Regionally, Namibia continued to support the strengthening and reforming SADC by continuing to host the SADC Parliamentary Forum, which is the SADC body that, amongst others, is responsible for the promotion of democracy, good governance, gender equality, transparency, and accountability in the region as well as the SADC Tribunal which is one of the highest policy institutions in SADC.
As part of defining democracy in the African context, Namibia's participation in the SADC Election Observation Mission and its contributions to peace and security in several countries, including the Democratic Republic of Congo, Lesotho, and Madagascar, stand out. Equally, Namibia has subjected its elections to SADC Election Observation Missions and other election observers, from the first democratic elections of 1989 to the most recent elections in 2019, demonstrating good governance and democracy regionally and internationally. Notable in strengthening and democratising regional institutions is Namibia's leadership in chairing the SADC Electoral Advisory Council in 2015 for the review of the SADC principles and Guidelines governing democratic elections.

Since 2004, reforms have been instituted in SACU to include all member states in the making and implementation of decisions which South Africa previously dominated. These institutions include the Summit of Heads of States and Governments, which was established as a new and permanent SACU institution to 'define the political and strategic direction, and priorities of the organisation', the Council of Ministers to provide policy direction, procedures and guidelines for the functioning of SACU Institutions, and the Customs Union Commission which consists of 'senior officials at the level of Executive Directors for the implementation of policies and procedures and the Secretariat to run the day to day activities of the Union. Namibia serves on all these SACU institutions as a member state. However, the Tariff Board function is still carried out by South Africa even though the SACU Agreement makes provision for its establishment.

Globally, from 2005 Namibia, as a member of the African Union Committee of Ten Heads of State and Government on the Reform of the United Nations Security Council, actively advocated for two permanent and two additional non-permanent AU Member State seats on the United Nations Security Council. Namibia also supports this position through the G77 and, in its capacity, through engagement with bilateral and multilateral cooperating partners. However, the reform of the UN security council has not happened, and the architecture remains as it was at the end of the Cold War era. The lack of reform also continues with the Bretton Wood Institutions where the United States still select the President of the World Bank while Europe continues to select the Managing Director of the International Monetary Fund (IMF).

The sub-vision under international relations is a new international order established based on the sovereign equality of nations, where sustainable development, peace and human progress are ensured and is therefore unlikely to be achieved given the protracted reluctance for reform in some key international organisations. As noted above, this is not because Namibia has failed to strengthen engagement in international affairs. Instead, it is because many of the remaining challenges are outside Namibia's ability to significantly influence events.

7.3.2 Development Co-operation

Development Co-operation is measured in part through Official Development Assistance. From independence to 2003/2004, cumulative assistance to Namibia amounted to N$10,7 billion and N$32.4 billion from 2009/10 until 2021/22. At the time, Namibia was classified as 'least developed' and, therefore, eligible for grant support. Namibia's overall economic situation changed dramatically during the first few decades after independence. By 2009, the World Bank classified Namibia as an Upper Middle-Income Country with a GDP per capita of approximately N$68,577 (USD 4,677). This changed Namibia's eligibility for certain types of assistance and, unfortunately, did not reflect the profound need of much of Namibian society due to high levels of inequality. As a result of the classification, external assistance has been decreasing in recent years from the highest value of ODA as a percentage of GNP of 5.8% during independence to below 2% in 2021.

Through the expansion of its Diplomatic Service, Namibia has also been able to leverage co- operation through south-south and triangular Co-operation. Through South-South Co- operation, Namibia has witnessed expansion in its relations with countries of the Global South, including Brazil, China and India.

Namibia has been able to leverage its improved economic status to become involved in international affairs as a development partner. This includes emergency support to other countries such as Japan for the Tsunami, West Africa (Guinea, Liberia, Sierra Leone, Nigeria, and Senegal) for the Ebola outbreak, Palestine due to the harm caused by the occupation by Israel, Mozambique, and Zimbabwe for the devastating cyclone Idai. To date, Namibia has provided emergency support to other countries as follows:

• Donation of US$ 1 million to Japan for the Tsunami in 2012;

• Donation of US$ 1 million to fight the Ebola outbreak in West Africa (Guinea, Liberia, Sierra Leone, Nigeria, and Senegal) in September 2014;

• US$ 1 million humanitarian contribution to the people of Palestine in the Gaza Strip in September 2014; and

• Relief to the people of Malawi, Mozambique and Zimbabwe in various ways, including by giving donations of fish and clothing for the devastating cyclone Idai in April 2019;

Other technical assistance continues to be provided to many other countries through Joint Commissions of Co-operation.

7.3.3 Peace and Security

On Peace and Security in the region, the SADC collective security framework through the SADC Protocol on Politics, Defence and Security Co-operation of 2001 has structures for conflict prevention diplomacy, mediation, and peace support operations. The structures include the Panel of Elders, the Mediation Reference Group, the SADC Standby Force, the Ministerial Committee of the Organ on Politics, Defence and Security Co-operation, and the SADC Organ Troika. In 2019, the SADC Standby Force became the lead continental standby force for deployment across Africa. To strengthen the fight against terrorism and all security threats, the region has developed a SADC Counter-Terrorism Strategy and a Regional Early Warning Centre (REWC) to proactively prevent conflicts. Namibia fully participates in activities of the different peace and security organs.

Since 2004, Namibia continued to assertively contribute to peace and security within SADC and, by extension, to the world within the AU and the UN security frameworks. The country's police force participated in 13 United Nations peace-keeping missions sending over 450 peacekeepers, while the Namibian Defence Force also provided approximately 6,000 soldiers cumulatively to 14 missions across 13 countries.

The SADC Electoral Observation Mission is part of the early warning system, and its Council is responsible for early risk assessments, assessing whether countries are ready to hold peaceful and credible elections. Namibia has served as a member of the SADC Electoral Council since 2012. Since then, Namibia worked with SADC or its Organ on Peace and Security to oversee all SADC Election Observation Missions. Namibia's leadership in ensuring a peaceful transition in Madagascar and Lesotho are example of how the country has contributed through different means.

Other regional structures on Peace and Security include the SADC Mediation Reference Group, which Namibia has served as a member from 2014-2020. The Mediation Reference Group is part of the SADC Mediation, Conflict Prevention and Preventive Diplomacy Structure, comprising the Panel of Elders and the Mediation Support Unit. Specifically, on peace and security in the region, Namibia served three terms as Chair of the SADC Organ (2003-2004, 2013-2014, and 2014-2015). Namibia will again be leading the SADC Region's collective security framework as the Incoming Chairperson of the SADC Organ on Politics, Defence and Security Co-operation (2021-2022), the Chairperson of the SADC Organ on Politics, Defence and Security Co-operation (2022-2023), and the Outgoing Chairperson SADC Organ on Politics, Defence and Security Co-operation (2023- 2024).

At the United Nations, Namibia championed United Nations Security Council Resolution 1325 on Women, Peace, and Security, which was adopted during Namibia's tenure as chairperson of the UN General Assembly in 2000 and supported the development of the SADC framework that guides gender mainstreaming in the regional peace and security systems and processes in line with the United Nations Resolution. Notable during the review period is the launch of the International Women's Peace Centre in Namibia in 2020. The Peace Centre was established to become an institute of excellence for more mediation, inclusive peace-making and conflict prevention to support and ensure women's contributions within Namibia, Southern Africa, Africa and globally, to advance women, presenting more than half of the global population, are given adequate influence to contribute to humanity's fate. Similarly, in 2019 Namibia launched the National Action Plan (NAP) on Women, Peace and Security, which aims at strengthening the integration of a gender perspective in peace and security actions and management and guaranteeing women's participation in peace work.

In the SADC Region, Namibia also has bilateral joint commissions on defence and security with its neighbours. Through these joint commissions, the country sends its troops to neighbouring countries for training using their resources. Another commendable achievement in the region has been that during the period 2004-2020, there has not been a single interstate war in the SADC Region, including at the continental level.

Overall, based on the sub-vision for this component which is collective regional and international peace and security have been accomplished, the results on peace and security are rated as 'neutral'. This is due to a mix of progress associated with maintaining peace and security in countries featured on the conflict radar in 2004 and the containment of conflicts from escalating to wars highlighted as achievements. Still, the emergence of conflicts in countries such as Zimbabwe, Mozambique, Madagascar, and Lesotho, continues to raise security concerns. In addition, conflicts that prevailed in DRC and the Cabinda enclave of Angola continue to threaten the lives and livelihoods of millions of people in the region.

7.3.4 Regional Integration

Namibia has signed both bilateral and regional agreements and now belongs to various Regional Economic Communities and trade agreements, namely SACU, Common Monetary Area, the SADC Free Trade Agreement, the Common Market for Eastern and Southern Africa - East African Community - Southern African Development Community Free Trade Area, and the African Continental Free Trade Area. The aim is to enhance and deepen regional integration and deliver tangible social, economic, and political benefits associated with these arrangements.

Through these affiliations, the SADC has a Secretariat in place which drives regional integration through the Summit of Heads of States and Governments, the Council of Ministers, the Trade Negotiation Forum, the Committee of Ministers of Trade, and the Ministerial and Taskforce on Regional Economic Integration. Namibia, under SADC, is a party to the SADC-European Union Economic Partnership Agreement signed in 2016, replacing the non-reciprocal Cotonou Agreement. Namibia also established a SADC National Committee to implement the SADC Work Programme.

Additionally, Namibia has embarked on major projects aimed at deepening regional integration. These include the trans-Zambezi Corridor linking Namibia, Zambia and the Democratic Republic of Congo, and the Trans- Kalahari Corridor that provides a direct route from Walvis Bay, via Windhoek, through Botswana, to Pretoria in South Africa.

Deeper regional integration in SACU is driven through functioning institutions that Namibia is a member of. This comprises the Summit of Heads of States and Governments, the Council of Ministers, the Commission, the Technical Liaison Committee, the Ad-Hoc Tribunal, the Tariff Board[20] and the SACU Secretariat based in Namibia. Moreover, SACU and, by extension, Namibia have entered into trade agreements with third parties such as SACU- el Mercado Común del Sur/the Common Market of the South, SACU-EFTA-FTA, and SACU-Mozambique and the United Kingdom Economic Partnership Agreement. SACU started negotiating the preferential trade agreement with India in 2007.

Another important trade instrument that Namibia is a party to is the COMESA-EAC-SADC 'Tripartite', which also implements its integration agenda through fully functioning institutions. These include the Summit of Heads of States and Governments, the Committee of Ministers, the Trade Negotiation Forum and a Task Force coordinating its activities.

At the continental level, the African Union has specialised technical committees dealing with specific sectors, such as trade, agriculture, mining, and finance, which Namibia participates in. The country has also, through SADC, achieved further regional economic integration by ratifying the African Continental Free Trade Area, which secures more comprehensive market access and boosts intra-African trade. From this trade agreement, Namibia will be able to benefit in terms of economic diversification and value chain development. These comprise the Assembly of Heads of States and Governments, Council of Ministers, Committee of Senior Trade Officials, Dispute Settlement Bodies, and the Secretariat.

Footnote

20 While the Tariff Board was established through the revised SACU agreement with a composition of a panel of appointed professionals from each member state; it is still the only institution of SACU that remains under South Africa control through the South African Board of Tariffs and Trade.

Further to the above, Namibia has also submitted her solemn commitment to the Single Air transport Market (SAATM), signalling her commitment to participate in and implement the 1999 Yamoussoukro Decision (YD) on the liberalisation of the Air Transport Market in Africa.

The contextualisation of the benefits of regional integration to Namibia over the review period is reflected in the country's trade which experienced significant increases over time. According to the most recent revised statistics, exports grew from N$11.8 billion in 2004 to the highest record of N$68.3 billion in 2021, up from N$63.7 billion in 2020. Imports increased from N$13.6 billion in 2004 to N$97.6 billion against N$ 81.3 billion registered in 2020.

Regarding regional export destination markets, an average of 41% of all Namibian exports were destined for the SADC market, with SACU averaging 30% over the review period. Nonetheless, external trade for Namibia is still highly concentrated in a few countries, with the top ten export partners representing over 80% of total exports. Deeper regional integration also enabled Namibia to diversify its import reliance away from South Africa from over 80% in 2004 to only 38% in 2020.

The sub-vision under regional integration, which states that "Namibia enjoys full regional integration in terms of socio-economic and political structures through efficient supra-national organisations", is achievable over the remaining period, provided that the country continues to advocate for trade justice under the trade regimes and local production systems are positioned to benefit from the agreements.

7.3.5 Globalisation

Global trade and the promotion of investment rank high on Namibia's development agenda, such that this function has since January 2021 been moved to the Namibia Investment Promotion and Development Board (NIPDB) in the Office of the President. Throughout the review period, Namibia maintained a favourable policy environment for attracting investment through the Foreign Investment Act 27 of 1990 and the Export Processing Zone programme introduced in 1996. While the Namibia Investment Promotion Act of 2016 was meant to provide a framework for mobilising and attracting both foreign and domestic investment to enhance economic development, private sector consultations are still underway to address the implementation issues, such as the discretionary powers of the Minister responsible for investments to make technical decisions and the possible introduction of administration hurdles. These points were also noted in this report's macroeconomic section and the macroeconomic thematic report.

Total investment in Namibia was N$13.5 billion in 2004 and grew to N$20.4 billion in 2007, peaking at N$47.4 billion in 2014 before a steady decline to N$26.0 billion in 2021. Foreign Direct Investment inflow to Namibia stood at N$1.4 billion in 2004, peaking at N$11.4 billion in 2015 and was projected to decline to N$9.7 billion in 2021. Over 80% of foreign direct investment in Namibia went to mining and the financial intermediation sector. Overall, the figures show that between 2009 and 2019, FDI is estimated to have created 16,782 new direct jobs and 117,601 indirect jobs in the country.

Regarding financial systems, the 2019 World Economic Forum Global Competitiveness Index cites Namibia as one of the countries with the most sophisticated financial systems on the continent, ranking 41st out of 139 countries in the world and 3rd in SADC. Namibia has a world-class banking system consisting of eight banks offering various services. Capital flows with the rest of the world are relatively free, as provided under the Common Monetary Area (CMA). Foreign investors can get credit on local market terms in Namibia.

To increase its competitiveness, investments were directed to infrastructure development growth from a mere N$300 million in 2004 to a record high of over N$6 billion in 2013. Despite a temporary decline due to COVID-19, Namibia continues to be highly regarded for its investment in public infrastructure. For the past five consecutive years (2016-2020), the World Economic Forum's (WEF) Global Competitive Report ranked Namibia 1st for having the best roads on the African continent. Globally, the country is ranked 23rd, above major countries such as China and Italy. Consequently, Namibia's Walvis Bay Corridor has become the transport hub for all regional and international trade between SADC states, Europe, the Americas, and the rest of the world.

Access to world markets is also realised through good internet connectivity, and as of 2020, Namibia boasts a 98% digital fibre optic backbone network. However, access to affordable, quality internet services remains a challenge where. As of 2018, only 36% of all people living in Namibia had regular access to the internet. Available statistics show that, by the end of 2021, internet penetration reached 51%, an improvement from less than 23% in 2017 and the preceding years.

The sub-vision under globalisation reads the benefits of technology, trade, investment, and capital flows have contributed to a significant reduction in poverty in most regions of the world, and Namibia enjoys optimal participation and integration in the world. Over the past 16 years, Namibia has made significant investments in infrastructure such as transportation (roads, rail, marine ports, airports) and energy, water and technology infrastructure which are key catalysts for, amongst others, global competitiveness and attracting investments. Namibia's rating on achieving this sub-vision is therefore rated as 'neutral' but with immense potential to become 'likely achievable'.

Further to the Globalization Agenda, Namibia has participated in World Expo events, including the Beijing Expo in 2010 and the Dubai Expo in 2021. These platforms enabled the country to share and showcase its advancement in various sectors as well as promote investment opportunities in areas, amongst others, mining, agriculture, and green hydrogen, including cultural, technological and health.

7.4 Summary Status

The tables below summarise indicators' implementation status across the external environment thematic area.

Table 15: Status of 2030 Indicators and Targets for the external environment

Status of 2030 Indicators and Targets for the external environment			
Targets	**Relevance**	**Comment/Revised Target**	**Achievement**
UNITA has laid down arms and is now part of the political landscape of Angola. The Angolan government continues implementing a multi-billion-dollar reconstruction and development plan with support from the international community. A critical component is a national reintegration scheme and small-arms buy-back programme supported by the UN, AU and SADC.	Was relevant for its time	The indicator has served its time. A new target to be added: Angola completes a national reintegration scheme and small-arms buy-back programme supported by the UN, AU and SADC.	Target was met. According to the United Nations Program of Action to Prevent, Combat and Eradicate the Illicit Trade in Small Arms and Light Weapons, During the disarmament of UNITA forces after the war, all military equipment of all calibres were recovered by the government while others were destroyed. Angola has since acceded to the Arms Trade Treaty (ATT), a global control system for transferring weapons – including small arms and light weapons. Treaty consolidates other legal instruments, i.e. United Nations Protocol against the Production and Illicit Trafficking of Firearms, their parts and components. One of Namibia's five foreign policy objectives formulated at independence was to 'Enhance peace in the region like the end of civil war in Angola'. Since then, Namibia has continued to actively use regional and international platforms to advocate for and promote peace in Angola. Notwithstanding earlier contributions such as the participation in the UN Peace-Keeping Mission in Angola (United Nations Angola Verification Mission III – UNAVEM III), post-2004, Namibia also engaged in the reconstruction of the Angolan economy through the ratification of the Agreement on Reciprocal Protection and Promotion of Investments to protect investments and create favourable conditions for businesses in both countries. Since then, there has been co-operation in the energy sector, transport integration and other areas.

Targets	Relevance	Comment/ Revised Target	Achievement
The Inter-Congolese Dialogue has culminated in a new democratic constitution and free and fair elections. The new democratically elected President is committed to national reconciliation, unity, and economic reconstruction. In exchange for wide -ranging economic reforms, the international community cancels Mobuto-era debts.	Partly relevant but to be reworded	Target has been met but has not led to peace in DRC. Proposed rewording but need to be broken up 1. DRC is on a steady course of economic development 2. Local solutions to reduce conflict are increased and being implemented	Target met. DRC held its first elections in July 2006, its first democratic election after four decades, and Joseph Kabila won the elections.[21] The country held its second election in 2011, where Joseph Kabila again won with a 2-year tenure extension to 2018. In 2018, a new candidate, the opposition leader, Felix Tshisekedi, won the elections and became President
Zimbabwe is on a steady course of economic development. The land reform exercise is completed to satisfy all stakeholders, and significant foreign investment flows into the country.	Relevant	Break up the targets to report separately	Target not met but likely to be met over the remaining Vision 2030 period. Though the country had seen positive growth before the COVID-19 impacts, the past two years (2019 and 2020) recorded an economic contraction of about 6%. Other indicators include poverty rates at 70%, unemployment at 21%, and public debt at 77.2% of GDP in 2019.
South Africa's third democratically elected President has been sworn in. The results of the GEAR policy are being manifested through a higher GDP growth rate, increased foreign direct investment and significant job creation in the economy	Target is no longer relevant	Irrelevant SA is at their 5th President. And just like Namibia, South Africa also changes their development policies to address prevailing social and economic problems	Target met. The third post-apartheid President of South Africa, Kgalema Petrus Motlanthe, was sworn in on September 2008 and served for nine months till May 2009. He was elected following the resignation of Thabo Mbeki and was succeeded by Jacob Zuma, democratically elected in 2009 and served until 2018. President Zuma also resigned and was succeeded by President Cyril Ramaphosa, the current President, democratically elected in 2018. By 2000, the GEAR policy was said to have slightly met some key targets such as the fiscal deficit, inflation and government consumption - reporting figures of 2.2%, 5.4% and 18%, respectively, and reversing the negative GDP growth experienced during the 1990s. This Policy was, however, replaced in 2005 with the Accelerated and Shared Growth Initiative for South Africa (ASGISA) to address jobless economic growth and had particular targets for Poverty reduction.

Footnote

21 https://www.ohchr.org/Documents/HRBodies/HRCouncil/RegularSession/Session20/DRC/A-HRC-20-23-Add2_sp.pdf

Targets	Relevance	Comment/Revised Target	Achievement
			Namibia's contribution: Namibia's contribution to South Africa's democratic system of governance dates to 1990 independence when it called for dialogue between President De Klerk of South Africa and the ANC during its first parliament opening. Resultantly, part of Namibia's five foreign policy objectives formulated at independence speaks to the 'transformation of South Africa into a non - racial and democratic state'. The Namibian Government also financially and morally supported the ANC and the Pan Africanist Congress (PAC). Since 2004, co - operation has continued through the Diplomatic Consultations framework and the Namibia – South Africa Bi-national Commission.
Stronger regional institutions have been created that are better able to help member states resolve internal conflicts, and plans are under consideration for supra -national institutions like the SADC Court of Appeal, SADC Court of Arbitration, SADC Monetary Policy Commission, etc.	Relevant		The Target is not met. The existing institutions are weak, and they need to be strengthened. There is a need to establish institutions in SADC to help member states with various needs, i.e. the revitalisation of the Tribunal and establishment of the SADC Monetary Policy Commission
SACU Secretariat is established with a Council of Ministers, a Commission composed of senior officials as an advisory body to the Council, Technical Committees and a sanctioning authority.	Relevant		Target partially met. Hosted in Windhoek, Namibia, the SACU secretariat is operational and responsible for day-to-day administration, coordination and monitoring of the implementation of the Customs Union activities. Other SACU institutions are also operational apart from the Tari ff Board, which oversees customs, anti-dumping, countervailing and safeguard duties on goods from outside the Common Customs Area, rebates, refunds, or duty drawbacks is not operational even though there is a provision for its establishment in the 2002 Agreement. The Tari ffBoard must consist of experts from member states, but South Africa still carries out this function.

Targets	Relevance	Comment/Revised Target	Achievement
More countries implement the SADC Trade Protocol.	Relevant	Likely	As of 2020, 13 of the 16 SADC Member States are implementing the Trade protocol, while three are not yet participating, namely Angola, the Democratic Republic of Congo, and the Comoros. SADC is trying to support the remaining member states in implementing the FTA. Namibia is one of the first countries to have signed and ratified the protocol.
Member countries start reducing tariffs among each other. Category A product tariffs are immediately phased out, while those on products in Category B are gradually removed.	Relevant	Likely	Category A product tariffs are thus phased out for those countries, and Namibia, as with other countries, is busy with category B product tariffs (gradual liberalisation). Evidently, in terms of total trade, in 2019, which is the most recently available published data, Namibia was the second biggest SADC FTA trade partner.
Namibia continues to enjoy non -reciprocal access to the EU markets, thus increasing its beef and grape exports to the Union.	Relevant	The non-reciprocal Cotonou agreement was phased out and replaced with the SADC-European Union (EU)-Economic Partnership Agreement (EPA) signed in 2016. Given that the SADC EU EPA is up for review, the revised target should be: Namibia is benefiting from the revised SADC EU EPA agreement	Europe phased out the Cotonou Agreement under which Namibia enjoyed non -reciprocal access to EU markets. The current Economic Partnership Agreement (EPA) with the SADC EPA Group, which Namibia is part of, is reciprocal. The EU has ranked among the top three trading regions over the years, with exports increasing from N$15,194 Billion in 2012 to NAD 28.776 Billion in 2019. And despite the COVID-19 effects of the past two years, trade with the EU is still significantly high. The growth in exports of Beef to the EU market, on the other hand, also experienced fluctuation
Debt relief has been affected in many AU member states, including Nigeria, Algeria, and Kenya, allowing previously highly indebted poor countries to undertake comprehensive economic reforms with a 'clean slate'.	Relevant, especially given the effects of COVID-19 on debt levels.	This target will become even more relevant post-COVID-19, given that Governments had to borrow substantially to deal with the pandemic and its effects on health and the economy.	Experiences from Cameroon, Côte d'Ivoire, Senegal, and Ethiopia have shown that Debt relief does not always mean starting from a clean slate, as participation in these initiatives has led to countries' credit ratings being downgraded, further disadvantaging them. Equally, debt relief is not necessarily debt cancellation. In most cases, the debt is rescheduled or restructured. Thus, the uptake of the G20 – Paris Club Debt Service Suspension Initiative (DSSI), debt relief offered to over 25 countries, is low. [22]

Footnote

22 https://www.consilium.europa.eu/media/46968/st13529en20.pdf

Targets	Relevance	Comment/Revised Target	Achievement
A joint AU-UN-EU-World Bank conflict-resolution framework is created to provide an effective African conflict early-warning system, conflict resolution framework and intervention procedures/mechanism/ capabilities.	Relevant The AU Early Warning System is in place	Target to be revised to speak to the linkages of the AU EWS to Regional EWS	Target partially met as the AU, through its Peace & Security Council, has developed a Continental Early Warning System (CEWS) as one of the pillars of the African Peace and Security Architecture (APSA). But there are implementation challenges because the CEWS is not on the ground like regional and national EWS are.
Namibia and its relevant neighbouring SADC states have reached a binding agreement on their mutual borders, both on land and maritime.	Relevant	This target is also dealt with under Thematic Area 7 on Peace and Political Stability.	Namibia and Botswana successfully signed their boundary treaty on 05 February 2018, which has since been questioned by the residents of Namibia living along the borders with Botswana. Namibia and Angola have an Agreement on borders, including the Delimitation and Demarcation of Maritime Borders. No Treaty exists between Namibia and South Africa.
Namibia has become actively involved in implementing AUDA - NEPAD and has been invited to become part of its steering mechanism.	Relevant	No changes proposed	Target is on course. Through the Ministry of Works, Namibia serves on the Programme for Infrastructure Development in Africa (PIDA2) of AUDA -NEPAD.
Regional institutions are being strengthened. A common regional currency and central bank is in the process of being created. Several national sovereignty and state power accruements are transferred to SADC, and a SADC Constitution -that overrides or supersedes the national constitution - are agreed upon. More SADC countries have begun to converge their macroeconomic indicators.	Relevant	Even though SADC has taken a developmental approach as opposed to the traditional stepwise milestones approach, there is still a need to deepen integration through the proposed institutions for the citizens to benefit optimally.	Target is not met, but it is still an objective. There is no common regional currency and no central bank being created yet. But this process can be started in the next five years. Countries were performing well on macroeconomic convergence indicators before COVID -19. However, this has now been negatively affected.
Angola proceeds on a path of democratic governance, reconstruction, and development. New oil discoveries are made in deep-water areas, providing an impetus to further economic recovery. Anti-bandit operations are finally concluded with the surrender of the last armed bandit gangs.	relevant	Break up the Targets	Target partially met. Democracy still prevails in Angola, although conflict continues in the Cabinda Province under armed bandit gangs. New oil discoveries are made, but the sluggish prices are eroding investments.

Targets	Relevance	Comment/ Revised Target	Achievement
The UN Security Council is reformed with the status of a permanent member state being enlarged to include one regional power from each continent. This provides for a more democratic form of regional representation. The power of the reformed Security Council in terms of international peace and security is increased.	Relevant	Given the little progress, What is realistic is that a committee responsible for facilitating the reform process is constituted and a work program is approved.	Target not met and not likely to be met. As the thematic report on the External Environment highlights, the UN reform process started in the 1970s. In recent years, Africa intensified its reform efforts, seeking two permanent seats through the AU Committee of 10 Heads of State and as a member of the G77. The structures used to facilitate the reform have not made progress, as the geopolitical representation remains skewed. Thus, the current permanent members with veto powers (China, France, Russia, the Unite d Kingdom, and the United States) benefiting from the geopolitical skewness are reluctant to see the reform process through.
Two major transmission systems from Grand Inga in the Democratic Republic of Congo are to deliver cheap power to Southern Africa and Europe, one line down through Angola and Namibia to South Africa and another north through the Sahara to Western Europe.	Relevant	This target is not clear which phase of the Grand Inga Dam project it refers to. But the Grand Inga Dam (III) Project, which is a flagship programme under initiatives of Agenda 2063, is still in the preparation stage	Target not met and unlikely to be achieved. As of 2020, DRC was still securing technical and financial resources to develop the project. There is no transmission yet from this phase.
Conflict resolution mechanisms are firmly in place at the regional and continental levels, allowing for effective rapid response to emerging conflicts in or between member states of the AU.	Relevant	No change proposed	Target is on course. SADC has existing structures created through the region's collective security framework, given rise through the SADC Protocol on Politics, Defence and Security Co-operation of 2001. These structures are aimed at preventive diplomacy, conflict preve ntion, mediation, and peace support operations and include the Panel of Elders, Mediation Reference Group, the SADC Standby Force, the Ministerial Committee of the Organ on Politics, Defence and Security Co-operation, and the SADC Organ Troika. Namibia fully participates as a member in the activities of the different peace and security organs. For instance, Namibia served as a member of the Mediation Reference Group from 2014 – 2020. The Peace and Security Council at the continental level also has institutions such as the Continental and Regional Early Warning Systems in place, the Standby Force, as well as other infrastructures discussed earlier in the report. Specifically, on peace and security in the region, Namibia served three times as Chair of the SADC Organ from 2003 -2004, 2013 -2014, and 2014 -2015. Namibia's police force participated in 13 United Nations peace-keeping missions sending over 450 Peacekeepers, while the Namibian Defence Force also participated in 14 missions across 13 countries with personnel of 5,707 soldiers. Namibia served as a SADC Electoral Council (SAEC) member from April 2012 to March 2022, serving two five-year terms. During the sessions that Namibia chaired SADC or its Organ on Peace and Security, the country led all the SADC Election Observation Missions. Namibia's leadership in ensuring a peaceful transition in Madagascar and Lesotho (SOMILE) are examples of how the country has contributed through different means.

Targets	Relevance	Comment/Revised Target	Achievement
All member states ratified and implemented the SADC Trade Protocol, which led to the expansion of intra -SADC trade.	Relevant	No change proposed	Target is on course: SADC Trade Protocol signed and ratified by 13 members of the 16. Angola, DRC and Comoros are working towards ratification and implementation.
SACU renegotiations are complete, and relevant institutions solving disputes and determining common external tariffs have been set up. The BLNS countries reviewed their taxation base to forestall themselves from the effect of the EU-South African Free Trade Agreement.	Relevant	No change proposed	Target on course: All SACU institutions proposed in the revised SACU agreement are constituted and fully operational. Save for the Tari ffBoard, which is still under the administration of South Africa. On SACU EFTA -FTA, negotiations were concluded during the period under review, and the agreement was launched in 2008. Under this agreement, the European Free Trade Association (EFTA) has offered SACU full duty and quota-free access for industrial products with rules of origin equivalent to or better than those contained in the TDCA.
SADC establishes a common external tariff, a move that will lead to the formation of the customs union.	Relevant	No Change as it also remains a SADC target.	Target likely to be missed. At the SADC level, this was planned for 2010. In the meantime, the SADC secretariat has only prepared a framework for the Customs Union and started investigating implications for countries that are already part of a Customs Union (SACU).
A regional central bank is fully established, and a core group of states, including Namibia, introduce the new regional currency. The SADC central bank is responsible for the monetary policy in the SADC monetary area, covering the initial core states.	Relevant	No change is proposed. As this remains a SADC target	Target likely not to be met. The SADC Central Bank is not yet in place, even though this was a 2016 target at the SADC level. There is also no information regarding concrete strides towards establishing this institution. There is also no regional currency introduced yet.
A directly elected SADC regional parliament has the power to review, harmonise, and veto national legislation.	Relevant	There is no intention from the SADC level to have the regional parliament veto national legislation. Instead, it is expected to "facilitate the drafting of model laws while the former will continue their legislative role in domesticating regional laws as well as oversight role on the effective implementation of executive programmes and projects at the national level".	Target partially on course. The constitution of the SADC Parliamentary Forum is adopted by 15 member states save for Comoros. In 2018, the SADC Summit considered the transformation of the Forum into a full Regional SADC Parliament, a process that Namibia fully advocated for. The SADC Parliament will be established as a "consultative and deliberative body" with no law -making or other binding authority in the initial instance" to observe and respect the sovereignty of SADC Member States. At the same time, in operational terms, it would consult and liaise with other SADC institutions and structures.
The AU continues with efforts at continental unity by creating various supra-national political, economic, judicial, and legislative bodies.	Relevant	The AU has created institutions to primarily work with regional structures.	Target on course: The AU established supranational institutions such as Peace and Security Council (PSC), which became fully operational in 2004, the Pan-African Parliament (PAP) also in 2004, the AU Foundation, which advocates for inclusive economic development through partnerships with the private sector to promote intra-African trade; Economic, Social and Cultural Council (ECOSOCC) through the Continent's Civil Society Organisations (CSOs).

Targets	Relevance	Comment/ Revised Target	Achievement
SADC member states implement policies that will lead to convergence in macro-economic indicators as an important criterion for monetary integration	Relevant	No changes as the earlier target relate to strengthening while this one refers to policy implementations.	Target on course and likely to be achieved amidst the COVID -19 effects. Member states have started implementing policies that lead to convergence in macro-economic indicators. Member states have also begun implementing the Peer Review Mechanism to monitor the implementation of the Macroeconomic Convergence Programme. Namibia is participating in this Peer Review process.
SACU negotiations were completed, and relevant institutions were established. These are Boards of Trade and Tariffs to set up the common external tariffs for SACU. South Africa Board of Trade and Tariffs is no longer the sole institution to set up the common external tariff. The revenue-sharing formula of SACU was revisited to give a fair share of revenue to the BLNS.	Relevant	There is a need to investigate why there is no urgency for member states to participate in implementing this important function.	Target has not been met, but it is achievable. South Africa Board of Trade and Tariffs is no longer the sole institution to set up the common external tariff. Member states, including Namibia, need to urgently set up their national level committees as required by the SACU Agreement.
SADC Protocol on Politics, Defence and Security is upgraded to the SADC Mutual Defence Treaty	Relevant	For the next review period, focus on the results of the SADC Mutual Defence Treaty	Target Met. The SADC Mutual Defence Treaty was signed in 2003 by all members. Madagascar and Comoros did not sign the protocol because they do not have Defence Forces.
All SADC member states adopt a common regional constitution with key provisions such as abolishing the death penalty, protection of human rights and democratic governance.	Relevant	No changes proposed	Target on course. Promoting the principles of human rights and democracy within the SADC region is enshrined in the Constitution of the SADC Parliamentary Forum. The constitution of the SADC Parliamentary Forum is adopted by 15 member states save for Comoros. There are evolving dynamics with transforming the SADC Parliamentary forum to th e Regional Parliament.
A common regional foreign policy framework and institutions are created, allowing the member states to better meet the challenges and uncertainties of an evolving world order.	Relevant	No changes	Target on course: As a country, Namibia aligns with the SADC integration framework. Namibia takes the regional position through this framework to engage with cooperating partners. For instance, Namibia's ascend to the common continental foreign policy framework provided by the Abuja Treaty of 1991 through SADC. The treaty provides a foundation for establishing the African Economic Community through the Regional Economic Communities (RECs), and SADC is one of the eight RECs that the AU recognises.
More states adopt the common currency after meeting macro-economic eligibility criteria.	Relevant	No changes are proposed.	Target not likely to be met. There is no common currency to adopt, and none of the countries has met macroeconomic eligibility yet.

7.5 Conclusion

The thematic report offers a valuable review of the continued relevance of Vision 2030 strategies and what this means for the next steps between now and 2030. As outlined in the introductory sections, the targets for this thematic area are broad, portraying desired aspirations. Some desired goals do not have targets to measure and assess progress.

While the review presents the results of Namibia's participation, contribution and benefit from the external environment, the overall performance is instead a reflection of the international community because the set targets require collective international efforts to achieve. This suggests that there is a subjective attribution gap in qualifying the achievements realised. As a result, an attempt is made to provide detailed descriptions of Namibia's contribution to each target using the scale described above.

On diplomacy, the country's continued advancement of bilateral and multilateral relations with the international community is embedded in its international relations and co-operation policy framework, which integrates the delivery of national development priorities through the SADC Vision 2050, the AU's Agenda 2063 and the 2030 SDGs.

As Official Development Assistance transforms to broader partnership co-operations, Namibia has embraced these dynamics by increasing its engagement within the South-South co- operation framework, leading to the country's gradual movement towards providing emergency support to countries in Asia, the middle east and Africa.

Namibia's assertive contribution to peace and security within SADC, and by extension to the world within the AU and the UN security frameworks, bears testimony to the containment of conflicts from becoming active wars and the absence of interstate wars in the region.

Regional integration and globalisation continued to positively impact the economic development of Namibia with diversification and an increase in both the volume and direction of trade for the country. The results of globalisation are also evident in global rankings of Namibia's infrastructures as being among the best in Africa and the increase in FDI over the Vision 2030 period.

Notwithstanding the successes that Namibia continues to enjoy in the external environment, issues of institutional reforms at regional and international levels and high continental and global political instability with armed wars in most regions of Africa remain a challenge. The flow of ODA to Namibia has also, since 2004, been decreasing despite the severe socio-economic imbalances across the country. Equally, during the review period, most socio-economic gains derived from the external environment had experienced adverse effects of COVID-19, albeit to different degrees.

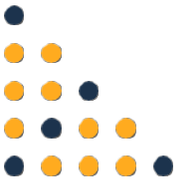
7.6 Recommendations

Based on the analysis of the achievements of the Vision 2030 strategies and targets, the main recommendations from the review include the following:

• Namibia, within the institutions of SADC, work with other member states to resolve the dissolution of the SADC Tribunal, and as per the SACU agreement, establish a National Body and conduct preliminary investigations and recommend any tariff changes necessary to the Tariff Board.

• Secure alternative sources of funding, optimizing resource allocation, and enhancing self-sustainability.

• Namibia develops a strategy for guiding and linking local production systems to regional and global value chains.



Section8.

Population, Health and Development

8. Population, Health and Development.

8.1 Introduction

The Population, Health, and Development (PHD) thematic area covers five (5) focus areas each with a sub-vision, targets, objectives and strategies. It has been noted that in some cases the targets are omitted from the write up but covered as "Where we want to be", and this was used as targets to enhance analysis and reporting.

The Population Size and Growth focus area is envisioned to achieve a high life expectancy and sustainable or manageable population growth. The sub-vision and targets focus on health and population growth to achieve "A healthy and food secured nation in which all preventable, infectious 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'.

Migration, Urbanisation and Population Distribution targets to promote free movement of the population within the country through achieving integrated rural and urban development in which living conditions and socio-economic opportunities are adequate for all. By 2030, urban centres were expected to be developed simultaneously across the regions to avoid high populations flocking to a few areas like Windhoek. The objective was to achieve integrated or interconnected rural and urban development according to the resource potentials of the areas and the need to achieve balanced development.

The Age and Gender of the Population were also expected to grow proportionately to ensure that Namibia is a just, moral, tolerant, and safe society with legislative, economic, and social structures in place to eliminate marginalization and ensure peace and equity between women and men, the diverse ethnic groups and people of different ages, interests and abilities. The intention was to promote a development approach sensitive to the plight of designated and vulnerable members of society through providing adequate education to all and access to gainful employment to ensure equity in social, economic, and political matters.

The Healthy Living and Longevity focus area is to ensure that most Namibians live healthy lifestyles, provided with safe drinking water and a comprehensive preventive and curative health service to which all have equal access. Based on the Vision 2030 objectives and targets for the health sector defined above, the review issues addressed in this section include health policies, programmes and their implementation; progress in containing infectious diseases like HIV/AIDS, TB, and COVID-19; Progress in addressing other significant causes of death; progress in promoting Sexual and Reproductive Health (SRH); progress in promoting maternal health; progress in expanding access to healthcare and progress made in strengthening health systems.

The final focus area of Promoting Healthy Human Environment envisages all the people of Namibia to have equitable access to high-quality and affordable healthcare services, necessitated by a strong health infrastructure supported by adequate human, material, and financial resources. It was envisaged that the health system would be enhanced to improve and maintain the social well-being, self-reliance and coping capacities of individuals, families, and communities.

8.2 Vision 2030 And Population, Health, and Development

Two core objectives were noted in Vision 2030 for Population, Health, and Development:

1. Ensure that Namibia is a fair, gender-responsive, caring and committed nation in which all citizens can realise their full potential in a safe and decent living environment.

2. Ensure a healthy, food-secured, and breastfeeding nation in which all preventable, infectious, and parasitic diseases are under secure control and in which people enjoy a high standard of living, with access to quality education, health and other vital services, in an atmosphere of sustainable population growth and development.

To realise these two core objectives, Vision 2030 indicated five main strategies:

1. Providing excellent, affordable health care for all
2. Mainstreaming HIV&AIDS into development policies, plans and programmes.
3. Creating access to abundant, hygienic, and healthy food based on a policy of food security.
4. Providing full and appropriate education at all levels
5. Achieving collaboration between public, private and civil society organisations in policy formulation, programming and implementation

8.3 Trends In Population, Health, and Development

8.3.1 Population Dynamics and Development

The population of Namibia stood at 1.8 million in 2001, increased to 2.1 million in 2011, and is projected to be 2.5 million in 2020 pending the conduct of the census. The projection results by NSA show that the annual growth rate of Namibia's population is expected to decline to 1.69 in 2025 and to 1.54 by 2030. The worst-case scenario of the population growth rate declining to 1.5% or below by 2030 has almost been reached.

The trend for life expectancy since the 1991 census shows a fluctuating pattern for males and females; for males, life expectancy was 59.1 years in 1991 but declined to 47.6 in 2001 and rose to 53.3 years in 2011. Similarly, for females, life expectancy started at 62.8 years in 1991, fell to 50.2 in 2001, and increased to 60.5 by 2011. The sharp declines in life expectancy experienced by both males and females are attributable to the heightened AIDS deaths that swept across the country and sub-Saharan Africa between 2000 and 2005.

Infant mortality declined by 32% between the years 1987 to 2012, from 57 deaths per 1000 live births in 1987-1991 to 39 deaths per 1000 live births in 2008-2012; estimates by the UN indicated that the rate would decline to 27 in 2020-2025 and projected to decline to 23 during 2025-2030. Nonetheless, the infant mortality rate saw a sharp decline during NDP5 period from 39 in 2017 to 7.3 in 2021. This could be attributed to trends of greater access to health facilities.

Trends in maternal mortality suggest that rates remained higher than anticipated, with the HIV pandemic having a particularly significant impact in the 1990s and early 2000s. The last estimated rate was 265 maternal deaths per 100,000 live births in 2015, closer to the rate from 1990 to 2000 (271). The rate increased dramatically to 449 per 100,000 live births from 1998-2007, with the lower rate in 2015 reflecting improvements in HIV treatment and other improvements in health delivery.

The Total Fertility Rate (TFR) was estimated at four children per woman from 2005 - 2015, projected to have declined to 3 in 2020. While in the right direction, the Vision 2030 target of 2 children per woman is ambitious.

Contraceptive use among women (15-49) over the past 21 years (using the 1992, 2000, 2006-07, and 2013 NDHS surveys) has increased from 23% in 1992 to 50% in 2013. However, the target for 2030 is 80%, which is unlikely to be achieved. Growth in the use of contraceptives has snowballed in urban areas, but rates in rural areas are much lower.

Namibia attained the full immunisation coverage target of 70% by 2006 and surpassed the target by 2015, registering 87% full immunization. In 2013, 89% of children received the recommended Pentavalent vaccine. It has, however, been relatively unstable, declining to 76% in 2018 and 81% in 2019, reflecting gaps in reach needing continued attention. In addition, 83% of immunisation coverage was reached for measles.

8.3.2 Migration, Urbanisation and Population Distribution

The review in this section includes Migration and integrated urban and rural development, Urbanization and development, Integrated market for agricultural products and international migration and Human Rights.

8.3.2.1 Migration And Integrated Urban and Rural Development

Namibia has experienced high levels of rural-to-urban migration, primarily driven by job opportunities and the availability of better social services. Less than 30% of the population lived in urban areas at independence, growing to almost half the population by 2016, with the rate accelerating since then. While the aim was to focus on more dispersed in-migration to secondary urban centres around the country, the most rapid growth continues to be experienced in the capital city of Windhoek. The result has been the rapid expansion of informal settlements, distortions in the urban land market (rentals and sales), and pressure on municipal authorities to rapidly expand service delivery despite worsening cost recovery. The review by Weber and Mendelsohn noted that some half of the urban population in Namibia may be living in informal housing by 2030 and that more Namibians will be living in informal housing in urban areas than in rural areas even earlier than 2030.

These trends continue despite considerable investments in rural economic development and the rapid expansion of services in rural areas and despite increases in migration to secondary centres. The government has expanded investments in these secondary centres to increase employment opportunities and services. Still, the major urban areas of Windhoek and along the central coastal area continue to draw an excessive number of in-migrants.

Evidence from the 2016 Namibia Intercensal Demographic Survey (NIDS) shows that Khomas and Erongo regions have experienced high rates of lifetime migration, as more than 40% of residents in these regions were born elsewhere. There have also been high rates of migration into Otjozondjupa and Karas. On the other hand, Ohangwena, Kavango West, and Omusati regions have had high percentages of out-life migration with, respectively, 37%, 33.8% and 27.3% of the people who were born in those regions migrating to other regions (NSA, 2016).

The National Rural Development Policy and Strategy was approved by Cabinet in 2012 and is aimed at accelerating broad-based rural industrialization and economic growth. The policy also seeks to improve the standard of living in rural areas by providing basic social and economic services and creating a political, legal, economic, and social environment which will empower people to take charge of their development.

The Ministry of Urban and Rural Development (MURD) is coordinating the implementation of several policies and programmes addressing urbanization and internal migration issues. These include the Decentralisation Policy and Decentralisation Enabling Act, the Local Authority Act and Regional Council Act. The decentralisation programme aims to take government services closer to people and promote rural development to decrease push factors on urbanization. To promote the growth of small or medium-raised urban centres, a number of centres in the country have been proclaimed as towns through the Local Authority Act.

Through the Local Authorities, the Build Together Housing Programme is being implemented to ensure equitable land, housing, services, and livelihood of the urban poor. Similarly, the National Housing Enterprise constructs several affordable houses for low-income citizens in proclaimed urban .Settlements. High demand for housing in the ultra to low-income categories led to the establishment of several housing groups and initiatives such as the Shack Dwellers Federation of Namibia (SDFN) and Standard Bank Buy-a-Brick amongst others, to construct houses country wide. Together, Government and the private sector have delivered 68,274 houses to the people of Namibia, increasing the access to formal housing from 27% in 2003/04 to 31% in 2016. Between 2017/2018 and 2021/22 the target of building 25000 houses was not met as only 10494 houses were built bringing the total number of houses constructed during the reference period to 78,768. The MURD works closely with local and regional authorities in addressing the challenges of urbanization and internal migration. Several towns have expanded their boundaries as proactive planning for urban population growth.

Almost all households (99.6%) in urban areas have access to safe water, with 40% and 31.9% having access to piped water inside and outside, respectively. Similarly, 85.0% of rural households share the same privilege. However, a proportion of the rural population still has unsafe drinking water, 7.7% (boreholes, unprotected wells) and 7.1% (rivers, dams or canals).

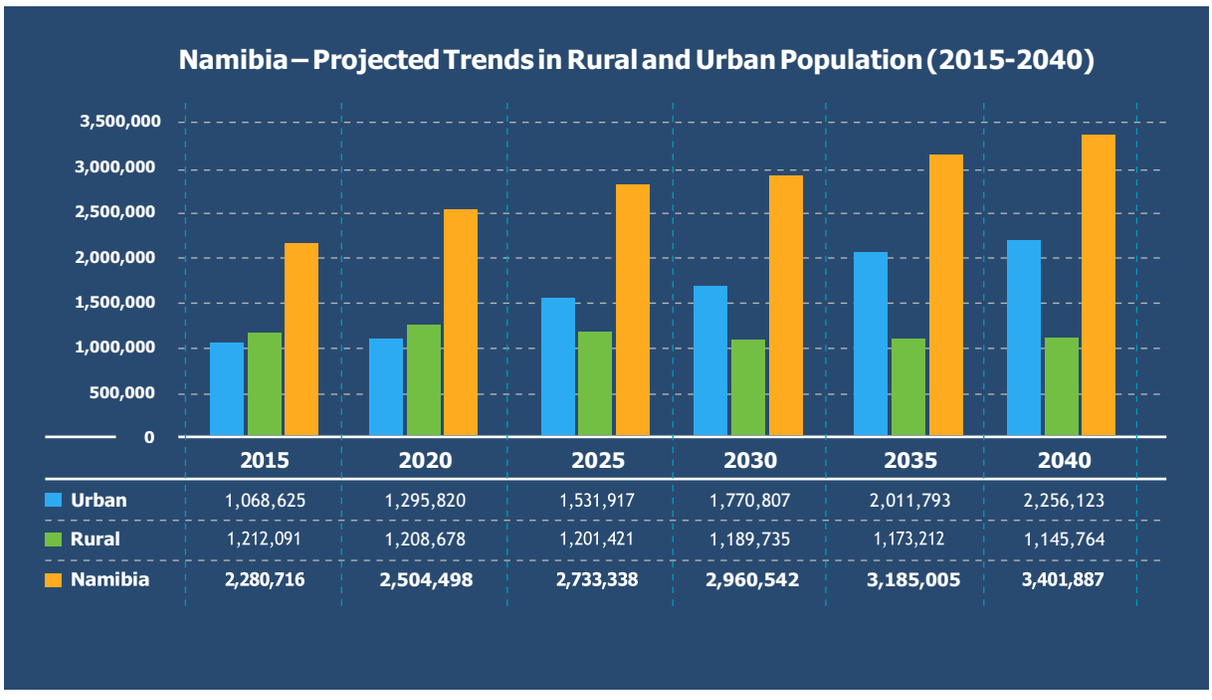
At the regional level, the Khomas region had the highest percentage (99.8%) of households which had access to safe water, followed by the Oshana (98.4%), Otjozondjupa (98.3%), Hardap (97.6%), Erongo (97.5%) and //Kharas (97.4%) regions. The region with the lowest percentage of households having access to safe water was the Kunene region (74.6%). This region also recorded the highest percentage (15.8%) of households that drew water from boreholes and unprotected wells.

8.3.2.2 Urbanization and Development

While urbanization has increased rapidly over the years, from 28% in 1991 to 48% in 2016, there are wide regional variations in the country's urbanisation level. In 1991, both Ohangwena and Omusati regions were utterly rural, and by 2001, still, only 1% of the population resided in urban areas, increasing to 10.1% for Ohangwena and 5.7% for Omusati in 2011 (NSA, 2016).

On the other hand, Khomas and Erongo regions have maintained their lead in urbanization since 1991; Khomas was 88% urbanized in 1991, increasing to 93% in 2001 and 95.2% in 2011. Second in rank among the 14 regions in the country is Erongo, which was 63% urbanized in 1991; the level has since increased to 80% in 2001 and 87% by 2011 (NSA, 2011). The five largest towns and cities in Namibia in 2011 were Windhoek (325,858 people), Rundu (63,431), Walvis Bay (62,096),Swakopmund (44,725) and Oshakati (36,541 people).

This implies that from 2015 to 2040, the urban population is projected to more than double while the rural population will gradually shrink (Namibia Statistics Agency, 2014). Planning strategies must consider that the country will transform from a mainly rural to a predominantly urbanised territory in the coming years.



	2015	2020	2025	2030	2035	2040
Urban	1,068,625	1,295,820	1,531,917	1,770,807	2,011,793	2,256,123
Rural	1,212,091	1,208,678	1,201,421	1,189,735	1,173,212	1,145,764
Namibia	**2,280,716**	**2,504,498**	**2,733,338**	**2,960,542**	**3,185,005**	**3,401,887**

Figure 14: Namibia – Projected Trends in Rural and Urban Population (2015 - 2040) **Source:** Namibia Statistics Agency

8.3.3 Population Age and Gender Distribution

Based on the Vision 2030 strategies and the targets of the SDGs in the education sector, the issues for review in the section are in two parts: Population, Gender and Youth – age structures of the population, gender and development, youth empowerment and Education and Development, which looks at the policies and programmes on education, their implementation; the providing quality education for all, the labour market response and the opportunities presented by technology and industrialization.

8.3.3.1 Sex/Age Structure of The Population

The sex ratio at birth (i.e., the number of males per 100 females born) ranges from 103 to 106 globally. The actual sex ratio at birth for Namibia averaged 0.95 over the period 1991 to 2011. In 1991, the Namibian population was 1,409,920 (723,593 females and 686,327 males), while in 2001, the total population was 1,830 330 (942,572 females and 887,721 males). In 2011, the census indicated a total of 2,116,077 population, comprised of 1,026,911 males and 1,089,166 females, or 48.53% males and 51.47% females.

The projected total population of Namibia for 2015 was 2,280,716, with children under age 14 making up 36.4%; youth and adults aged 15-64 constitute 59.1%; while the elderly, aged 65+, make up 4.5%. By 2030, the total population is projected to reach 2,960,542 and distributed among the planning age groups as follows: 0-14 (33.7%), 15-64 (61.8%), and 65+ (4.5%).

By implication, based on assumed fertility decline over the next 15 years (from 2015 to 2030), NSA estimates that the share of the population under the age of 15 will likely decline modestly from 36.4 to 33.7%; by contrast, the percentage of the working age population (15-64) will increase from 59.1 to 61.8%, while the elderly in the population (the proportion of the population at older ages 65+) is set to remain unchanged at 4.5%.

8.3.3.2 Education and Development

To bring education to all children in Namibia, the government has been implementing some 'Affirmative Action' strategies, including the setting up of a Task Force for Educationally Marginalized Children in 1996, the development of the National Policy Options on Educationally Marginalized Children in 2000 and the introduction of universal primary education and universal secondary education in 2013 and 2016, respectively (UN, CCA 2017).

Under the MDG (2000) programme, the Government implemented several initiatives aimed at ensuring that quality education is accessible and offered to its citizens at all various levels within the education system. These initiatives included the implementation of i) the Education Training Sector Improvement Programme (ETSIP) for the period 2005 – 2015, ii) the National Statistics and Performance Indicators and iii) the National Professional Standards for Teachers and a draft National Education Strategic Plan.

To address the challenge of young girls falling pregnant, the government introduced the Learners Pregnancy Policy, which focused on the need for pregnant learners to remain in school until four weeks before giving birth and return immediately to not disrupt the learner's education for too long.

Namibia is part of the Eastern Southern Africa (ESA) communities, which affirmed and endorsed the Comprehensive Sexual Education (CSE) curriculum in 2013 at a Joint United Nations Programme on HIV/AIDS to deliver quality sexual education to its young people, due to the highest infection rates of Sexually Transmitted Infections (STIs).

8.3.3.3 Healthy Living for Longevity

With independence, Namibia focused on expanding primary health care services and strengthening health care delivery in underserved areas. A shift in focus on equity in outcomes for all Namibians meant the need for improved quality standards throughout the health care system, expansive preventive outreach, especially to rural areas, and targeting those at risk with appropriate services. It also meant investing in lifelong healthy living, including expanded access to safe drinking water and sanitary human waste disposal systems, reductions in child and maternal malnutrition, grew increased access to sexual and reproductive health care services, significantly expanding prevention and treatment services around HIV and tuberculosis, preventing malaria, and high levels of child immunisation.

The Namibian health care system is organised in a three (3)-tier structure with operations at central, regional and district levels. The central level has devolved authority to 14 regional MOHSS regional directorates and 34 districts. In terms of progress achieved, the health indicators for the country during NDP5 are presented in table 16 below:

Table 16: Namibia Health Indicators for NDP5

Namibia Health Indicators for NDP5											
Date	**Baseline**	**Target 2017/18**	**Actual 2017/18**	**Target 2018/19**	**Actual 2018/19**	**Target 2019/20**	**Actual 2019/20**	**Target 2020/21**	**Actual 2020/21**	**Target 2021/22**	**Actual 2021/22**
Health adjusted life expecetency	58 Years (2015)	59 Years	58 Years	60.5 Years	58 Years	62.5 Years	58 Years	65.5 Years	58 Years	67.5 Years	58 Years
Maternal Mortality	385 (2013)	348	385	311	385	274	326	237	51.3	200	22.4
Infant Mortality Rate	39 (2013)	35	39	32	20	30	18	25	11.3	20	7.3
Under 5 Mortality	54 (2013)	51	48	48	48	45	48	42	22	39	19.24
Malaria Mortality Rate	3.4 (2014)	1	3.4	0.3	3.4	0.1	3.8	0.02	0.6	0	0.59
TB Mortality Rate	73 (2014)	68	73	63	73	58	73	51	4	47	7.72
Stunting	24% (2013)	22%	24%	20%	24%	18%	18%	16%	18%	12%	1.20%
Anaemia	21% (2013)	18%	No Data	16%	No Data	14%	No Data	12%	5.70%	10%	8.30%
Doctor / Population	1:2485 (2015)	1.5861	1.7674	1.4389	1.7674	1.3174	0.5278	1.1701	0.51528	1.0535	0.52847

Date	Baseline	Target 2017/18	Actual 2017/18	Target 2018/19	Actual 2018/19	Target 2019/20	Actual 2019/20	Target 2020/21	Actual 2020/21	Target 2021/22	Actual 2021/22
Registered nurse/ Population	1:328 (2015)	0.2618	0.2694	0.2549	0.2694	0.2479	0.5278	0.2396	0.16597	0.2292	0.16458
Pharmacist/ Population	1:4095 (2015)	2.516	2.8854	2.3236	2.8854	2.0708	1.3868	1.8243	1.3625	1.6313	1.23264
New HIV infections per 1000 population	3 (2016/17)	3	2.9	3	2.4	2	2.3	2	2.81	1	2.81
HIV / AIDS mortality rate per 1000 population	134 (2016/17)	120	123	106	112	94	128	92	100	90	113

Source: National Planning Commission NDP5 (2017: 63)

Initially, Namibia had one of the highest HIV/AIDS prevalence rates in the world. UNAIDS estimated the national prevalence to be 14% among the general population in 2016 (females and males aged 15–49). However, progress has been made with the epidemic reaching a plateau and downward trend. The prevalence among pregnant women dropped from 22% in 2002 to 17.2% in 2016, based on the Namibian Sentinel Survey.

The UNAIDS global targets call for countries to get 90% of people living with HIV diagnosed, 90% of those diagnosed accessing treatment, and 90% of people on treatment to have suppressed viral loads by 2020. Namibia exceeded the targets by achieving 93-95-90 against the set targets by UNAIDS in 2018. Access to ARVs for all people living with HIV has increased from 52% in 2013 to 64% in 2016, with 95% of pregnant women living with HIV accessing ARV. Consequently, MTCT was reduced to under 5% in 2016. AIDS-related deaths have declined by 56% since 2005.

Gains have also been made regarding malaria, with vector control services, rapid increases in mosquito net availability and use, significant improvements in timely malaria diagnosis and treatment, and epidemic preparedness, detection, and response. Between 2001 and 2011, Namibia experienced a 98% decrease in reported malaria cases, dropping from 735,510 to 14,409. During the same period, malaria deaths decreased by 98%, from 1,747 to 36, surpassing the country's national targets. Although malaria cases have fluctuated substantially in recent years, generally, they tended to decrease through the 2004-2018 period ending at 26.7 cases per 100,000 people in 2018.

Similar gains have been made in tuberculosis, with identification protocols significantly strengthened and a treatment rate estimated at 85% in recent years. The tuberculosis death rate was at a level of 57 cases per 100,000 people in 2019, which was down from 64 cases per 100,000 people in 2018. This represents a change of 10.94%. The reported number of TB-related deaths in 2019 decreased from approximately 8, 854 deaths in 2017 to 619 in 2018. Namibia has one of the highest per capita burdens in the world and is ranked by the World Health Organisation (WHO) among the top 30 high TB burden countries in the world in 2021.

The COVID-19 pandemic highlighted weaknesses in healthcare delivery and the vulnerability of those with various morbidities, including HIV, as well as severely constrained COVID-19 vaccine access and the provision of vaccination services throughout the country. The number of COVID- 19 vaccination doses administered per 32 per 100 people in Namibia as of 25 May 2022. A Hepatitis E outbreak in the last three years (2019-2021) has also exacerbated the health vulnerability of poor communities, especially maternal and child health.

Stunting is the impaired growth and development children experience from poor nutrition, repeated infections and poor social stimulation. Stunt growth slows down bone growth and delays cognitive and social development. There is widespread undernutrition among children less than five years old in Namibia. In 1992 it was found that 28% of the children were stunted, almost 9% of children in the survey were wasted, and 25% of the children nationwide were underweight (NDHS 1992). In 2007 the country faced another challenge of maternal nutrition, which harms stunting due to underweight mothers. , 15% of Namibian mothers are underweight (MOHSS, 2006). According to the NDHS (2013), 24% of children under five in Namibia are stunted. In other words, one out of four children is too short for their age because of malnutrition, which can affect their health, school performance and psychosocial development. According to the 2020 Synthesis Report by the Southern African Development Community (SADC) on food and nutrition security and vulnerability, 7.1% of children in Namibia face acute malnutrition.

From all accounts, it is not likely that the global target on nutrition will not be met in Namibia by 2030. Still, the prospects would be brighter if the strategic recommendations of the Joint Review of Maternal, Newborn, Child and Adolescent Health and Nutrition Programmes in Namibia (2016) were implemented. They include the following: The government of Namibia needs to prioritise MNH care to mitigate the stagnant maternal and newborn morbidity and mortality and scale up the implementation of evidence-based, high-impact MNH interventions in all regions of the country.

8.3.4 Promoting Healthy Environment

The World Health Organization (WHO) prescribes a ratio of 1:1000, that is, one doctor for a population of 1000 individuals. The doctor-to-patient ratio in Namibia stands at (1:701) in 2021, an improvement from 2015 (1:2485) and 1:2952 in 2010.

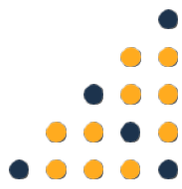
The ratio of nurses per 1,000 in Namibia was 1:704 in 2010 and improved to 1:177 in 2021. The nurse ratio is higher, comparable to India and Turkey, but lower than the Upper Middle-Income Countries (UMIC) average of 3.4 nurses for 1,000 people . Nurses are equally distributed across regions. However, Oshana and Khomas reported the highest nurse density.

The private sector absorbs a large share of health staff and contributes to one-third of physicians, two-thirds of pharmacists and 20% of nurses. In Hardap, 80% of physicians are private. In the Erongo region, 70%, Karas 63% and Omusati 56% of physicians are private.

One of the most effective steps taken by the Government to improve access to health services and facilities in the country was the adoption of the decentralization policy (1997), the enactment of the Decentralisation Enabling Act (2000) and their implementation.

The government has constructed several health facilities since 1990 to facilitate grassroots access to health services. These include the construction of 64 clinics nationwide, six health centres and 4 district hospitals between 1992 and 2019. Although there has been no new construction of intermediate or national referral hospitals since 1992, the government has added about 1,150 outreach and various social welfare service points under the MOHSS regional decentralisation strategy (NPC, 30 Years, 67).

The NHIES 2015/2016 Report indicates that 33.1% of households in Namibia travel less than one kilometre to the nearest hospital or clinic, while 32% travel between two and five kilometres. On the other hand, 13.3% of households travel between 11 to 40 kilometres to the nearest health facility, while 4.6% are more than 40 kilometres away from the nearest health facility.



8.4 Summary Status

The table below summarises the implementation status of indicators across the Population, Health, and Development (PHD) thematic area.

Table 17: Status of 2030 Indicators and Targets for Population, Health, and Development(PHD)

Status of 2030 Indicators and Targets for Population, Health, and Development (PHD)			
Sector No.	**Vision 2030 Targets**	**Achievements by 2021**	**Will Target Be Met by 2030**
1. Population Dynamics and Development			
1.1	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	Infant mortality has declined by 32% between the years 1987 to 2012, from 57 deaths per 1000 live births in 1987-1991 to 39 deaths per 1000 live births in 2008-2012. Estimates by the UN indicate that the rate was estimated to decline from 39 in the 2010-2015 period to 27 in 2020 -2025 and is projected to decrease to 23 during 2025-2030. A sustained decline in early childhood mortality requires investments in higher education and economic development, remarkably increasing gainful employment of the economically active population. From all accounts, the Vision target is not likely to be met.	Most unlikely
1.2	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	Estimates from Government sources indicate trends in maternal mortality rates as follows: 1991-2000 (271); 1998-2007 (449); 2004-2013 (385). The estimates from the UN H4 agencies (WHO, UNFPA, UNICEF and the World Bank) indicate a fluctuating trend from 320 in 2000 to 390 maternal deaths per 100,000 live births in 2005; a consistent downward trend has been recorded after that, with the 2015 MMR at 265 maternal deaths per 100 000 live births.	Most unlikely
1.3	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	TFR was estimated at 3.9 in 2014, and projections by NSA and UN suggest that the level of TFR is likely to be about 3.0. as opposed to 2.0 in the Vision 2030 forecast.	Unlikely
1.4	Full immunisation coverage from 65% in 2002 to 70% in 2015, to 75% in 2025, and 80% in 2030	Namibia's full immunisation rate reached 87% by 2015. It has, however, been relatively unstable, declining to 76% in 2018 and 81% in 2019, reflecting gaps in reach needing continued attention.	Already met
1.5	Increase contraceptive prevalence rate from 37.8% in the year 2002 to 50% by the year 2015, 65% by 2025, and 80% by 2030	Women in rural areas are less likely to use contraceptive methods compared to their counterparts in urban areas (43% versus 56%); the population in urban areas increased from 43% in 2011 to 48% in 2016, and estimates indicate that Namibia is likely to be 60% urbanised by 2030. Given the level of urbanization, all things being equal, a contraceptive prevalence rate of 80% is unlikely.	Most unlikely
2. Population and Health			
2.1	By 2030, reduce the maternal mortality ratio to less than 70 per 100,000 live births	Between 2003 and 2017, the maternal mortality ratio of Namideclinedning at a moderating rate to shri,nk from 359 deaths per 100,000 live births in 2003 to 195 deaths per 100,000 live births in 2017.	Most unlikely

Sector No.	Vision 2030 Targets	Achievements by 2021	Will Target Be Met by 2030
2. Population and Health			
2.2	By 2030, end preventable deaths of newborns and children under five years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under -5 mortality to at least as low as 25 per 1,000 live births	Neonatal - progress being made. The neonatal mortality rate in Namibia fell gradually from 30.9 deaths per 1000 live births in 1970 to 19.1 in 2019. Under-5 mortality rate - progress being made. The under-five mortality rate was alarming at 73.70 deaths per 1000 in 2004 in Namibia and 42.4 % in 2019.	Unlikely Unlikely
2.3	By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water -borne diseases and other infectious diseases	The adult HIV incidence rate has declined by 50% in the past five years. Namibia has made this tremendous progress by reaching or exceeding the UNAIDS 90 -90-90 targets among women and nationally by attaining 86-96-91 among adults. By 2018, about 94% of Namibians knew their HIV status; 96% knew their HIV status was on ART, and 95% of Namibians on ART were virally suppressed. Malaria – a significant improvement. Namibia achieved a 97% decline in malaria cases between 2001 and 2011. Although Namibia has made considerable progress over the last decade, the ongoing threat of malaria importation across the country's borders is a key barrier to achieving elimination. Sixty -six thousand one hundred forty - one cases were reported in 2017, 36 451 in 2018 and 3404 in 2019. TB - achieved TB treatment target 85% TB death cases declined from 8 854 in 2017 to 619 in 2018, but due to COVID-19, TB cases are expected torise to 8 000 or 9 000 in 2020 and 2021.	Unlikely
2.4	By 2030, reduce by one-third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	Premature mortality - Progress has been made. HIV, TB, lower respiratory infections, and diarrheal disease in Namibia are the leading causes of premature mortality, as in 2013. Mental health – little progress. The mental health policy has been developed, but implementation remains a challenge.	Unlikely Unlikely
2.5	Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol	Progress has been made, substance abuse policy established, and behaviour changes in communication materials developed and used.	Unlikely
2.6	By 2020, halve the number of global deaths and injuries from road traffic accidents	According to WHO, in 2018, 621, or 3.54 %, deaths were due to road traffic accidents, Namibia's 11th leading cause of death. Find out the latest data from MVA Fund	Unlikely
2.7	By 2030, ensure universal access to sexual and reproductive healthcare services, including family planning, information and education, and the integration of reproductive health into national strategies and programmes	The target is unlikely to be met, and the current trend indicates a slow increase in the contraceptive prevalence rate, and it may be unlikely to meet the target of 65% by 2025 and 80% by 2030.	Unlikely

Sector No.	Vision 2030 Targets	Achievements by 2021	Will Target Be Met by 2030
2. Population and Health			
2.8	By 2030, the target of achieving universal health coverage, including financial risk protection, access to quality essential healthcare services and access to safe, effective, quality and affordable essential medicines and vaccines for all	Progress has been made, and strategic priority is one of the Namibia Country Cooperation Strategy III 2018-2022: Accelerating progress towards universal health coverage is to focus on the principles of access, equity, quality and sustainability. By 2018, about 94% of Namibians knew their HIV status; 96% who knew their HIV status are on ART; and 95% of Namibians on ART are virally suppressed	Likely
2.9	By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	Good progress. ILO Instruments on Chemicals established and speaks to SDG 8 and promotes this target. Enforced in Namibia.	Likely
2.10	Strengthen the implementation of the World Health Organization Framework Convention on Tobacco Control in all countries, as appropriate	Namibia ratified the Framework Convention on Tobacco Control and passed the tobacco control legislation.	Likely
2.11	Support the research and development of vaccines and medicines for the communicable and unlikely communicable diseases that primarily affect developing countries, provide access to affordable essential medicines and vaccines, per the Doha Declaration on the TRIPS Agreement and Public Health	Namibia is part of the WHO program to strengthen the local production of medicines and other health technologies to improve access.	Likely
2.12	Substantially increase health financing and the recruitment, development, training and retention of the health workforce in developing countries, especially in the least developed countries and small island developing States	The Ministry of Health and Social Services (MOHSS) health force inadequately addresses ongoing disease challenges as there are no necessary tools to ensure effective planning, deployment and monitoring of the health sta ffworkforce.	Unlikely
2.13	Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks	The Ministry of Health and Social Services (MOHSS) has the overall responsibility for managing and implementing the program. Line ministries are responsible for the smooth implementation in collaboration with MOHSS. For instance	Likely
3. Migration, Urbanisation and Population Distribution			
3.1	Promoting rural and urban development	The Ministry of Urban and Rural Development coordinates several policies and programmes addressing urbanization, internal migration and rural development issues. To promote the growth of small or medium -raised urban centres, a number of centres in the country have been proclaimed as towns through the Local Authority Act. Through the Local Authorities, the Build Together Housing Programme is being implemented to ensure equitable land, housing, services and livelihood of the urban poor. Similarly, the National Housing Enterprise constructs a number of affordable houses for low -income citizens.	Likely

Sector No.	Vision 2030 Targets	Achievements by 2021	Will Target Be Met by 2030
3. Migration, Urbanisation and Population Distribution			
3.2	Ensuring that overall social and economic development is commensurate with the degree of urbanization of the population	While urbanization has increased rapidly over the years, from 28% in 1991 to 48% in 2016 (NIDS, 2016), there are wide regional variations in the country's urbanisation level. The increasing rate of urbanization has implications for urban unemployment, pressure on municipal infrastructure and services, security and governance. The emergence and rapid growth of urban shacks pose planning and management challenges. It is estimated that the number of urban shacks will outnumber formal urban brick/block houses by 2025 and outnumber all rural houses by 2023- hence, "the predominant form of housing in Namibia will be urban shacks.	Unlikely
3.3	Harmonising the local markets for agricultural trade, including removing the "red line."	One of the resolutions of the Second National Land Conference (1-5 October 2018) and also recommended by the Country Self-Assessment Report. Cabinet has resolved that the Ministry of Agriculture should accelerate the completion and renovation of abattoirs and the construction of additional abattoirs in specific places in the North. In a recent development, Meatco is exploring new markets for beef in the Northern Communal Areas (NCAs) and plans to take advantage of the African Continental Free Trade Agreement.	Unlikely
3.4	Upholding the constitutional provisions for international migration as well as the appropriate immigration policies	Namibia's Constitution and law provide freedom of internal movement, foreign travel, emigration, and repatriation, and the government generally respects these rights. Concerning the human rights of Migrants, Refugees, and Stateless Persons, the Governance Report on Namibia (2016) reveals that the government has cooperated with UNHCR and other humanitarian organizations, including NGOs, in providing protection and assistance to internally displaced persons (IDPs), refugees, returning refugees, asylum seekers, stateless persons, or other persons of concern.	Likely
3.5	Achieve integrated rural and urban development in which living conditions and social and economic opportunities are adequate for all	The link between rural and urban populations in Namibia is generally maintained through migratory movements from rural to urban areas, which are more or less permanent, and counter-streams of urban-to-rural movements of people on temporary visits, transfer or retirement. A more direct form of rural-urban interaction derives from economic activities involving trade in agricultural products by rural workers in exchange for manufactured products (often imported) from the urban markets at home or from foreign countries. However, most local industries still rely on imported raw materials from South Africa.	Likely

Sector No.	Vision 2030 Targets	Achievements by 2021	Will Target Be Met by 2030
4. Education and Development			
4.1	Expand access to secondary schools for the target age group by 2006	Secondary school net enrollment rates slowly increased in 14 years from 19% in 1992 to 46% in 2006. Update to a more relevant date	Most likely
4.2	Provide all schools with drinking water and electricity where the necessary infrastructure will be constructed by 2006	Schools' access to Electricity rose from 68.4% in 2010 to 82.4% in 2019. The percentage of water supply to schools dropped from 93% in 2010 to 89.4% in 2019.	Likely
4.3	Equip all schools with school furniture by 2006	The provision of classroom structures (especially permanent structures) has been on the increase year by year from 2010 to 2019. The number of classroom structures increased from 20270 in 2010 to 26090 in 2019.	Likely
4.4	By 2015, there should be at least one teacher for every 35 learners in primary and 30 learners in secondary schools	Between 2016 and 2019, the teacher-to-learner ratio across regions and nationally has been 1 to 24 ratio.	Most likely
4.5	By 2010 no more unqualified or under-qualified teachers in Namibia	In 1993 only 12.6% (13.8% of females) of teachers were qualified to teach at the primary l, level and 40.7% (47%ofr females) were qualified to teach at the secondary level. Overall the percentage of qualified primary teachers grew to 41.1% in 2001 and to 77.8% (76.7% female) in 2012, while at the secondary level, it grew to 73.2% in 2001 and to 93.2% (93.2% female) in 2012.	Likely
4.6	The 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	The minimum academic and professional requirement for Pre-primary and Primary Educators is NQF level 6, and for Secondary Educators shall be NQF level 7. All initial teacher education programmes comply with the minimum academic and professional requirements for beginner teachers to teach the school curriculum effectively in different environments.	Most Likely
4.7	By 2005 a coherent Vocational Education and Training Policy Framework will be in place	The Namibia Vocational Education Training (VET) Policy of 2005 was enacted to guide and facilitate the establishment of the Namibia Training Authority, the Board of the Namibia Training Authority and the National Training Fund; to regulate the provision of vocational education and training; to provide for the funding of vocational education and training; to provide for the imposition of vocational education and traininglevy; to provide for the appointment of inspectors and designation of quality system auditors; and to provide for incidental matters.	Achieved

Sector No.	Vision 2030 Targets	Achievements by 2021	Will Target Be Met by 2030
4. Education and Development			
4.8	By 2005 the National Examination, Assessment and Certification Board established and localised the IGSCE and HIGSE Examination System	Under the Ministry of Education, NIED developed localized syllabuses that enabled the Ministry to administer localized examinations in 2007. The Ministry of Education took over the professional and administrative functions of the International General Cert ificate of Secondary Education (IGCSE) and the Higher International General Certificate of Secondary Education (HIGCSE) from the Cambridge International Examinations (CIE). This means that the IGCSE and HIGCSE qualifications were replaced by the Namibia Se nior Secondary Certificate (NSSC) and Higher Namibian Senior Secondary Certificate (HNSSC). The National Examination Assessment and Certification Board of Namibia approved the NSSC.	Most Likely
4.9	By 2030 Vocational Training Centres (VTCs) will be established in all regions	Namibia has Eight Vocational Training Centres (VTCs) in seven regions. These include Eenhana VTC (Engela, Ohangwena Region), Nakayale VTC (Outapi, Omusati Region), Okakarara VTC (Okakarara, Otjozondjupa Region), Rundu VTC (Rundu, Kavango West), Ngato VTC (Rundu, Kavango West), Valombola VTC (Ongwediva, Oshana Region), Windhoek VTC (Windhoek, Khomas Region), Zambezi VTC (Katima Mulilo, Zambezi Region) and Gobabis VTC (Omaheke). Other vocational training institutions in Namib ia include the Namibia Institute of Mining and Technology (NIMT) in Arandis and the Namibian Maritime and Fisheries Institute (NAMFI) in Walvis Bay, founded in 1996, provides vocational training for maritime industries.	Likely
4.10	The literacy education rate for adults was 80% in 2001, expected to increase to 90% in 2015 and ultimately 100% by the year 2030	The literacy rate for adults fluctuated from 83.9% in 2004 to 76.6 and has steadily increased to 87.7% in 2010, 88.7% in 2016 and 91.5% in 2018.	Likely
4.11	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	In addition to the adult literacy rate of 88.7% in 2016 and 91.5% in 2018, this included more than 50% of enrolled female learners from 2015 to 2019.	Most Likely
4.12	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	More than 50% of enrolled learners or recruited sta ffin schools from 2015 to 2019 were females at the regional and national levels.	Most Likely

Sector No.	Vision 2030 Targets	Achievements by 2021	Will Target Be Met by 2030
4. Education and Development			
4.13	Provide those who live with disabilities access to lifelong learning by 2030	The Namibian Statistical Agency Report 2016 indicated that the proportion of persons with disabilities attending adult education programs in rural and urban areas was 85.3% and 14.7%, respectively. In addition, the proportion of persons with disabilities attending adult education programmes was high in Ohangwena and Omusati, with more than 20%, while Oshikoto and //Karas regions had more than 10%. Available evidence shows that people with disabilities participating in higher and vocational education faced challenges such as reasonable accommodation, sign language, Braille, large print and physical accessibility, limited courses for vocational training and lack of guidelines for assessing examinations for persons with different types of disabilities.	Likely
4.14	Encourage the development of lifelong learning in Namibia through institutional and sta ff development by 2006	The National Literacy Programme of Namibia has had about 300,000 enrolments between 2006 and 2019, with the highest enrolment in 2007 and the lowest in 2018 and also empowered more than 500,000 Namibians.	Most likely
5. Healthy Living			
5.1	Intensifying programmes of health education, targeting the different sections of the population to achieve behaviour change for disease prevention and cure	There is no unified programme of health education. Still, continuing public education activities in the health sector have been implemented in response to emerging health issues, such as malaria, HIV/AIDS, Comprehensive Sexuality Education (CSE), school health programmes and life skills education and now the ongoing public education on COVID -19 preventive and care education.	Likely
5.2	Assisting the health personnel to deal with the stress and burdens of HIV/AIDS on the health system	Capacity-building efforts have also been strongly intensified for prevention programmes such as VCT, PMTCT, IEC in and out of school, and social mobilisation. At the regional level, PMTCT implementation is guided and monitored by regional management teams and a multisectoral Regional AIDS Coordinating Committee (RACOCS).	Most likely
5.3	Investing adequate resources in the fight against the HIV epidemic and associated diseases, including treatment of infected, providing support to orphans	The government has been addressing the treatment of HIV-infected persons; a successful rollout of anti-retroviral treatment (ART) to all 36 hospitals countrywide have been successful; the ARV treatment programme has been set up and has achieved well over 80% of the eligible population.	Most likely

Sector No.	Vision 2030 Targets	Achievements by 2021	Will Target Be Met by 2030
5. Healthy Living			
5.4	Focusing on total quality management of the health programme	The Government has presented the PHC approach as the platform for achieving this policy objective. Through this approach, the country has achieved significant health coverage in critical areas such as the promotion of proper nutrition and an adequate supply of safe water; Maternal and child care; Immunization of children against major infectious diseases; training on prevention and control of prevailing community health problem, including COVID-19s; appropriate treatment for common diseases and injuries and; Community participation in health and social matters.	Most likely
5.5	Developing and managing a comprehensive Food Security Network	By 2016, poverty affected about 28% of the population of Namibia, while another 25% of Namibia's population was food insecure. The prevalence of food insecurity in Namibia increased from 28.9% (2014 -2016) to 32.1% (2018-2020), while the prevalence of moderate or severe food insecurity also increased from 53.2% (2014 -2016) to 57.6% (2018-2020). One of the expected results of NDP5 is to reduce the proportion of food - insecure individuals from 25% in 2016/17 to 12% in 2021/22.	Likely
5.6	Maintaining an emphasis on Primary Health Care (PHC) within the context of decentralisation, both deconcentration and devolution	The focus of the Primary Health Care approach is on the provision of relevant preventive, promotive, curative, and rehabilitative health services, which are affordable and accessible to all Namibians, through decentralization of health services to the regions and health facilities and community participation in health and social matters.	Most likely
5.7	Prevention and treatment of emerging diseases (COVID-19)	Equitable access to safe and effective vaccines is critical to ending the COVID-19 pandemic. The number of COVID-19 vaccination doses administered per 100 people in Namibia rose to 32 as of May 25, 2022	Unlikely
6. Promoting a Healthy Human Environment			
6.1	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	Significant achievements have been made in improving access to health facilities and services by the general population through de-concentrating the MOHSS to 14 MOHSS Regional Directorates, which has contributed tremendously to improving service delivery. Notable investments have also been made to improve access for people with special needs (elderly, people with disabilities), access to Family Planning, including Contraception, and access to skilled birth attendance. Universal access to health services and facilities in rural areas remains challenging.	Likely

Sector No.	Vision 2030 Targets	Achievements by 2021	Will Target Be Met by 2030
6. Promoting a Healthy Human Environment			
6.2	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 healthcare delivery, which is effective and efficient	The primary health care system has been integrated through efforts to merge traditionally siloed programs such as HIV/ AIDS, malaria, and tuberculosis into PHC; the system has been remodelled from a parallel, fragmented model towards a comprehensive, integrated, and patient - centred approach. Systems integration efforts are reported to have reduced patient waiting times, improved nurse productivity, and reduced stigma and discrimination against those seeking HIV-related services. Additional strategies to strengthen the health systems include increased budget allocation, improved service delivery, and human capacity building.	Most likely
6.3	Promoting institution and human capacity -building in the health sector to ensure there is an appreciable increase in the number of health facilities and the staff establishment sufficient to meet increasing demands	As evident from current developments with the COVID-19 burden of health care, Namibia faces a severe shortage of skilled and competent health workforce. Although the number of health workers per capita (3.7 per 1,000 population) is above the WHO benchmark of 2.9 health workers per 1,000, there is a marked disparity between the public and private sectors and urban and rural areas in the country.	Most likely
6.4	Effectively decentralising health services and facilities to the political regions and the communities	The government has since adopted a decentralization policy in which the regional councils have decentralised the health sector functions and responsibilities. Hence, Regional Councils are empowered to take responsibility for environmental health in the regions; within each region, the health district has management responsibility coordinated by the DCC, and in the health district, a range of PHC programme services are delivered at outreach, clinic, health centre level and to some extent at the hospital leve l. But the lack of direct funding support poses a formidable bottleneck for management at the regional level. Mobile health clinics help reach rural communities in Namibia; they provide various services, including immunizations, health education and HIV tests.	Likely
6.5	Developing the HIS to provide timely, accurate data available for planning and decision- making	Data captured by the health information systems (HIS) in the country included statistics on births, death, communicable diseases, patients' admission and discharges and other vital statistics; however, captured data often leave out a number of health data, such as non- communicable diseases, injuries and immunisation. Inaccurate data further compromised quality due to poor data capturing and omissions. In addition, the HIS suffers from omissions, duplications, errors and inconsistencies in entering medical data by health professionals in the NHIS due to human and budget capacity limitations.	Unlikely

Sector No.	Vision 2030 Targets	Achievements by 2021	Will Target Be Met by 2030
6. Promoting a Healthy Human Environment			
6.6	Establishing a research institution responsible for the research and production ofdrugs, especially the antiretroviral drugs	The government has identified areas of research considered necessary for the country, namely: health systems research to measure the impact of this policy and its main components, behavioural research on prescribing and dispensing problems at different levels of the health system; research on the economics of drug supply and utilisation; research on social and cultural aspects of drug use, self- medication, acceptability and utilisation of drug supply systems, and attitudes of drug consumers. The University of Namibia has opened its Faculty of Medicine and the IUM Faculty of Health Sciences, where some research activities are being carried out, but initial efforts are on the training of doctors, pharmacists and nurses	Unlikely
6.7	Formulating an occupational health policy, including quality control measures for good processing industries. Implement the policy effectively	The Labour Act 1992 (Act 6 of 1992) provides the establishment of Occupational Safety and Health (OSH) Systems at workplaces enacted to protect workers against occupational hazards and diseases. By 2007 the Health and Safety provisions under the 1992 Act were improved and integrated with the current OSH Legislation, namely Chapter 4 of the Labour Act, 2007 (Act 11 of 2007). According to the Labour Act 11(2007), employers must provide employees with a safe and healthy working environment, while employees are required to live up to their OSH responsibilities; namely: take reasonable care to ensure (i) the employee's safety and health in the workplace; and (ii) the safety and health of any individual who may be affected by the employee's activities atwork.	Very likely
6.8	Ensuring the availability of affordable antiretroviral drugs to all HIV-infected Namibians	Regarding treatment, access to ARV for all people living with HIV increased from 52% in 2013 to 64% in 2016, with 95% of pregnant women living with HIV accessing ARV. As a consequence, MTCT reduced to under 5% in 2016. AIDS -related deaths have declined by 56% since 2005 (Namibia End Review of 2010/11-2016/17 HIV/AIDS Strategic Framework).	Very likely
6.9	Changing the policy of confidentiality on HIV/AIDS for it to be treated as all otherdiseases	the implementation of strong legislative frameworks and policies that address stigma and discrimination against people living with HIV/AIDS is still needed (Legal Environment Assessment on HIV/AIDS, 2016).	Unlikely

Findings in terms of progress towards targets show mixed results. Progress was consistent with regard to 'education and development', 'healthy living', and 'promoting a healthy human environment'. At the same time, 'population and health' and 'migration, urbanisation and population distribution' was inconsistent and most problematic about 'population dynamics and development'. In considering progress and lack thereof, there are three key conclusions: 1) where targets are not being met, significant progress has still been made; 2) related to the first point, where several targets are not likely to be reached, as often as not it is because the target was too optimistic; and 3) where progress has been made, it includes difficult-to-reach targets, reflecting significant accomplishments based on sound policy and programming.

For example, reflecting points (1) and (2), infant mortality trends have been outstanding, with rates reducing by more than half, but targets expected a fivefold drop. As another example, reflecting point (3) in particular, a wide range of public health initiatives and strengthened curative service reach and quality improved the delivery of maternal health services. Nevertheless, while maternal mortality gains were made, rates did not decline as targeted in large part due to the HIV pandemic. Further, consistent with point (1), the target presented an unrealistic tenfold decline in maternal mortality rates.

Elsewhere targets were set in areas where few services existed, for example, mental health, or targets that specified an unrealistic trend given the emergent situation in Namibia (e.g., an expected dramatic decline in non-communicable diseases).
In many cases, policy and programming progress had been made even when targets were noted as unlikely to be met. This includes, for example, adopting good practice international protocols around chemical pollutants and tobacco control, adopting World Health Organisation protocols in health service provision and public health protocols, housing policy, strengthening local authorities, and similar.

8.6 Recommendations

While the findings often reflect progress even when targets are not met, this does not mean that more can't be done to further advance against these targets. Nonetheless, a series of recommendations have been made in this regard:

1. Accelerate capacity development in organisations (operational systems, financial resources, and technology) and human Resources (adequacy, skills, and competencies)

2. Strengthen the availability of strategic information (empirical data/evidence) to inform choices and decision making for national health programmes and emergency response.

Section9.

Inequality and Social Welfare

9. Inequality and Social Welfare.

9.1 Introduction

This section focuses on assessing progress towards achieving Vision 2030 aspirations under the "Inequality and Social Welfare". The Vision 2030 document does not have a clear chapter on "Equality and Social Welfare" issues, but the concerns around these areas are captured across various chapters. Hence the need to zoom into the chapters of "Quality of Life" (Chapter 8) and "Equality and Social Welfare" (Chapter 9) as described in NDP3 and to align this assessment throughout NDP4 and NDP5. This review, therefore, considers the performance of Vision 2030 from 2004 up to 2020.

The "Equality and Social Welfare" chapter, therefore, covers trends in sub-sectors such as Social Welfare; Disability; Sports Development; Youth; Culture and Arts; Tradition and Morality; Gender Equality; Governance (gender and multi-sectoral HIV/AIDS response); Health; Water; Sanitation; Rural Development. The six goals under the thematic areas are considered below:

1. Reduce Inequality and Social Welfare

2. A Society Imbued with Cultures, Tradition and Morality

3. Gender Equality

4. Affordable and Health Care

5. Reduce the spread of HIV/AIDS and its Effects

6. Eradication of Extreme Poverty and Hunger

9.2 Vision 2030 and the 'Inequality and Social Welfare' Sector

The first Key Result Area (KRA) for NDP3, as derived from the Vision 2030 Objectives, is "Quality of Life", which aims "to ensure a health and food-secure and breastfeeding nation, in which all preventable, infectious and parasitic diseases are under secure control and in which people enjoy a high standard of living, with access to quality of education, health and other vital services, in an atmosphere of sustainable population growth and development." The sub-visions under this objective are:

- **Population size and growth:** A healthy and food-secure nation in which all preventable infections and parasitic diseases are under secure control, and people enjoy a high standard of living and good quality of life with access to quality education, health and other vital services. Thus, leading to long life expectancy and sustainable population growth.

- **Healthy Living for Longevity:** Namibia is free of diseases of poverty and inequality, and the majority of Namibians are living healthy lifestyles, provided with safe drinking water and a comprehensive preventative and curative health service, to which all have equal service.

• **Promoting Healthy Human Environment:** All people of Namibia have equitable access to high-quality and affordable healthcare services, with a strong health infrastructure that is equitably distributed and ted by adequate human, material, and financial resources.

• **Poverty and inequality:** Poverty is reduced to the minimum, with the existing pattern of income distribution equitable and disparity reduced to a minimum.

• **Migration, Urbanisation, and Population Distribution:** There is free movement of the population within the country and population distribution is maturely adjusted to the location of resources for livelihood; with Na becoming a highly urbanised country, with about 75 per cent of the population living in proclaimed urban centres, while the predominance of Windhoek has been considerably reduced as a result of the growth of the other centres throughout the country.

• **The Urban Environment:** Despite high growth rates, Namibia's urban areas will provide equitable access to safety, shelter, essential services and innovative employment opportunities within an efficiently managed, clean and aesthetically pleasing environment.

The second KRA is "Equality and Social Welfare", which aims to "ensure that Namibia is a fair, gender-responsive, caring and a committed nation in which all citizens can realise their full potential in a safe and decent living environment". The associated sub-visions are:

• **Population Age and Sex Distributions:** Namibia is a just, moral, tolerant and safe society with legislative, economic and social structures to eliminate marginalisation and ensure peace and equity between women and men, diverse ethnic groups and people of different ages, interests and abilities.

• **Senior Citizens:** The elderly citizens are acknowledged and well esteemed for their past contributions to the development of the country. They are well cared for in their old age and remain happy senior citizens in a safe and loving environment.

• **People with disabilities:** Namibia is a caring state and society that pays particular attention to vulnerable people and groups who cannot utilise capabilities, care for themselves or get assistance from family networks.

• **Fostering and Orphanage:** 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.

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

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

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

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

9.3 Trends in Inequality and Social Welfare Sector

The UNDP Human Development Index (HDI) is a summary measure for assessing long-term progress in three basic dimensions of human development: a long and healthy life, access to knowledge and a decent standard of living. A long and healthy life is measured by life expectancy. The knowledge level is measured by mean years of schooling among the adult population, which is the average number of years of education received in a lifetime by people aged 25 years and older, and access to learning and knowledge by expected years of schooling for children of school-entry age, which is the total number of years of schooling a child of school- entry age can expect to receive if prevailing patterns of age-specific enrolment rates stay the same throughout the child's life. Standard of living is measured by Gross National Income (GNI) per capita expressed in constant 2011, international dollars converted using purchasing power parity (PPP) conversion rates (UNDP 2019:2). The HDI value of 1.0 is the highest a country can have.

Between 1990 and 2018, Namibia's HDI value increased from 0.579 to 0.645, an increase of 11.3%. The HDI value of 0.645 put Namibia in the medium human development category, positioning it at 130 out of 189 countries and territories. Namibia's HDI of 0.645 is above the average of 0.634 for countries in the medium human development group and above the average of 0.541 for countries in sub-Saharan Africa. To compare Namibia to some other southern African countries, Botswana and South Africa have higher HDI rankings than Namibia, at 94 and 113, respectively.

Namibia's life expectancy at birth increased by 1.8 years, mean years of schooling increased by 1.4 years, and expected years of schooling increased by 1.5 years between 1990 and 2019 during the same period. The lowest life expectancy was recorded between the five-year periods of 2000, 2005 and 2010, as per the table. The significant dip in life expectancy was caused by AIDS-related deaths, with the height of the crisis in early to mid-2000. In 2002 the highest HIV prevalence rate was recorded at 22%. In 2004 the recorded HIV rate showed its first decline, dropping to 19.7%, while in the same year, the death rate peaked at 0.5% of the population (MOHSS 2005). These figures, in turn, impacted the combined HID values from 2000 to 2005. Namibia's GNI per capita increased by about 66.3% between 1990 and 2018. The financial crisis presumably influenced the GNI per capita decline from 2016 to 2018 due to the collapse of the construction industry in Namibia and the reduction in oil prices affecting Angolans' spending patterns in Namibia.

Table 18: Namibia's HDI Trends on Consistent Time Series Data (1990-2019)

Namibia's HDI Trends on Consistent Time Series Data (1990-2019)					
Year	**Life Expectancy at Birth**	**Expected Years of Schooling**	**Mean Years of Schooling**	**GNI per capita (2011 PPP$)**	**HDI value**
1990	61.6	11.1	5.6	5,821	0.579
1995	58.5	12.2	5.7	6,289	0.581
2000	52.2	11.7	5.6	6,720	0.543
2005	50.9	11.4	6.0	7,732	0.544
2010	56.7	11.9	6.2	8,348	0.588
2015	62.1	12.3	6.8	10,402	0.637
2016	62.6	12.3	6.8	10,171	0.639
2017	63.0	12.6	6.9	9,779	0.643
2018	63.4	12.6	6.9	9,683	0.645
2019	63.8				0.646

Source: United Nations Development Programme 2019 and Macro trends 2019

9.3.1 Social Services

Under the theme of Social Services, the focus is on assessing access to various social services provided across multiple spheres by the government and partners. This will look at access to quality education, equitable access to Health facilities and services, Nutrition and food security, social assistance, water, sanitation and housing.

9.3.1.1. Access To Quality Education

Under the theme of access to quality education, the focus is on access to quality education by various members of society. In this regard, the section will examine access and quality of services provided in Early Childhood Development, Basic Education, Vocational Education and Higher education.

9.3.1.2. Early Childhood Development (ECD)

One sub-vision under the education section of Vision 2030 was 'All children aged 0 to 6 years have opportunities for early childhood development, in addition to the care from individuals and communities[23].

By 2004, the ECD programme was disjointed, and there was no integrated approach resulting in only 31% of children of 3-6 age attending ECD. The Namibian government thus intensified the promotion of Early Childhood Development (ECD) programmes through the Directorate of Community and Early Childhood Development in the then Ministry of Women Affairs and Child Welfare.

Footnote

[23] Office of the President, Namibia Vision 2030. 2004.

To ensure access to ECD for all, the first ECD policy of 1996 was reviewed, and a new policy known as the national integrated ECD policy was developed in 2007, accompanied by an implementation plan launched in 2010. The Child Care and Protection Act was enacted in 2015 to regulate ECD facilities. Since 2011, there has been a national drive to improve the provision of ECD centres in the country. With this goal, the government intended to ensure enough qualified teachers and staff at these centres. Various education institutions started to offer training courses in ECD.

In 2000, there were 665 ECD centres in the country, which increased to 2,070 in 2012[24]. In 2012, the following regions were reported to have the highest number of centres: Omusati (382), Oshikoto (252), Oshana (246) and Ohangwena (235), while Omaheke (42), Hardap (46), Kunene (59) and Zambezi (62) had the least number of centres.

Of the 2,070 centres, 83.7% were registered with the MGECW, 14.9% were not registered, and 1.4% could not provide information. Regions with the highest registered centres were Kunene, Oshana, Omusati and Oshikoto, and the lowest proportions were in Khomas, Hardap and! Karas. In 2018, the number of ECD centres increased to 2,909 from 2,070 reported in 2012.

Regarding enrolment, 61,218 children were enrolled in the ECD centres in 2012, of which 31,911 (52.1%) were girls and 29,307 (47.9%) were boys. The country's highest enrolment percentages were among 4-5 (24.6%) and 6-7-year-olds (18.7%). Enrolment rates for girls were slightly higher than for boys in all the age groups. Similar differences in enrolment rates between ages were found in all the regions. Regarding the NDP5 indicators on ECD, the progress achieved by 2020 in terms of the percentage of children 0-4 who access ECD and the percentage of children 5-8 who access ECD was 13% and 22 %, respectively. Therefore, the Vision 2030 target of having 90% of children aged 3 to 6 years enrolled in ECD centres is unlikely to be achieved.

9.3.1.3. Basic Education

Since independence, Namibia made great strides with the development of legislation and key policies to ensure access to equitable quality education, focusing on the most vulnerable children, children from poor communities and those with disabilities. Namibia introduced Universal Primary Education (UPE) and Universal Secondary Education (USE) in 2013 and 2016, respectively, resulting in a steady growth in enrolment figures, from 638,789 in 2014 to 822,533 learners in 2021. Progress was made to expand access to secondary schools, especially by implementing the Education and Training Sector Improvement Programme (ETSIP) in 2006.

To enhance access to education, in 2014, the government introduced free primary education for all and, in 2016, free secondary education. In 2001, the progression rate from primary to secondary school was 70.8%.

Footnote

[29] Ministry of Gender Equality and Child welfare, Nation-wide survey of Early Childhood Development (ECD), 2012

NDP2 noted that 'despite funds made available for upgrading and constructing new secondary schools to expand access at the secondary level,' the transition rate from primary education to secondary only increased to 74.2% in 2003. In 2001, secondary school's average value enrolment rate was 63.63%. In 2004, it was 63.15%, and in 2007 it was 65.78%.

The focus of the education sector in NDP4 was to improve the quality of education at all levels through the following strategies: improved learning standards and curricular development, teacher development, availability of textbooks and materials, access to quality Early Childhood Development (ECD), vocational training opportunities, and to address the mismatch between the supply of and demand for skilled labour.

In 2004, the total number of schools in the country was 1,601, and by 2021, the total number of schools in the country increased to 1,95,4, with the total number of classrooms increasing from 18,232 (2004) to 27,904 (2021). Of the 1,601 schools in 2004, the Kavango region had the greatest number of schools (325), and Omaheke had the least (42). In 2021, the Omusati region had the highest number of schools (293), while the Omaheke region remained the region with the least schools (47), with an increment of only (5) schools during the period under review.

In terms of gender balance in education, Namibia is doing relatively well when comparing females to males in education using the 'gender parity in education' measure. In terms of the number of learners, in 2004, there was a total of 550,545 learners, with females accounting for 50.7% (279,152), while in 2021, the total number of learners increased to 802,655 with females constituting 50.0% (400,718). The region with the most learners was Omusati, with 88,901; the least was recorded in Omaheke (14,452) in 2004. In 2021, the Ohangwena region had the most learners (113,094), while the Karas region had the least (23,943).

Regarding the number of teachers, in 2004, there were 18,834 teachers, which increased to 32,003 teachers in 2021. More teachers were recorded in the Omusati region (3,003); the least number of teachers was in the Omaheke region in 2004. In 2021, the region with the greatest number of teachers was the Ohangwena region (4,362), and the Omaheke region had the least number of teachers (973).

One of the key goals in the Vision 2030 Plan was 'no more unqualified or underqualified teachers by 2010.' Vision 2030 defined 'well qualified' teachers as having a diploma or degree in education and mentioned that 'an increasing number of under-qualified teachers improved their qualifications. In 2004, from the 18,834 teachers recorded, about 17,519 had formal teaching training while 1,315 were without formal teaching training, of which Ohangwena region has the most teachers with formal teacher training (2,366) and Kavango region (341) had the most teachers without formal teacher training. In contrast, 2021 reports a total number of 30,548 teachers with formal teacher training and 1,419 without formal teacher training. Ohangwena region had the greatest number of teachers with formal teacher training (4,196) and teachers without formal teacher training (166).

Vision 2030 noted that the teacher: learner ratio was considered a good measure of 'quality education' to reduce the number gradually. The recommended learner-teacher ratios and class size for primary schools in Namibia are 40 learners per teacher and 40 learners per class, respectively (MoE, 2007b). In terms of the teacher-learner ratio, the average ratio was 29. 2 in 2004, and it improved to 25.3 in 2021. Oshana region had the highest teacher-learner ratio of 30.4, and Zambezi (Caprivi) region had the lowest with 25.7 in 2004. In 2021, the Kavango East region was reported to have the highest teacher-learner ratio of 29.4, while Zambezi remained the lowest with a 22.1 teacher-learner ratio. This means there has been a significant improvement in access to quality education during the period under review.

In 2004, the primary school class size was reported to be 33.4 and in 2021 (35.1). Regarding regional disparities, the Khomas region had the highest average class size of 35.9, and the Kunene region had the smallest average class size of 27.8. The same trend was observed in 2021, with the Kavango East region having the highest average class size (40.3) and Kunene having the lowest (30.8). Apart from the Kavango region, all the regions had an average class size below the recommended class size ratio of 40 learners per class.

Physical facilities enhance effective teaching and learning through the interaction of the learner within the teaching environment. The quality and quantity of physical facilities dramatically improve the quality of teaching and learning and school effectiveness. The Table below illustrates the various facilities at schools nationally.

Table 19: Facilities at schools nationally

Facilities at schools nationally		
School Facilities	**2004**	**2021**
Laboratories	448	620
Special teaching rooms	593	672
Workshops	160	204
School halls or gymnastic halls	182	345
Libraries, media or resource centres	519	718

Source: MoE, IMES 2021

It can be observed that there has been an improvement in the number of school facilities, as shown in the table, enhancing the quality of teaching and learning as well as school effectiveness. In terms of sanitation at schools, all schools nationally must be provided with basic sanitation. Basic sanitation is necessary for children's health, safety and development for schools with adequate sanitation.

Table 20: Sanitation statistics

Sanitation statistics								
	# of schools with no toilet for learners		# of schools with no toilet for teachers		# of schools with no water supply		# of schools without electricity	
Region	2004	2021	2004	2021	2004	2021	2004	2021
National	347	208	450	334	472	123	787	250
//Karas	1	0	2	2	2	0	4	0
Erongo	2	0	8	2	2	0	4	0
Hardap	0	0	2	4	0	0	9	0
Kavango East	160	61	163	72	200	23	204	30
Kavango West		60		68		30		69
Khomas	2	0	4	4	1	1	4	5
Kunene	4	8	12	20	8	7	14	12
Ohangwena	33	13	61	33	105	15	146	36
Omaheke	0	0	1	3	3	1	6	1
Omusati	67	16	92	35	56	10	180	33
Oshana	7	5	20	17	12	3	59	6
Oshikoto	45	24	53	45	35	22	96	35
Otjozondjupa	3	5	6	9	5	1	9	3
Zambezi	21	16	25	20	43	10	52	20

Nationally, there were 347 schools without toilets for learners and 450 for teachers in 2004. Kavango East and Kavango West combined had the most schools without toilets for learners (160) and teachers (1623, while all schools in Hardap and Omaheke had toilets for learners, and Omaheke was reported to have only one school without toilets for teachers in 2004.

In 2021, 208 schools had no toilets for learners, and 334 schools had no toilets for teachers. Kavango East and Kavango West have the most schools without toilets for learners (61 and 61, respectively) and teachers (72 and 6,8, respectively). Five (5) regions (/Karas, Erongo, Hardap, Khomas and Omaheke) were reported to have toilets at all schools for learners, and the Omaheke region had the least (1) school without toilets for teachers in 2021.

As for water supply to schools, the number of schools without water supply decreased from 472 in 2004 to 123 schools in 2021. Nationally, there were 787 schools without electricity in 2004, which fell to 250 in 2021. In terms of regional disparities, Kavango East and Kavango West are still lagging, with the highest number of schools with no water (200) and electricity (204) supply in 2004. This improved to 53 schools without water supply and 99 schools without electricity in 2021 for both regions. Three regions (/Karas, Erongo and Hardap) had all schools with water and electricity supply in 2021.

9.3.1.4. Vocational Education

Vocational education provides students with the necessary skills and competence that will allow them to transition from basic education to apprenticeship opportunities, leading to formal employment or the ability to start their businesses. The legislation that guides Namibia's vocational education system is the National Vocational Training Act. This Act was passed in 1994, amended in 1996, and a new version was enacted in 2008.

Regarding the progress of vocational education, the number of vocational training centres has grown significantly over the years. In 1999, there were seven (7) VTCs in the country. More VTCs were established as vocational training centres are now in all 14 regions. Eenhana VTC (Ohangwena region), Nakayale VTC (Omusati region), and Gobabis VTC (Omaheke region), Keetmanshoop VTC (//Karas), Kunene VTC (Kunene region), Nkurenkuru VTC (Kavango West), Rundu VTC (Kavango East region, Okakarara VTC (Otjozondjupa Region), Windhoek VTC (Khomas region), Zambezi VTC (Zambezi region) and Kai//Ganaxab Youth training Centre (Omaheke). As of 2021, there were 85 registered VTCs, with Eight (8) public VTCs nationwide. Because of VTCs established in all 14 regions, access to vocational education and training and the number of graduates from VET institutions have improved. The number of trainees enrolled increased from 1,865 in 2000 to 39,920 in 2020. Out of the 39,920, 136 were trainees with special needs (68 males and 68 females), 464 trainees (150 males and 314 females) from marginalised communities and 1,438 orphans and vulnerable students (655 females and 783 males). In addition, establishing VTCs across the country creates equal access to vocational training across regions, reducing inequality.

Other registered vocational training institutions in the country are Namibia Institute of Mining and Technology (NIMT) in Arandis; Namibian Maritime and Fisheries Institute (Namfi) in Walvis Bay; Institute for Domestic Science & Agriculture in Baumgartsbrunn; Welwitchia Health Training Centre in Windhoek, Kombat, Nkurenkuru, Katima Mulilo and Walvis Bay; I-Care Health Training Institute, established 2017, in Windhoek, Swakopmund and Oniipa.

9.3.1.5. Higher Education

Access to higher education in Namibia has expanded substantially over the past thirty years. Ten years before Vision 2030 was launched, only the Academy was established after independence in 1991 as an autonomous institution, later renamed the University of Namibia (UNAM), as stipulated in the University of Namibia Act of 1992.

The second University was NUST, founded as Polytechnic of Namibia by Act No. 33 of 1994 by merging the Technikon Namibia and the College for Out-of-School Training (COST) merged. The Act provided for the gradual phasing out of vocational training courses and granting degrees by the Polytechnic.

The third higher education institution is the University of Management. It was established in 2002, first as a non-degree awarding body, and it obtained University status when the then-state president of the Republic of Namibia officially launched it. By 2021, UNAM had 16 campuses countrywide, NUST had 11 centres, and IUM had four campuses. Total enrolment at institutions of higher learning increased from 6,639 students at independence to 68,932 by 2021. Women are encouraged to enrol in degree programmes in science, medicine and engineering faculties. By 2021, about 58.6% of students will be female in the veterinary facility at UNAM.

To widen access to university education through equity and inclusion, The Namibia Students Financial Assistance Fund was established in 1997 to financially assist Namibian students in furthering their studies and careers through approved higher education. In 2010, a total of 6 384 students were funded by NSFAF, including vocational education, undergraduate, postgraduate and scholarships and unique initiatives. This number increase to 33,287 in 2021.

Although the number of higher education institutions increased, access to university education is especially challenging for those with disabilities. Physical, technological, and attitudinal barriers abound and continue to hamper equal access to learning opportunities at higher learning institutions. It was noted that most universities only cater for physical disabilities (wheelchairs), and the rest of the different types of disabilities are not catered for in terms of access to facilities.

Another factor that continues to pose inequality is the affordability of electrical gadgets. In addition, Internet provision to all students in higher education and laptops to bridge the gap between those who can afford and those who cannot afford to remain a challenge.

9.3.2 Equitable Access to Health Facilities and Services

There are two sub-visions for health in Vision 2030:

1. 1) 'Namibia will be free of the diseases of poverty and inequality, and the majority of people are living healthy lifestyles, with a comprehensive preventive and curative health service in place that is accessible to all,' and

2. 2) 'All the people of Namibia have equitable access to high-quality and affordable healthcare services: the health infrastructure is strong, equitably distributed and is supported by adequate human, material and financial resources.'

Under the section 'where we want to be in terms of 'healthy living for longevity' there are two goals related to the thematic area 'Inequalities and Social Welfare:

1. Namibia is a healthy and food-secured nation, and

2. All couples have access to and use effective means of family-planning. [25]

Footnote

[25] National Planning Commission, 2004

To enhance access to health services countrywide, the Ministry of Health has deconcentrated offices to all the regions through the decentralisation policy, adopted in 1997, the enactment of the Decentralisation Enabling Act (2000) and their implementation. By 2001, 13 Regional Health Management Teams oversaw 34 health districts to coordinate community health services, clinics, health centres and district hospitals[26] (NPC 2001). The table below indicates the number of health facilities in the country since 2000.

Table 21: Number of Hospitals, Health Centres and Clinics in Namibia

Number of Hospitals, Health Centres and Clinics in Namibia			
Year	**State Hospitals (incl. mission)**	**State Health Centres**	**State Clinics**
2000	35	37	246
2007	30	37	259
2009	30	44	265
2012	30	44	
2013	31	44	269
2018	34	43	279
2021	43	44	302

Source: MOHSS 2000 Health Facility Survey cited in NDP2 (NPC 2001:376); NDP3, Namibia at 30 Years (NPC undated:67). Note: There are a number of gaps and quite a few contradictions on numbers across available data sets, but the reported numbers for each type of facility are in a similar range. Notably, none of these indicators were used in the SDG goals.

In 2000, there were 35 hospital, 37 health centres and 246 clinics in the country. This has increased to 43 Hospitals, 44 Health Centres and 302 clinics by 2021. The number of doctors per patient ratio is another important indicator of progress in providing quality healthcare. The World Health Organization (WHO) prescribes a ratio of 1:1000, that is, one doctor for a population of 1000 individuals. The doctor-to-patient ratio in Namibia stands at (1:701) in 2021, an improvement from 2015 (1:2485) and 1:2952 in 2010. This was partly attributed to the University of Namibia's School of Medicine, established in 2009 and graduated its first Namibian-trained medical doctors in 2016.

The ratio of nurses per 1,000 in Namibia was 1:704 in 2010 and improved to 1:177 in 2021. The nurse ratio is higher, comparable to India and Turkey, but lower than the Upper Middle-Income Countries (UMIC) average of 3.4 nurses for 1,000 people[27]. Nurses are equally distributed across regions; however, Oshana and Khomas reported the highest nurse density. The ratio improvement was partly attributed to the establishment of the National Health training centre, which mainly trains nurses for enrolled nurses. This shows that in terms of inequality, nurses are distributed across, and this also largely depends on the number of health facilities available, such as hospitals, health centres and clinics per region.

Footnote

26 National Planning Commission, National Development Plan 2001

27 NPC The Namibia Public Expenditure Review (2019)

Table 22: Health Facilities by 2021

Health Facilities by 2021			
Region	**Hospitals**	**Health Centers**	**Clinics**
//Karas	4	3	20
Erongo	5	2	20
Hardap	2	3	14
Kavango East	3	3	40
Kavango West	1	4	10
Khomas	4	2	11
Kunene	3	3	23
Ohangwena	3	2	31
Omaheke	1	2	14
Omusati	4	6	42
Oshana	2	5	11
Oshikoto	4	3	21
Otjozondjupa	6	3	20
Zambezi	1	3	25
Total	**43**	**44**	**302**

Source: Ministry of Health and Social Services

The private sector absorbs a large share of health staff and contributes to one-third of physicians, two-thirds of pharmacists and 20% of nurses. In Hardap, 80% of physicians are private. In the Erongo region, 70%, Karas 63% and Omusati 56% of physicians are private. In terms of the number of social workers, in 2020, the number of social workers available to provide services per region was ten (10) in Khomas, Kavango East, Ohangwena and Omusati; nine (9) in Kavango West, Oshana and Oshikoto; six (6) in Hardap, Erongo and Kunene; five (5) in Zambezi; four (4) in // Kharas and Otjozondjupa; and three (3) in Omaheke (MGEPESW 2020:5). These social workers were available to provide support to vulnerable children, women, the elderly and families. Omaheke has the lowest number of social workers available per region.

As far as the distance to health facilities is concerned, the NHIES 2015/2016 Report indicates that 33.1% of households in Namibia travel less than one kilometre to the nearest hospital or clinic, while 32% travel between two and five kilometres. On the other hand, 13.3% of households travel between 11 to 40 kilometres to the nearest health facility, while 4.6% are more than 40 kilometres away from the nearest health facility. The longer distances are mainly in the rural areas.

From the mid-1980s to 2001, HIV prevalence continued to rise. The number one cause of death in Namibia at the height of the HIV&AIDS pandemic in 2002 was AIDS. The highest HIV prevalence rate was recorded at 22.3% in 2002.

The recorded HIV rate first declined in 2004, dropping to 19.7%. There was a slight increase to 19.9% in 2006. At the time (2006), the number of orphans and vulnerable children (OVC) infected and affected by HIV was estimated to be 126,000[28](2020/21 Number of OVC). Once the rollout of ART began in 2005/06, the exceptionally high HIV rate began to decline slowly. From 2006 onwards, the HIV rates continued to decline, with the estimated HIV prevalence rate for Namibians aged 15 to 64 at 12.6% in 2017[29].

The UNAIDS global targets call for countries to get 90% of people living with HIV diagnosed, 90% of those diagnosed accessing treatment, and 90% of people on treatment to have suppressed viral loads by 2020. Namibia exceeded the targets by achieving 93-95-90 against the set targets by UNAIDS in 2018. Access to ARVs for all people living with HIV has increased from 52% in 2013 to 64% in 2016, with 95% of pregnant women living with HIV accessing ARV. Consequently, MTCT was reduced to under 5% in 2016. AIDS-related deaths have decreased by 56% since 2005.

In terms of services, there was a successful rollout of anti-retroviral treatment (ART) to all 36 hospitals countrywide, with about 58,775 people receiving ART in 2005/06 (NPC 2012:21). In 2009, ART was available at 31 hospitals, 17 health centres and 23 clinics (MOHSS and ICF 2011). In 2021, all hospitals and most health centres reportedly had VCT facilities and many supply ART as per the patient's prescription.

The UNAIDS global targets call for countries to get 90% of people living with HIV diagnosed, 90% of those diagnosed accessing treatment, and 90% of people on treatment to have suppressed viral loads by 2020. Namibia exceeded the targets by achieving 93-95-90 against the set targets by UNAIDS in 2018. Access to ARVs for all people living with HIV has increased from 52% in 2013 to 64% in 2016, with 95% of pregnant women living with HIV accessing ARV. Consequently, MTCT was reduced to under 5% in 2016. AIDS-related deaths have decreased by 56% since 2005.

In terms of services, there was a successful rollout of anti-retroviral treatment (ART) to all 36 hospitals countrywide, with about 58,775 people receiving ART in 2005/06 (NPC 2012:21). In 2009, ART was available at 31 hospitals, 17 health centres and 23 clinics (MOHSS and ICF 2011). In 2021, all hospitals and most health centres reportedly had VCT facilities and many supply ART as per the patient's prescription.

9.3.3 Nutrition And Food Security

The section in Vision 2030, 'Where we want to be by 2030', states: 'Namibia is a healthy, food secure nation.' The Vision 2030 document describes the situation for Namibian children, citing the National Demographic and Health Survey (NDHS) of 2000, as 5% of children are severely underweight, 2% are severely wasted, and 8% are stunted (Office of the President 2004:56).

Footnote

28 National Planning Commission, 2012

29 ICAP, MOHSS and CDC, 2018

of stunting increased considerably from 2000 to 2006, with the government nutrition programme recording the prevalence for stunting of 29% in 2006 and dropping slightly to 23.8% by 2014. This means that SDG Goal 2, 'End hunger, achieve food security and improved nutrition and promote sustainable agriculture' (Indicator 2.2.1), is not being met to show a decline in the prevalence of stunting[30].

In Namibia, as of 2018, there is a high rate of malnutrition and stunting; for children under five, the national average rate is 24%. For rural children under five, stunting is as high as 30% and anaemia 48% (World Food Programme 2018). This chronic undernourishment and insufficient consumption of vitamins and minerals significantly affect early child development and school performance.

Namibia has made progress in policy development around food security, including updating the 1995 National Food Security and Nutrition Policy and passage of the 2019 School Feeding Policy. A range of cross-sectoral and non-state entities have been put into place to improve food security. According to the NHIES 2015/16, 25% of Namibia's population is food insecure. One of the expected results of NDP5 is to reduce the proportion of food-insecure individuals from 25% in 2016/17 to 12% in 2021/22. To achieve that, the government has a strategy to invest in programmes that will increase agriculture production for cereals and horticulture and livestock. No Namibian was reported to have died from hunger during the period (2016-2020), despite the country enduring the worst recurrent droughts in recent history. The robust drought relief programme and food bank initiatives in the peri-urban and rural areas of the country safeguarded the most vulnerable from starvation.

In contrast, rural agricultural extension services helped secure household food security for several subsistence farmers. The food bank was launched in 2016 as a pilot project in the Khomas region to alleviate poverty and ensure no one dies of hunger. The programme was fully rolled out to all the regions in 2019.

Under Sustainable Development Goal (SDG) 1 (Indicator 1.2.2), the population below the Food Poverty Line dropped from 11.0% in 2004 to 6.1% in 2016[31]. Similarly, the HPP1 review reports that 'during the period under review for the first three years of the HPP, the Government has met the set targets to arrest hunger and poverty'[32].

Therefore, malnutrition among children under-five remained one of the major health problems requiring attention (NPC 2008: 4&21). Several KIs agree: 'There are still challenges with access to a healthy diet by the very poor and vulnerable.'

Footnote

30 NSA,2019.
31 NSA,2019.
32 GRN,2019.

According to the NHIES 2015/16, poverty affects about 28% of the population, while another 25% of Namibia's population is food insecure. One of the expected results of NDP5 is to reduce the proportion of food-insecure individuals from 25% in 2016/17 to 12% in 2021/22.

In efforts to fight hunger and poverty, and considering the high number of poverty and vulnerabilities, the government introduced intervention aimed at reducing poverty and vulnerabilities. These interventions include the "Food Bank and Special Feeding programme for Marginalized communities". Namibia rolled out the Food Bank project in 2016, with the Khomas Region as a pilot region. The Food Bank project in Namibia was managed by the Ministry of Poverty Eradication and Social Welfare and has seen over 40,000 vulnerable people benefitting from monthly food parcels. Through this initiative, each household receives a parcel with food and non-food items every month, which includes maize meal, tinned meat and fish, cooking oil, beans, yeast, flour, brown sugar and a bar of soap that are delivered to families using street committees. According to the NDP5 Mid-term Review, the target of expanding operational Food Banks to three regions was exceeded as Food Banks were rolled out to six regions, namely: Hardap, //Kharas, Ohangwena, Kunene, Kavango East and Kavango West. The HPP review document indicates by 2019, the Food Banks were operating in nine regions (GRN 2019:4). An amount of N$69 631 000,00, which represent 0.11% of the total expenditure (excl. statutory commitments) and 0.04% of the total GDP, was spent of the food Bank program in 2020-2021 National Budget.

Additionally, the Social Protection Policy was developed and launched. The Social Protection Policy calls for implementation of social protection floors to address poverty, inequality vulnerability and tackles socio-economic exclusion through managing related risks. As an effort to increase coverage and access to social protection services by all Namibians, the Social Protection Policy proposed for the introduction of Basic Income Grant.

9.3.4 Conditional Basic Income Grant

The 2nd Harambee Prosperity Plan (HHP II) directed the Ministry of Gender Equality, Poverty Eradication and Social Welfare to revise and convert the Food Bank Programme and Marginalized Special Feeding programme into a monthly cash transfer by 2022, as a first step to phase in a Conditional Basic Income Grant.

Converting the two programmes from food parcels to cash transfers as a first step toward implementing a Conditional BIG provide a flexible form of assistance that empowers and liberates households to meet their own food and nutritional needs based on their own priorities and preferences, among others.

Table 23: Who is poor in Namibia?

The food Bank programme was successfully converted from an in-kind (food parcels) into cash transfer in April 2022. The grant is currently benefiting the existing food bank beneficiaries, which means, no new beneficiaries are considered. The current grant (officially being referred to as Conditional Basic Income Grant – CBIG) which will be rolled out to the target population.								
SOCIALGRANT NAME	**Quintiles of per adult equivalent consumption**					**Poverty Status**		
	Q1	**Q2**	**Q3**	**Q4**	**Q5**	**Food poor**	**Moderate poor**	**Non-poor**
Share of total population (%)	20.0	20.0	20.0	20.0	20.0	6.1	11.3	82.6
Share of urban population (%)	10.4	13.8	18.0	25.3	32.5	2.8	5.8	91.4
Share of rural population (%)	28.4	25.5	21.8	15.3	9.0	9.0	16.1	74.9
Mean annual consumption per adult equivalent (N$)	3,654.4	7,741.2	13,010.9	23,609.3	84,729.3	2,114.6	4,091.9	31,426.5

In addition to the National Food Security and Nutrition Policy of 1995 and the revised National Food Security Policy; there is the Namibia School Feeding Policy of 2019. This policy lays down the mandate, goal and objectives of school feeding in Namibia and establishes principles governing the school feeding programme's planning, implementation and management. The School- Feeding policy sets school feeding as a significant safety net that addresses hunger, especially for food-insecure households. It emphasizes the role of school feeding in addressing the health and nutrition of learners through providing a diversified nutritious diet, which contributes to their ability to concentrate in class[33].

One of the key organisations working to raise knowledge about the need for food nutrition is the Nutrition and Food Security Alliance of Namibia (NAFSAN)[34]. NAFSAN was established in 2010 through the Cabinet Directive (Decision No 17th/23.11.10/001). This organisation is a Namibian alliance of civil society, academia, the private sector and committed individuals.

This review document further describes progress made on the School Feeding Programme: 'Coverage for the School Feeding Programme continues to increase from 330,000 school-going learners in 2016 to 364,854 in 2017 and 377,521 learners in 2018.

The School Feeding Programme improves school attendance and mitigates school dropouts by offering a daily nutritious meal to learners at public schools who are exposed to hunger poverty (GRN 2019:41).

Footnote

[33] https://heatheducationresources.unesco.org

[34] Nutrition and Food Security Alliance of Namibia: https://www.nafsan.org.na

9.3.5 Social Assistance

Namibia has one of the most comprehensive social protection systems in Africa[35]. It includes public and private arrangements that cover individuals at various income levels against multiple risks. Namibia has several types of social protection grants, which are an important source of income for many households and provide a 'safety net' for the most impoverished and vulnerable. Namibia's social assistance programmes consist predominately of cash/in-kind transfers and non-contributory pensions that target households with children in poverty, older people and people with disabilities.

There is also a comprehensive school feeding programme that addresses the needs of vulnerable households to ensure equitable access, quality learning and education for all children. Although economic growth does not necessarily guarantee equitable development, the objective of the sub-theme is "to ensure that social and economic development programmes reach the poor and vulnerable". To reach this objective, two broad strategies were suggested: 'Providing care and support in dire need' and via 'social security and safety nets – caring for those in need'.

The government has introduced various safety nets since independence. Of particular importance is the Old Age Grant, a non-contributory pension programme. As of 2019, 96% of Namibians aged 60 and older received the grant, and the timeliness and the level of support had markedly improved. Government assistance to Orphans and Venerable Children (OVC) has been provided in the form of the Vulnerable Child Grant (VCG), the Maintenance Grant, the Special Maintenance Grant, and the Foster Care Grant, as well as subsidies to welfare organisations and children's homes and places of safety.

The VCG, introduced in 2014, is a poverty-targeted benefit payable to parents with children up to 16 with an income of less than N$1,000 per month. The other benefits are categorical. The Maintenance Grant provides financial assistance to parents with at least one child under 18 with an income of less than N$1,000 per month, unemployed, an old age pension recipient, or disabled. The Maintenance Grant can also be applied to parents whose spouses are incarcerated for at least six months or more. The Special Maintenance Grant is paid to parents of children with disabilities under the age of 16 years. The Foster Care grant is a cash transfer to an orphaned child's assigned foster parent(s)[36].

Maintenance grants increased from 5,158 beneficiaries in 2001 to 14,691 in 2004 and 97,312 in 2022. The number of children benefiting from foster parent grants rose from 892 in 2001 to 8 675 in 2022. Many of these children were orphaned due to HIV&AIDS. With an increasing number of children placed in foster and residential care in 2007, OVC grew faster than public and private interventions could handle.

Footnote

35 Source: https://www.oecd.org/countries/namibia/SPSR_Namibia.pdf Schade, Klaus and Justina La, Alexander Pick. 2019. Financing Social Protection in Namibia OECD Development Policy Papers April 2019 – No. 19, OECD Publishing.

36 Nutrition and Food Security Alliance of Namibia: https://www.nafsan.org.na

Table 24: Social grant beneficiaries as of end of 2021

Social grant beneficiaries as of end of 2021			
SOCIAL GRANT NAME	**NUMBER OF BENEFICIARIES**	**Amount per Grant (N$)**	**Total Annual Expenditure (N$)**
Old Age Grant	192 544	1300.00	2 999 286 510.00
Disability Grant	48 472	1300.00	739 090 700.00
Maintenance Grant	97 312	250.00	24 328 000.00
Foster Parent Grant	8 675	250.00	2 168 750.00
Vulnerable Children's Grant	228 315	250.00	57 078 750.00
Special Maintenance Grant	6 898	250.00	1 724 500.00

Namibia also has a Disability Grant. It is paid to people with disabilities aged 16-59 (from 60, they are considered to be covered under the Old Age Grant). The coverage of people with disabilities was 40.8% in 2006, which fell far short of the NDP2 target of 95%. However, substantial progress was made so that, by 2017, the disability grant coverage rose to 70% of the eligible population.

Table 25: Number of RCCFs by region and children by March 2023

Number of RCCFs by region and children by March 2023		
Region	**Number of RCCF**	**Number of children**
Khomas	5	157
Zambezi	3	94
Erongo	4	95
Kavango East	1	36
Otjozondjupa	1	8
Oshana	1	50
Oshikoto	1	50
Hardap	1	27
Total	**17**	**517**

The Government has established a mechanism for recruiting prospective foster and adoptive parents to ensure the well-being of children that are without proper parental care, protection and other vulnerabilities, are catered for. The mechanisms including Residential childcare facilities (RCCFs) for orphans and vulnerable children, which were established at the community levels.

The veterans of Namibia's liberation struggle are entitled to various support packages. These include a monthly grant per War Veterans Subvention (WVS), a one-off gratuity whose value depends on the years they were involved in the struggle, a one-off amount for projects of up to N$200,000, and houses and farms. In 2019, the WVS was N$2,200 and was paid in addition to other benefits such as the old age grant (Schade et al. 2019:17). During the NDP2 period, about 1,800 war veterans benefited from the monthly veterans' grant. In 2021, 8000 veterans benefitted from the monthly grant per War Veterans Subvention.

9.3.6 Water, Sanitation and Housing

The vision for 2030, 'where we want to be,' under the sub-theme, 'Promoting Healthy Human Environment,' stated in rather broad terms: 'Adequate housing with water and sanitation for all'.

By 2019, 99% of urban and 85% of rural Namibians were reached with improved water services, approaching Vision 2030 objectives early and with the goal of universal access within sight by 2030.

At the time of the development of Vision 2030, only 26% of households in rural Namibia had access to safe human waste disposal systems, compared to 77.6% of urban households. Unfortunately, the figure has only increased to 29% for rural areas, with 2022 targets of 40% not met. Further, rapid urban in-migration has also meant that the urban target of 87% by 2022 was also not met, with the figure in 2019 the same as in 2001, at 77%.

9.3.6.1. Access to safe drinking water

Table 26: Access to Safe Drinking Water

Access to Safe Drinking Water								
	Piped water		Boreholes/ protected wells		Stagnant water		Flowing water	
Region	2004	2015	2004	2015	2004	2015	2004	2015
National	**347**	**208**	**450**	**334**	**472**	**123**	**787**	**250**
Urban	**99.3**	**97.7**	**0.2**	**0.6**	**-**	**-**	**0.2**	**0.2**
Rural	**58.4**	**68.6**	**20.3**	**15.7**	**12.7**	**1.7**	**8**	**4.4**
//Karas	93.4	93	1.7	2.9	4.1	0.1	0.7	1
Erongo	93.2	94	5.5	3.8	0.5	0.2	-	-
Hardap	87.8	88.3	8	9.1	3.1	1.9	0.6	0.2
Kavango East	38	63.4	22.6	18	4.1	-	35.1	16.6
Kavango West		60		8		1		25.5
Khomas	98.3	97.5	1.4	0.6	-	-	-	-
Kunene	59.6	60.5	22.9	26.7	9.8	4.8	5.3	2.6
Ohangwena	46	72.1	34.9	13.6	18.9	2.7	0.1	-
Omaheke	82.1	86.1	17.9	5.5	-	0.1	-	-
Omusati	60.7	70.8	10.7	8.6	19.2	1.6	9.2	3.8
Oshana	96.3	96.5	0.8	1.1	2.4	0.3	0.4	0.3
Oshikoto	70.4	79.4	7.2	12.2	21.8	0.3	-	-
Otjozondjupa	92	91.2	6.3	7	1.1	0.3	0.2	-
Zambezi	44.1	73.5	35.8	16.2	7.7	0	10.3	3.8

The table above shows the distribution of households with access to safe drinking water in 2004 and 2015. Safe water comprises households with access to piped water, water from boreholes and protected wells.

Nationally, about 75% of the households used piped water in 2004, which improved to 84% in 2015 as their main source of drinking water. In the same period, about 12.4% of households had to use stagnant or flowing water in 2004, which then decreased to 2.9% of households in 2015 utilizing the exact water source. Regarding urban and rural areas, in both 2004 and 2015, households in the rural areas had lower (58.4 and 68.8) access to safe water sources compared to urban areas (99.3 and 97.5 %). Regionally, the Khomas region was reported to have the highest (98.3 in 2004 and 97.5 in 2015) of households with access to safe drinking water, while the Kavango region (east and west) had the lowest, with only 38% of households having access to piped water. Worryingly, 39.2 % of households in Kavango East and Kavango West regions reported using stagnant or flowing water in 2004, which worsened in 2015, with about 42% of households not having access to safe drinking water.

At the national level, access to safe drinking water has declined: from the census in 2001, 87% of all households had access to safe drinking water, which dropped to 80% in 2011 but rose again to 91.7% in 2016. There were regional disparities in 2011, with Khomas Region at 99%, Zambezi at 73%, to the lowest percentage in Omusati Region at just over half (52%). **These figures conclude that access to potable water at a national level did not quite meet the projected percentages. Similarly, SDG Goal 6, 'Ensure availability and sustainable management of water and sanitation for all', was not entirely met but is heading in the right direction.**

9.3.6.2. Access to Sanitation Facilities

The importance of sanitation and toilets lies in helping reduce the spread of diseases. Sanitation systems aim to protect health by providing and promoting a clean environment.

Table 27: Sanitation facilities in Namibia

Sanitation facilities in Namibia								
	Flush toilet		Pit latrine		Bucket toilet		Bush/no toilet	
Region	2004	2015	2004	2015	2004	2015	2004	2015
National	**36.7**	**44.7**	**8.4**	**9.8**	**1.3**	**0.3**	**53.2**	**44.8**
Urban	**74.3**	**70.2**	**8**	**6.2**	**1.1**	**0.3**	**16**	**22.5**
Rural	**10.9**	**14.6**	**8.7**	**13.9**	**1.4**	**0.3**	**78.6**	**71.1**
//Karas	62.8	73.3	4.6	7.3	6	1.4	26.2	18.1
Erongo	84.1	86.5	4.9	3.3	0.6	0.3	9.5	9.8
Hardap	47.4	65.2	8.4	3.9	9.6	3.4	33.8	27.2
Kavango East	10.2	20	9.8	14.3	0.3	0.1	79.2	65.3
Kavango West		7.5		10.6		0.5		81.1
Khomas	80.9	70.6	1	4	0.1	0.1	18	23.8
Kunene	28	30.6	5.2	10.8	1	0	64.7	58.5
Ohangwena	3.3	14.3	5.7	13.3	0.8	0	90.2	72.3

	Flush toilet		Pit latrine		Bucket toilet		Bush/no toilet	
Region	**2004**	**2015**	**2004**	**2015**	**2004**	**2015**	**2004**	**2015**
Omaheke	33.7	36.8	2.8	0.7	0.3	0	63.3	61.4
Omusati	5.3	11	11.1	14.4	-	0	83	74.4
Oshana	17	33.9	31.9	28	1.2	0	49.1	38
Oshikoto	16.2	20.7	11.4	15.7	1.6	0.1	70.8	63.4
Otjozondjupa	52.4	60.2	8.4	4.5	1.8	0.1	36.7	35.1
Zambezi	13.7	14.9	1.2	6.9	0.2	0	84.8	78.2

At the national in 2004, 45.1% of households had access to flush toilets or pit latrine facilities, which improved to 54.5% by 2015. For urban areas, the figure was 82.2 % in 2004, but only 15.5% for rural areas. The figures for rural households with access to toilet facilities improved to 28.5% in 2015, while that of urban households decreased by about 5% to 76.4% in the same year, which can be attributed to the influx of people moving to urban areas.

Most households without access to toilet facilities were reported to be in the rural areas with 78.6% compared to only 16% in urban areas by 2004. The situation improved slightly to 71.1% in 2015 for households without access to toilet facilities in rural areas but increased to 22.5% for urban areas. At the regional level, Ohangwena region (90.2), Zambezi (84.8%) and Omusati (83%) had the highest number of households without access to toilet facilities in 2004. In 2015, Kavango West (81.1%), Zambezi (78.2%) and Omusati region, with 72.3%, were reported to have no access to toilet facilities.

In 2015, it was reported that toilet facilities in rural areas comprised: bush/no toilets at 71.1%, flush toilets at 14.6%, pit latrines at 13.9%, and bucket systems at 0.3%. Thus 28.9% of rural households had access to some type of toilet facility, even if it was the most rudimentary of sanitation facilities, indicating only a slight improvement in rural areas from 2011 (26%) to 2016 (29%).

9.3.6.3. Housing and utilities

The table below shows the type of housing without electricity, gas or solar for cooking and lighting purposes.

Table 28: Housing in Namibia

Housing in Namibia						
	Improvised housing		Cooking without electricity, gas or solar		Lighting without electricity, gas or solar	
Region	**2004**	**2015**	**2004**	**2015**	**2004**	**2015**
National	16.6	20.2	65.3	52.2	62.9	48.4
Urban	26.5	29.6	28.1	23	28.8	25.3
Rural	9.9	9.1	90.6	86.8	86.2	75.6
//Karas	28.7	18	38.9	21.1	43.2	17.9
Erongo	27.3	33	16.2	11.2	21.1	14.1

	Improvised housing		Cooking without electricity, gas or solar		Lighting without electricity, gas or solar	
Region	**2004**	**2015**	**2004**	**2015**	**2004**	**2015**
Hardap	37.6	25.2	53.3	35.3	44.6	22.5
Kavango East	2.6	4.4	88.5	81.7	84.4	67
Kavango West		3		92.2		79.7
Khomas	29.2	32.6	24.5	18.8	27.4	28.5
Kunene	18.4	16.2	83.8	73.8	69.5	50.9
Ohangwena	3.1	11.3	95.2	84.6	95	80.9
Omaheke	41.5	39.8	78	67.6	71.9	47.3
Omusati	1.9	5.6	94	87.6	92	83.5
Oshana	13.7	23	75.7	57.7	75	61.1
Oshikoto	5.2	10.5	86.8	76.4	83.4	74.1
Otjozondjupa	27	21.5	55.4	47.3	44.2	27.3
Zambezi	0.6	0.6	90.6	81.7	79.5	59.9

Since the development of the vision in 2004, improvised type of housing has been prevalent in the urban areas (26.5) compared to rural areas (9.9%); the same trend was observed in 2015 as 29.6% of households in urban areas lived in improvised houses compared to 9.1% in the rural areas. Omaheke region was reported with the highest proportion of households living in makeshift houses in 2004, with 41.5% as well as in 2015, albeit a slight decrease to 39.8%.

In terms of access to sources of cooking and lighting, the disparities are enormous between rural and urban areas. In 2004, more than 90% and 86.2% of households in rural areas had no access to electricity, gas or solar for cooking and lighting, respectively, compared to urban households with 28.1% and 28.8%. By 2015, households without access to electricity, gas or solar for cooking declined to 86.8% and 75.6% for lighting in urban areas, respectively.

With respect to regions, Ohangwena (95.25), Omusati (94%) and Zambezi (90.6%) had the highest number of households without access to electricity in 2004, while Kavango East had the highest proportion of households without electricity, gas or solar for cooking in 2015 with 92.2% followed by Omusati (87.6%) and Ohangwena with 84.6%. With regards to the source of lighting, Ohangwena (95%) and Omusati (92%) regions reported the highest number of households without electricity, gas or solar in 2004. The same region was again reported to have most of their households without electricity, gas or solar for lighting in 2015, with Omusati standing at 83.5% and Ohangwena at 80.9% 2015.

9.3.4 Inequality, Vulnerability & Discrimination (Poverty)

The overall sub-vision on the poverty of the Vision 2030 plan is that 'Poverty is reduced to the minimum, the existing pattern of income-distribution is equitable, and the disparity is at the minimum.' Since independence reducing poverty has been a consistently stated goal and is included in all NDPs, political manifestos, and policy documents. This goal is also part of the MDGs, SDGs and other commitments signed by the Namibian government (Sherbourne 2009:65)[37]. Two of the Vision 2030 key goals ('where we want to be') were 'income is equally distributed' and to have a Gini-coefficient of 0.30 by 2030 (Office of the President 2004:104-105). HPP2 includes one action to assess efforts to reduce poverty: 'Develop central Information Management System (database) with all social grant beneficiaries to enhance efficiencies in planning, eliminate duplications and assess the impact on poverty and income inequality, by 2022'.

To achieve this vision, all the NDPs have included some strategies to eliminate or at least reduce poverty in Namibia. Various strategies, programmes and policies have been developed to address poverty reduction over the years. Examples include the Poverty Reduction Strategy 1998 and the National Poverty Reduction Action Programme 2002. This Action Programme was approved to identify programmes, projects and services focusing on poverty reduction during the NDP2 cycle.

High-income inequality in Namibia is historical. At independence, the Namibian government faced the challenge of a skewed distribution of resources, which was fostered through the laws of the apartheid system. Addressing persistent income inequalities remains one of the country's top priorities. Reducing income inequality has been one of the fundamental goals of the various NDPs, as well as Vision 2030. The Gini coefficient is used as a measure of income inequality in Namibia[38]. As measured by the Gini coefficient, income inequality improved significantly from 0.701 in 1993/94 to 0.603 in 2003/04 to 0.576 in 2015/16, which is the latest available data. Thus, statistics show that the overall inequality in the distribution of income has gradually reduced. Nonetheless, Namibia is still one of the countries with the highest levels of income inequality (NPC, undated: 34 citings NHIES 2015/2016). Given that the target goal of 0.48 for 2015/2016 was not met, the goal of reaching a Gini coefficient of .30 by 2030 will presumably not be met.

For levels of poverty, NDP4 identified the following goal: 'By 2017, the proportion of severely poor individuals has dropped from 15.8% in 2009/2010 to below 10%. The NDP4 Terminal Report said, 'Government has made significant strides in reducing poverty during the NDP4 period as the percentage of "severely poor" decreased from 15.8% in 2009 to 11% in 2015/16 as per the NHIES data (while the "poor" poverty declined from 28% to 18%). This is attributed to improved government efforts, mainly expanding social protection systems.

Footnote

[37] Sherbourne, Robin. 2009. Guide to the Namibian Economy 2009, Institute for Public Policy, Windhoek. See also: NPC (2004). Namibia 2004: Millennium Development Goals, Office of the President, Windhoek.

[38] Gini-coefficient is a value between zero for perfect equality and one for perfect inequality. The level of inequality in Namibia remains among the highest in the world. For example, in the Scandinavian countries, the level of inequality is one of the lowest, with a Gini-coefficient around 0.25.

The government maintained its commitment to social protection over the NDP4 period as evidenced by average expenditure on social protection of 5.5% from 2012 to 2015' (NPC 2017:21NPC (2001:21) reports on the results of three NHIES (1993/94, 2003/04, 2015/2016).

These show that relative poverty declined from about 38% in 1993/94 to about 28% in 2003/04 and to 18% in 2015/16, while extreme poverty declined from around 9% to 4% during the same period ten-year period.

In terms of SDG Goal 1 - End poverty in all its forms everywhere, the SDG Baseline Report for Namibia of 2019 (NSA 2019:34) and the 2021 National Voluntary Report (NPC 2021:5) suggest that 'major improvements are visible in the fight to end poverty in the country. In over a decade, between 2004 and 2016, the population below the national poverty line for severe poverty has halved (from 21.9 to 10.7%).' Poverty in rural areas (25.1%) is higher than in urban areas (8.6%). At the national level, poverty has declined due to the strengthening of social safety net policies, such as the incremental adjustment of social grants and the strengthening of social protection. The conclusion is that 'the overall picture in the country appears promising so that extreme poverty can be brought down to almost zero in the next decade until 2030 even considering that the most vulnerable people are harder to reach'. Poverty levels for the different regions in 2015/2016 are shown in the following figure:

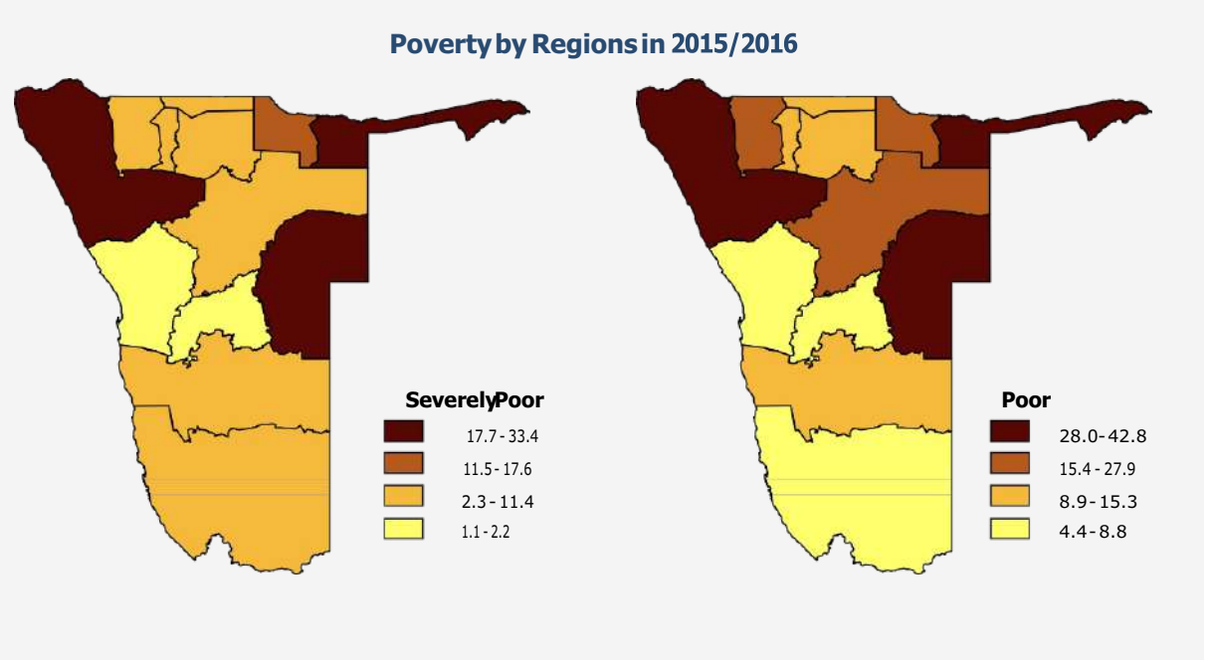


Figure 15: Poverty by Regions in 2015/2016

Source: NHIES 2015/2016 (NSA 2016:107)

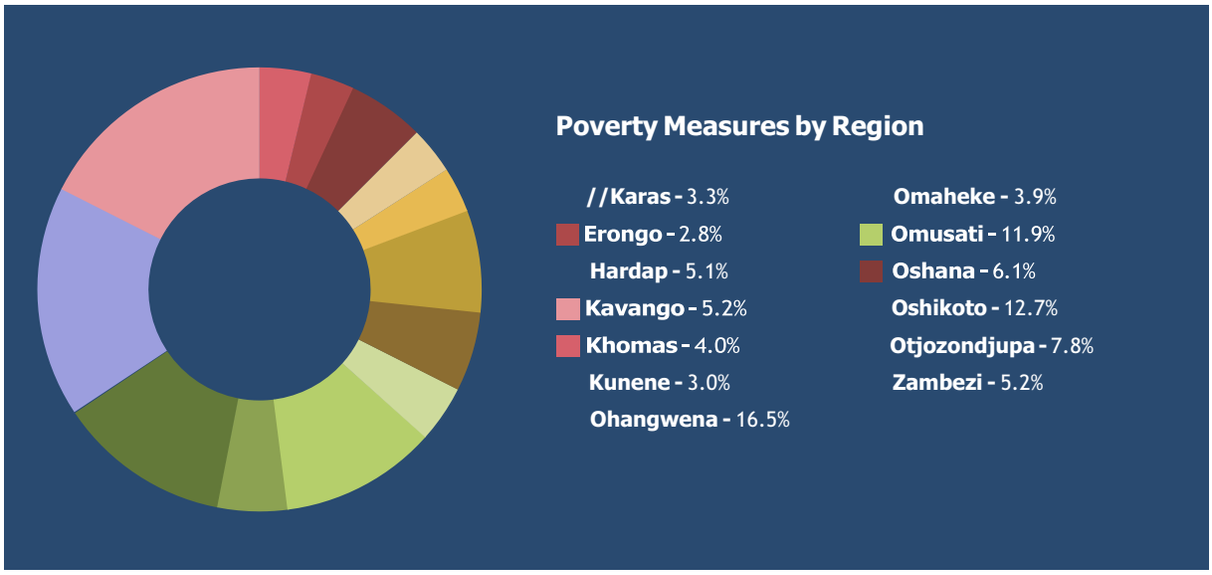


Figure16: Poverty Measures by Region

Figure 16 above depicts the poverty measures by region from the Multi-Dimensional Poverty Index Report 2021. According to the report, Kavango and Ohangwena region has the most households that are considered poor as per the multi-dimension.

9.3.5 Gender

This sub-themes main Vision 2030 objective was '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.'

Four 'ideals' are listed under 'where we want to be in 2030' as follows:

• Women occupy important roles and perform essential functions in society (see the section below on recommendations for indicators).
• Opportunities for equitable social and economic development and employment creation are available for women and men throughout Namibia.
• Minimum standards ensure that women and men have equal access to services.
• Women and men are well represented in the workplace at all levels and in decision-making positions, including the political arena.

No indicators were provided in the Vision 2030 plan to measure progress and achievements on these goals.

Of the total population in 2016 (2,324,388), females made up 51.4%; in rural areas, 51.6% and in urban areas, 51.2%. The sex ratio is based on the number of males per 100 females. In 2016, the ratio of 95 was the same for both the nation as a whole and in urban areas but 94 in rural areas, meaning that there were slightly more females in rural areas than males. [39]

Footnote

[39] NSA,NHIES2015/2016,2016.

The Gender Development Index (GDI) is based on the sex disaggregated HDI, defined as a ratio of the female to the male HDI and is calculated by dividing the female HDI by the male HDI. The GDI measures gender inequalities in achievement in three basic dimensions of human development: health (measured by female and male life expectancy at birth), education (measured by female and male expected years of schooling for children and mean years for adults aged 25 years and older) and command over economic resources (measured by female and male estimated GNI per capita) (UNDP 2019:5).

The GDI is calculated for 166 countries. The 2018 female HDI value for Namibia is 0.647 in contrast with 0.641 for males, resulting in a GDI value of 1.009, placing it into Group 1. In comparison, the GDI values for Botswana and South Africa are 0.990 and 0.984, respectively, while the value for sub- Saharan Africa is 0.891. These comparative figures mean Namibia has 'better' gender equality than Botswana and South Africa.

Another important indicator of gender equality is the 'gender parity in education measure.' This measure is calculated by dividing the average years of education in the female population over the age of 15 by the average years of education in the male population over the age of 15. The gender parity in education measure for Namibia is 1.05, resulting in Namibia having a slightly higher score in this measure than Botswana and South Africa (Donnefeld and Crookes 2017:22).

Table 29: Namibia's GDI for 2018

Namibia's GDI for 2018										
F-M ratio	HDI Values		Life Expectancy at Birth		Expected Years of Schooling		Mean Years of Schooling		GNI per capita	
GDI value	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
1.009	0.647	0.641	66.2	60.4	12.7	12.5	7.3	6.9	8,917	10,497

Source: UNDP 2019:5

The Gender Inequality Index (GII) reflects gender-based inequalities in three dimensions – reproductive health, empowerment, and economic activity. Reproductive health is measured by maternal mortality and adolescent birth rates. Empowerment is measured by the share of parliamentary seats held by women and attainment in secondary and higher education by each gender. The labour market participation rate for women and men measures economic activity. The GII can be interpreted as the loss in human development due to inequality between female and male achievements in the three GII dimensions (UNDP 2019:5).

Namibia has a GII value of 0.460, ranking 108 out of 162 countries in the 2018 index. The GII for Botswana and South Africa is ranked 111 and 97, respectively. On these GII dimensions, in Namibia, for every 100,000 live births, 265 women die from pregnancy-related causes. The adolescent birth rate is 63.6 births per 1,000 women aged 15-19. Almost 40% of parliamentary seats are held by women, and 40.5% of adult women have reached at least a secondary level of education compared to 41.9% of their male counterparts. Of interest, there is a significant difference between Botswana's percentage of female seats in parliament (9.5%) and Namibia's (39.7%). South Africa's parliament comprises 41.8% females. Female participation in the labour market is 56.2% compared to 65.9% for men.

UNDP (2019:9) also looks at 13 woman-specific empowerment indicators that allow empowerment to be compared across three dimensions – reproductive health and family planning, violence against girls and women, and socioeconomic empowerment. Of the 11 indicators (based on data available), Namibia performs in four areas better than at least two- thirds of other countries (i.e. four indicators are placed among the top third performers), in four areas better than at least one-third but worse than at least one third (i.e. four indicators are in the medium third performers), and in three areas worse than at least two-thirds of countries (i.e. three indicators are among the third bottom performers).

During the NDP2 period, progress on gender equality had been made in education, power, decision-making, legislative development and employment in both the public and private sectors (NPC 2017:24). However, the status and recognition of women in the household and in the community still require significant further improvement. Namibia's principal national and regional-level surveys, NHIES, LFS, and the censuses note women and female-headed households are more likely to experience financial and economic hardships than men and male- headed households. These circumstances create challenges, typically more prevalent in communal rural areas than urban areas.

Compared to many other countries, Namibia is doing quite well on several indicators when it comes to gender equality.

According to the National Gender Policy, Gender Focal Points/Units will be created at a senior level in all sectors. This development began in earnest in the late 1990s. The women and men in this position are responsible for the awareness-raising and implementation of the objectives and guidelines of the National Gender Policy in their institutions. LAC is also one of the leading advocates for gender equality and empowerment. GR&AP provides an annual update report on its work and actions (see LAC 2019). Over the years, GR&AP has prepared and published an extensive collection of resource materials, analysis reports, training manuals and guides, awareness-raising materials (e.g. comic books, pamphlets, easily-read summaries of gender- related acts, policies and plans that are written in simple layperson's terms for the general public and children, films, suggested excerpts for television and radio, and CDs and other tools for the classroom). One of the most recent examples of a LAC comic book is 'What does gender equality mean in a Relationship?' produced in 2021 as a revised and updated version from 2010[40]. Radio shows are made available on Cds.

From 2001 to 2006, the enrolment of girls in school nationally was considered excellent, but regional disparities still existed. The enrolment rates of females have remained higher than those of males in all age groups up to age 17 (see the education section above for a further breakdown of girls versus boys at different education levels). The improvement had also been made with regard to ECD during this timeframe, whereby more girls (59.5%) than boys (40.4%) were enrolled in ECD centres throughout the country. In 2005, the adult literacy rate was 82% for women and 83% for men.

Footnote

[40] Many of these awareness-raising materials and reports are available on the LAC website: www.lac.org.na

However, NPC (2012:18) noted that 'as in the case of poverty, this finding at the aggregate level obscures the regional disparities with some regions recording that less than 40% of women were able to read and write.' Older girls can be marginalised in their schooling because of insufficient sanitary protection. When girls are menstruating, many stay home, missing a week of classes each month. A few local NGOs and private sector businesses support efforts to rectify this problem by supplying school-age girls with sanitary products.

During the first decade after independence, gender-based affirmative action in employment was largely focused on the educated middle class, and the beneficiaries of attempts to balance gender roles had been predominantly middle and upper-class urban women. This changed for the next two decades.

Contrary to what some people might expect and what has been reported on for previous years, there are more employed females in Namibia than males, albeit the gap is tiny. The 2018 LFS (NSA 2019:55) results show that the total number of the employed population in Namibia is 725,742, of whom 361,508 were males, and 364,234 were females. Also noteworthy is that urban employment is very close to being gender-balanced – females at 49.1% compared to males at 50.9%; and more females were employed in rural areas than males – females at 51.7% compared to males at 48.3%. This indicates one improvement in gender equality in just two years because, in 2016, there were fewer females than males in employment in all areas – nationally and in rural and urban areas. Of further interest, more males are employed in the younger ages (age 15-39) compared to females, while more females are employed in the older age groups (age 45+).

As depicted in the Labour Force Survey of 2018, the overall picture is that women are slightly poorer and less likely to be employed in the formal sector (NSA 2019). The average monthly wage was marginally lower for females, and more females were in informal employment than males (LAC 2017). However, when reporting on SDG Goal 5, 'Achieve gender equality and empower all women and girls,' NSA (2019:35) indicates that this situation has improved to almost parity – 'The gender pay gap closed to almost even average salaries in 2016.' Nevertheless, NSA cautions that 'this promising trend results from the reduction of salaries for men and not only through an increase of the salaries for women.' If wage levels continue in the same direction, Namibia may meet this SDG.

Women also continue to have the predominate role and responsibilities as unpaid care workers (over 60%), raising children, taking care of sick family members and the elderly, cooking, and other home-bound responsibilities, all of which reduces their ability to take on productive work in the labour force (NSA 2016).

Comparing sexes in specific places of work, NSA (2019:63) shows that private companies, enterprises and cooperatives are the most prominent recruiter for both men and women at 52.3% and 44.5%, respectively, followed by private households/individuals at 23.3% and 26% respectively. Therefore, these figures indicate that women are less likely to have employment in companies than in private households. The 2018 LFS demonstrates that more female employees in both urban and rural areas work in government than male employees. The same LFS also notes that there are more female members in trade unions than males.

In terms of the economically inactive population on the national level, at 56.5%, females accounted for slightly more of the total economically inactive population than men, a trend which is consistently reflected across the rural/urban divide (rural is 54.9% while urban is 58.4%); as well as across the regions. When looking at the reasons why people were inactive, NPC (2019:53) found that just over half (54.4%) of the inactive population were students, followed by being old (16.0%), having an illness or disability (10.5%) and being a homemaker (8.9%). The other categories were each less than one per cent. Notably, the proportion of inactive females is higher than males in three categories – old age, homemaker and pregnancy. Old age makes sense because women have a longer lifespan than men, and men cannot become pregnant. But, the vast majority of homemakers are women compared to men (86.4% females vs only 13.6% males). Labelling a homemaker as 'inactive' only further perpetuates this stereotype and reinforces the view that women's household domestic roles have no value.

To some extent, the unemployment rate signals underutilisation of the labour supply. This rate reflects the inability of an economy to generate employment for those who want to work but are not doing so, even though they are available for employment and actively seeking work. It is thus seen as an indicator of the efficiency and effectiveness of an economy in absorbing its labour force and of the performance of the labour market (NSA 2019:37-38). It is important to note that employment and unemployment rates are not the exact opposite of each other because the employment rate only includes those with jobs. In contrast, the unemployment rate includes people without jobs, those currently available for work, and those who want a job. This is why the abovementioned employment rates look good for women, while the unemployment rates suggest that women struggle a bit more than men, as indicated below.

Using the broad definition, in 2018, the national unemployment rate for the population aged 15 years and above was 33.4%, a slight decrease from 2016, when it was 34.0%. In 2018, the national unemployment rate was slightly higher among females (34.3%) than males (32.5%). Urban and rural unemployment rates are virtually the same, 33.5% and 33.4%, respectively. When broken down by sex, in urban areas, the unemployment rate for females was 34.1% and for males 32.9%, while in rural areas, the rate for females was 34.6% and for males 32.2%.

From 2001 to 2011 and beyond, the censuses show that the unemployment rates for youth across all age groups are excessively high and continue to rise. Unemployment rates for females in the same age groups are consistently higher than for males, with an average gap of about 14% points.

In terms of gender equality, SDG 5 states, 'Achieve gender equality and empower all women and girls.' More explicitly, Goal 5.5 says, 'Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life' (UN 2015:22). In light of this goal, the leading Namibian political party, Southwest African People Organisation (SWAPO), and other parties adopted an unofficial policy of the 'zebra' election list system, meaning that women should represent 50% of the party leaders up for election by listing parliamentary candidates by sex – male, female, male, female (Iikela & Ngutjinazo 2019). As a result, the proportion of seats held by women in the Parliament rose from 19% in 2000 to 27% in 2004 and to 46.1% in 2019.

The goal has been met using this percentage as the SDG Goal 5.5 measure. Similarly, this SDG Goal has also been met for the percentage of women in the National Assembly but has failed for the percentage of women in the National Council.

9.3.6 Adolescents and Youth

In Namibia, 'youth' is defined as those 15-34 years of age. Adolescents are 15-19. For practical reasons, some activities must include those under 15 and above 30 (MYS 1993). Before the start of Vision 2030, of Namibia's total population of 1.4 million people in 1991, youth comprised over 30%. Amongst the youth population, about 53% were female. An estimated 3% to 4% were living with disabilities. About 72% lived in rural areas (MYS 1993, NPC 2001a). In 2001, 35% of the total population of 1,830,330 was youth ages 15-34, and 51.4% were female. Of the total number of females, 35% were in the youth age group (CBS 2003 – Appendix 3: ii). In 2011, 37% of the total population of 2,113,077 was youth ages 15-34, and 51.6% were female. Of the total number of females, 36.4% were in the youth age group. An important part of supporting youth is reflected in one of the Vision 2030 strategies: 'Strengthen existing structures and services that support the rights and welfare of women, children, youth, elderly, disabled and marginalised groups while moving towards the desired vision of a just and caring society.'

Youth represent 57% of the working-age population. NPC (2012:27) noted that youth development during the NDP2 planning period focused on the realities of high youth unemployment. However, no significant progress was made, and the number of unemployed youth was still increasing throughout the NDP5 planning period. As of 2018, 60.4% of females and 53.4% of males aged 20-24 were unemployed. The government has devoted significant attention to training and skills development for youth and the gendered aspects of such training. Credit and grant schemes focused on young people were also developed, aimed at self-employment. Nevertheless, the structural nature of unemployment in Namibia has meant that employment opportunities have lagged.

HIV prevalence among the youth remains high. In 2014, about 14% of adults aged 15-49 and 16.4 % aged 50-64 were infected with HIV. HIV prevalence among the age group of 15-49 is 16.9% for women and 10.9% for men. HIV prevalence was lowest among women aged 15-19 (5.8%) and women aged 20-24 (9.8%).

9.4 Summary Status

The table below summarises the implementation status of indicators across the inequality and social welfare thematic area.

Table 30: Status of 2030 Indicators and Targets for Inequality and Social Welfare

Status of 2030 Indicators and Targets for Inequality and Social Welfare								
Themes, Sub-themes and Issues	**Indicator Before or @ 2004**	**Target Indicator**	**Actual Before or @ 2021**	**Met**	**On Target**	**Almost on Target**	**Not on Target**	**Insuffient data**
				☑				?
Overall / Not in Vision 2030	To increase HDI* Value 0.544	-	0.645	☑				
Access Quality education / Basic Education								
Progression rate from primary to secondary school	71%	75%	74%					
Gender balance: mean years of education(2018)	-	Girls are equal to or higher than boys	7.3 yrs girls 6.9 yrs boys	☑				
Teacher: learner ratio	1:29	To decrease	1:24	☑				
No. of classrooms	16,750	19,600	27,904	☑				
- Primary school	61%	100%	82%					
Secondary school	87%	100%	93%					
Alternative Education								
To increase continuing education enrolment	25,500	To increase	37,500	☑				
SDG 4: increase the number of students enrolled in TVET	-	36,000	32,100					
Higher Education								
To increase enrolment in higher education	6,600	To increase	98,000	☑				
% learnerswho qualify for university education	36%	100%	40%					
Early Childhood Development (ECD)								
% of children 3-6 years of age in ECD+	32%	100%	_					?
% of children 0-4 years of age in ECD+	_	100%	13%					?

Themes, Sub-themes and Issues	Indicator Before or @ 2004	Target Indicator	Actual Before or @ 2021	Met	On Target	Almost on Target	Not on Target	Insuffient data
Healthcare services and facilities								
To increase the no. of clinics	246	To increase	279	☑				
To increase the no. of health centres	37	To increase	43	☑				
To decrease the no. of hospitals	45	To decrease	34	☑				
No. of doctors per patient ratio	1:38,936	To decrease	1:19,200	☑				
HIV prevalence rate	22%	To decrease	13%					
Healthcare Services Results Total	**5 Indicators**			☑ = 4	= 4	= 0	= 0	?= 0
Progression rate from primary to secondary school	71%	75%	74%					
Gender balance: mean years of education (2018)	-	Girls are equal to or higher than boys	7.3 yrs girls 6.9 yrs boys	☑				
Teacher: learner ratio	1:29	To decrease	1:24	☑				
No. of classrooms	16,750	19,600	27,904	☑				
- Primary school	61%	100%	82%					
Secondary school	87%	100%	93%					
Alternative Education								
To increase continuing education enrolment	25,500	To increase	37,500	☑				
SDG 4: increase the number of students enrolled in TVET	-	36,000	32,100					
Higher Education								
To increase enrolment in higher education	6,600	To increase	98,000	☑				
% learnerswho qualify for university education	36%	100%	40%					
Early Childhood Development (ECD)								
% of children 3-6 years of age in ECD+	32%	100%	_					?
% of children 0-4 years of age in ECD+	_	100%	13%					?

9.5 Conclusions

Progress against Vision 2030 objectives in the thematic area of Inequality and Social Welfare suggests that many will be reached by 2030. Even in areas where progress has been constrained, social protection measures have been put into place that help mitigate against worst outcomes. Critical challenges are associated with constrained economic opportunities arising from structural economic problems.

The sectors or areas that have made the best progress in the past two decades and have already met the targets or are on their way to meeting them comprise 100% of targets for healthcare services, 60% for education, and 53% for gender equality. Those areas that are making progress ('almost on target') include water and sanitation (43% of indicators), social protection (40%) and malnutrition and stunting (33%).

Poverty levels, unemployment, GBV, lack of opportunities for young people, and alcohol and drug abuse remain the top five concerns. Other areas that elicited a negative response were mainly as follows: education pass rates and school facilities; health care services, especially in rural areas, and the lack of or high cost of medication; food insecurity; sanitation facilities, sporting and recreational facilities; and hidden cases of child and elderly abuse. Many of these concerns concur with the indicators having a negative assessment as indicated by the data.

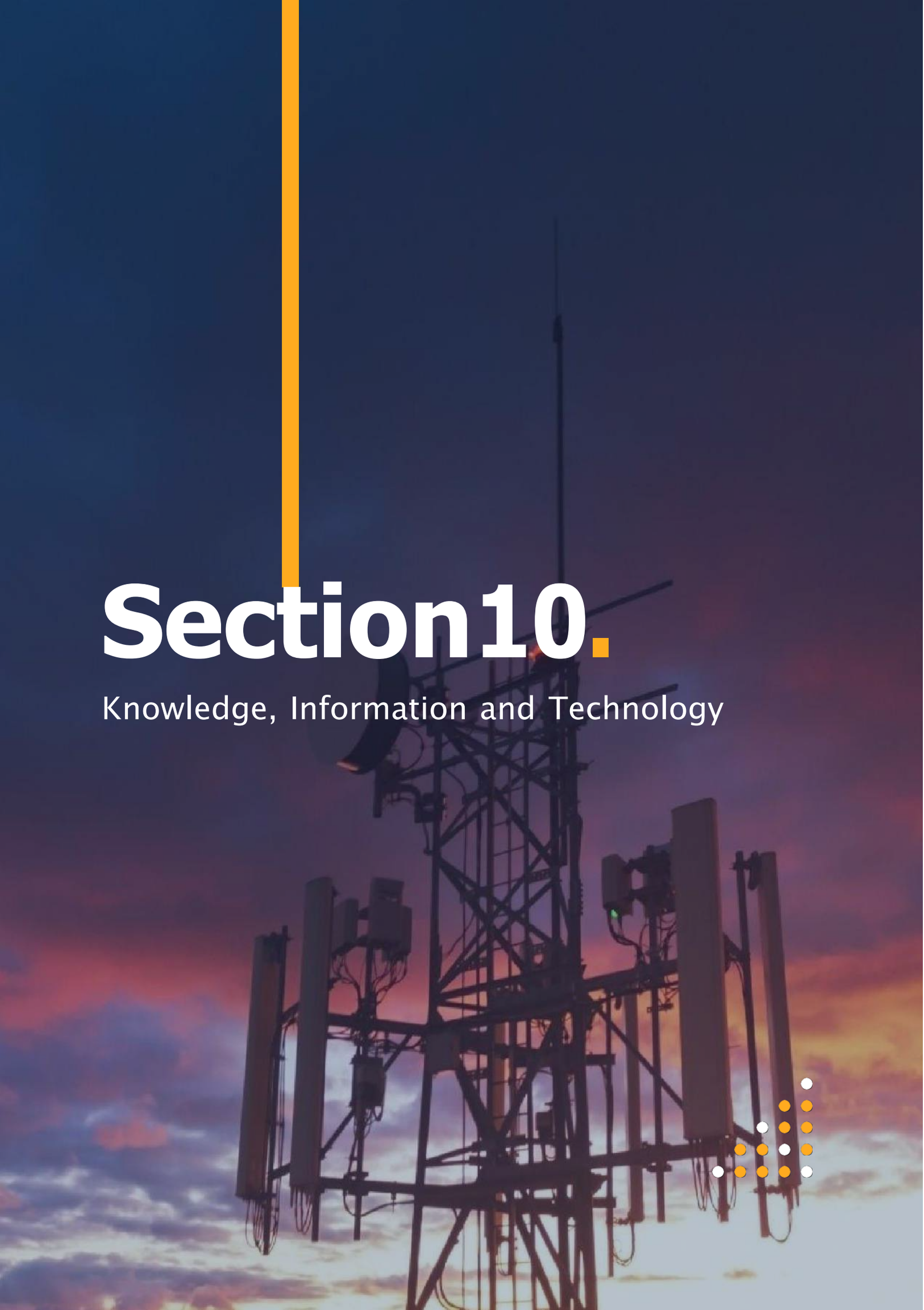
One important innovation in social protection relates to Namibia, having recently passed an updated National Social Protection Policy 2021-2030 (Ministry of Gender Equality, Poverty Eradication and Social Welfare, 2021). The Policy represents a shift away from social welfare to social protection and a shift away from a specific focus on social assistance to the main elements of social protection comprising social assistance, contributory social protection programmes (e.g., social security), labour market programming, livelihoods programming, shock-responsive social protection, and social care. This meant a shift to multi-sectoral programming, strengthened coordination, and integrated service delivery. None of this was anticipated during the development of Vision 2030. Instead, The focus is on social assistance, with some attention to contributory schemes. The status in this regard follows, but the development of the new Policy itself is a sign of important progress that should be monitored between now and 2030. Should the ideas advanced in this new Policy be supported and programmes developed, a number of Vision 2030 objectives would be advanced.

9.6 Recommendations

- Strengthen Healthcare Infrastructure
- Prioritize Mental Health Services
- Improve sanitation especially in Rural Areas
- Enhance provision of Rural Electrification
- Improve provision of affordable Housing

Section10.

Knowledge, Information and Technology



10. Knowledge, Information and Technology.

10.1 Introduction

The section assesses the progress towards the set objectives and targets on the sub-themes of the Knowledge and Information Technology (KIT) Thematic Area and the relevance and adequacy of the strategies adopted. The sub-themes are (i) Knowledge-Based Economy, (ii) Information and Communication Technology, (iii) Production Technology, and (iv). Aspects of the Legislative/Regulatory Frameworks.

One of the key aims of Vision 2030 was to transform Namibia into a Knowledge-Based Economy (KBE) by adopting innovation and information technology into the production processes and intensifying knowledge utilisation to accelerate development. In Vision 2030, Namibia aims for universal access to information, affordable communication and technology infrastructure and services. Thus, Vision 2030 envisages Information Communication Technologies (ICTs) playing a catalytic role in stimulating the developmental transformation of Namibia to a modern, industrialised, and technology-driven nation. The ICT sector has also been one of the fastest- growing sectors worldwide, witnessing a convergence of many other technologies. With a smartphone, one can access, among others, e-health, e-learning, e-government, e-business, e- money and Artificial Intelligence applications.

10.2 Vision 2030 and Knowledge, Information and Technology

10.2.1 Knowledge-Based Economy

Namibia has aspired to create a knowledge-based economy since the promulgation of Vision 2030. Vision 2030 stated that the modern world is moving from heavy industry to a knowledge- based economy based on specialist services, specialised industries, communications, and information technology. Thus, the focus should be on high-value-added services, specialised industries that are modest in water requirements and information technology. For Vision 2030 to be achieved, Namibia must be transformed into an innovative, knowledge-b
ased society supported by a dynamic, responsive, and highly effective education and training system.
Vision 2030 has emphasised developing and managing knowledge to provide knowledge-based products that can boost Namibia`s development through international penetration of markets and other essential benefits to the nation. Knowledge management efforts with the aid of Information Communication Technology (ICT) and further technological innovation are required to speed up the establishment of a robust and thriving knowledge-based economy in Namibia. Declared a knowledge-based economy, Namibia, by 2030, is expected to have exclusively achieved the comprehensive provision of information and learning to the magnitude of people while ensuring continuous development.

Vision 2030 emphasizes utilising Knowledge and Information Communication Technology to strengthen and grow the secondary economic sector of the country. To achieve the above, practical strategies were devised, including exploiting Research, Science, Technology, and Innovation (RSTI) using knowledge to transform Namibia into an innovative knowledge society.

10.2.2 Information and Communication Technology

The Vision 2030 Sub-vision of the Information and Communication Technology is "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". ON THE OTHER HAND, the NDP 5 Desired Outcome is that by 2022, Namibia will have universal access to information, affordable communication and technology infrastructure and services.

The Vision 2030 objectives regarding ICT are as follows:

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 the Namibian society.

10.2.3 Production Technology

The sub-vision for the production technology is "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 a high level of self-sufficiency, reliable and competitively priced energy, meeting the demand of households and industry".

The Vision 2030 objectives to increase Production Technology are as follows:

• To achieve enhanced local technological development, with a focus on appropriate technology.

• To achieve high value-added products and services.

• To integrate entrepreneurship and technological innovation training into the education and training system from early childhood.

• To achieve security of energy supply through an appropriate diversity of economically competitive and reliable sources.

• To ensure that households and communities can access affordable and appropriate energy supplies.

• To ensure the energy sector is efficient, contribute to Namibia's economic competitiveness.

10.2.4 Aspects of the legislative/regulatory framework

The policies and legislative frameworks create a conducive environment to support ICT, including production technology, to transform the country into a knowledge-based economy. The Vision 2030 Sub-vision of the aspects of the legislative/regulatory framework is "Cross-sectoral internal and external development in the fields 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.

The Vision 2030 objective for the legislative/regulatory framework in ICT is to ensure the safe use of science and technology systems, including indigenous knowledge, while upholding the constitutional provisions for education and training.

10.3 Trends In Knowledge, Information and Technology

10.3.1 Knowledge-Based Economy

The World Bank has identified four pillars for developing a robust Knowledge-Based Economy (KBE). These are: (i) institutional structures that provide incentives for entrepreneurship and use of knowledge; ii) skilled labour and availability of sound education systems; iii) ICT infrastructure and access to all ICTs' and iv) a vibrant innovation landscape that includes academia, the private sector and civil society.

Given the unavailability of complete time series data on the KBE, the Global Innovation Index (GII) as an alternate index of a knowledge-based index is adopted as it also reveals insights into the country's capacity and success in terms of institutions, human capital and research, ICT infrastructure, knowledge, and technology outputs.

At the global level, Namibia's innovation capacity ranked 100th of 132 countries in 2021. Before 2021, the country ranked above the 100th position except for 2016-2018, when the country scored better. The country's rank over the years indicates performance weakness at a global level. The GII weakness in the country is mostly reflected in the innovative inputs such as human capital and research and Business sophistication pillar, while on the innovative output, weakness is presented in knowledge and technology outputs.

As depicted in Table 31, human capital and research exhibit weakness in graduates in science and engineering, and Research & Development, ranking 101 and 92, respectively. The country ranked 112 on the Business sophistication pillar that captures the level of knowledge workers and employment in knowledge-intensive services, among others. Weakness in this pillar is demonstrated in the lack of knowledge workers ranking the country at 107, while strength is exhibited in employment in knowledge-intensive services with a rank of 87. The Knowledge and technology outputs pillar is ranked 119th on the innovative output pillar, showing weakness in high technology export and ICT service export.

Table 31: Global Innovation Index Ranking (inputs) 2013-2021, Namibia

Global Innovation Index Ranking (inputs) 2013-2021, Namibia										
Innovation Inputs	**2013**	**2014**	**2015**	**2016**	**2017**	**2018**	**2019**	**2020**	**2021**	**Status**
Human capital and Research	100	104	108	100	94	41	112	112	57	
Graduates in Science & Engineering	100	104	101	102	102	-	96	100	101	Weak
Research and Development	123	106	110	106	89	90	91	93	92	Weak
Business Sophistication	78	108	109	117	113	106	101	111	112	
Knowledge workers	103	98	93	108	111	100	101	104	107	Weak
Employment in knowledge intensive services	79	83	95	-	89	77	75	84	87	

At the regional level (SADC), the country mostly ranked in 4th position after Botswana, while Mauritius and South Africa took the lead (Table 31). The country scored the lowest compared to the three leading countries (Botswana, Mauritius, and South Africa), except for 2021 when Namibia scored better than the three top countries in the human capital and research pillar.

Table 32: Global Innovation Index Ranking 2013-2022 (Selected SADC countries- comparison)

Global Innovation Index Ranking 2013-2022 (Selected SADC countries- comparison)									
Country	**2013**	**2014**	**2015**	**2016**	**2017**	**2018**	**2019**	**2020**	**2021**
Botswana	91	92	90	90	89	91	93	89	106
Madagascar	140	124	125	111	111	106	121	115	110
Malawi	119	113	98	98	115	114	118	111	107
Mauritius	53	40	49	53	64	75	82	52	52
Mozambique	121	107	95	84	107	115	119	124	122
Namibia	**109**	**108**	**107**	**93**	**97**	**93**	**101**	**104**	**100**
South Africa	58	53	60	54	57	58	63	60	61
Zambia	118	121	124	125	124	120	124	122	121

Source: Global Innovation Index 2013-2021: globalinnovationindex.org/analysis-indicators

Innovation has grown, including creating the National Commission for Research, Science and Technology (NCRST) and Research, Science, Technology, and Innovation (RSTI), established in 2004 with the mission to strengthen a national system that promotes, develops, and informs research, science, technology, and innovation through effective coordination to achieve knowledge-based society.

However, despite some positive strides, Namibia lacks some critical elements to support the knowledge economy. Among them are the lack of adequate knowledge and skilled human resources, the inadequacy of a knowledge economy supportive education and training infrastructure, a lack of Research and Development (R&D) capability, a relatively weak science and technology base, a deficiency in institutional support and infrastructure, vulnerable e- commerce systems and international payment gates, weak cybersecurity and a lack of technopreneurs.

10.3.2 Information and Communication Technology

ICT is regarded as one of the important sectors in the country's economic development. Embracing the development of ICT enhances access and availability of information and services, increasing the competitiveness of business and commerce in the global market. In terms of ICT development, Namibia has made strides in infrastructure and technology development, ICT Education, Training and Research, Policy, and Regulatory environment.

The Information and Communication Technology (ICT) sector drives the use, transfer, and service delivery using electromagnetic devices with fixed or wireless networks. Some progress has been recorded against the set target in Vision 2030 and NDP 5. The policy and legislative frameworks have been developed to create an enabling environment for ICT sector development. The overarching ICT policy has been developed and adopted for implementation since 2009. Other related policies designed include the National Policy on Research, Science and Technology 2021, the IT Policy for the Public Service 2017, the Universal Service and Access Policy of 2013, the e- Governance Policy 2005, the National Broadband Policy 2019-2029, Broadcasting Policy of 2009, ICT Policy for Education 2007, Postal Policy 2009; Telecommunication Policy 2009, Communication Act, 2009 (Act No. 8 of 2009) and Electronic Transactions Act, 2019 (Act No.4 of 2019), among others.

The government recognised the need to support and simplify administration, service delivery, and interaction between different parties, including the government itself, citizens and business, by using electronic means to improve service delivery. To this effect, the Office of the Prime Minister has facilitated several initiatives, including developing and implementing the e- Government Strategic Action Plan of the Public Service of Namibia 2014-2018. The following e- services are being provided:

NamBizOne portal, which give information to both foreign and domestic investors on establishing businesses in Namibia/ Integrated Client Service Facility/ Online Business Registration (Ministry of Industrialisation & Trade/BIPA); e-Government Procurement & Electronic Document and Records Management System and Customer Feedback System (Office of the Prime Minister); the Integrated Health Care Information Management System (Ministry of Health and Social Services); e-Education/e-learning/online learning/e-registration/ Online application for the Namibia Students Financial Assistance Fund/ Adults Education Information Management System (Ministry of Education in collaboration with institutions of higher learning and Namibia students' financial assistance fund); e-Civil registration and identification/ Online application for permits and certificates (Ministry of Home Affairs and Immigration); online Integrated Tax Administration System/ ASYCUDA system (Ministry of Finance);

Online portal for jobseekers - Namibia Integrated Employment Information System, e-Labour: Electronic Labour Information Management System (ELIMS) (Ministry of Labour, Industrial Relations and Employment Creation); E-Justice system (Office of the Judiciary), Online application for Environmental Certificate (Ministry of Environment, Tourism and Forestry), Urban Land Information Management System (Ministry of Urban and Rural Development) and Child Welfare Database System (Ministry of Poverty Eradication, Gender Equality and Child Welfare).

However, not all e-services, as outlined in the e-Government Strategic Action Plan have not been implemented. At a global level, Namibia's state of e-governance index on the dimension of the provision of online services, telecommunication connectivity and human capacity over the years is reflected as follows in Figure 17:

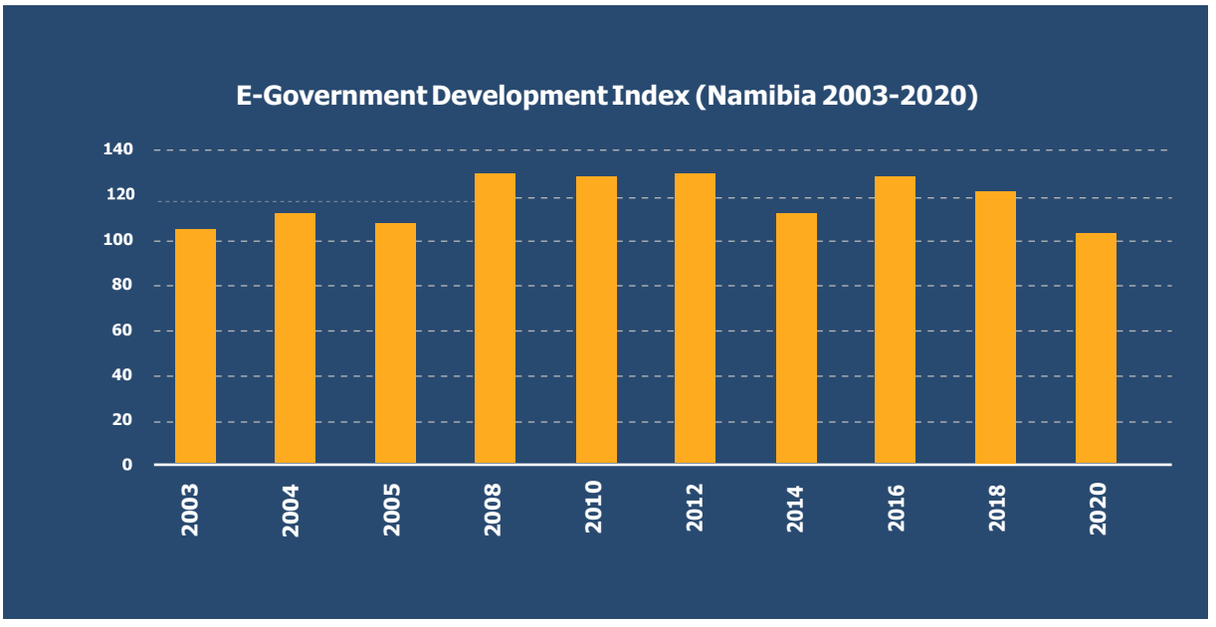


Figure17: E-Government Development Index(Namibia 2003 - 2020)

As depicted in Figure 17, Namibia ranking in the e-Government Development Index, over the years, has been above 100 out of 193 UN member states with global EGDI scores ranging between 0.32 to 0.58, placing the country at the middle e-government index level. As reflected in Figure 18, the EDGI sub-components scores rank between 0.06 and 0.54 for the telecommunication infrastructures and online service indexes. In contrast, the human capital index scored high, with an average score of 0.71.

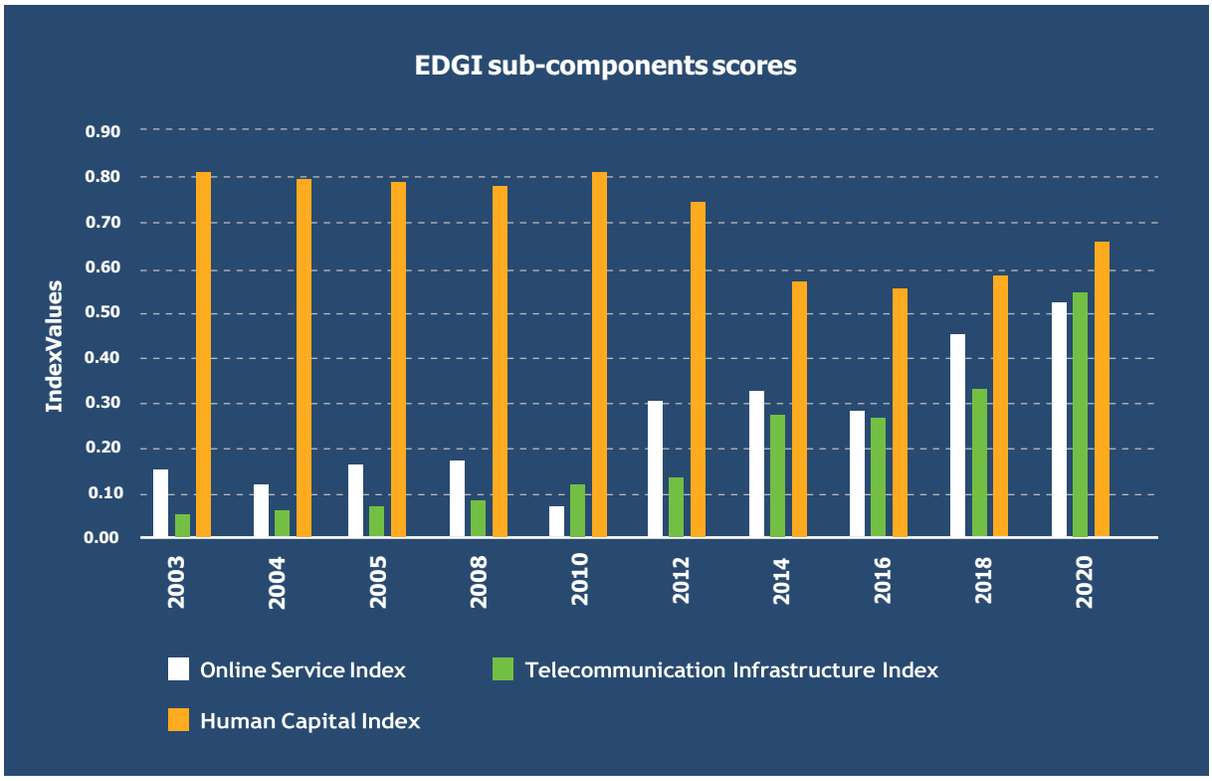


Figure18: EDGI sub- components scores

The country needs to improve the scope and quality of online services, telecommunication infrastructure and human capital development.

In 2008, thirteen (13) Telecentres and twenty-five (25) remote rural ICT Centres were established nationwide. The University of Namibia, Namibia University of Science and Technology, the International University of Management and Namibia College of Open Learning are among the few with Online Learning platforms to hold online classes. Due to high-cost infrastructure requirements for virtual classrooms, most colleges could not afford virtual classrooms and achieving this as articulated in the objective has been challenging.

The CRAN Telecommunication Sector Report (2021) showed that Namibia's mobile phone network population coverage is currently at 89% for 3G and 79% for 4G. Although the goal was to have 100% internet accessibility by all Namibians by 2012, internet penetration stood at around 51% of Namibians having access to the internet. Namibia's internet access is limited due to low disposable income, network coverage, bandwidth access, and the high cost of data bundles and internet-compatible devices. On the other hand, Namibians that own or have access to a computer/laptop stood at 18.8% in 2009/10, and this improved to 27.9% in 2015/16 (Namibia Household Income and Expenditure Survey 2009/10 and 2015/16). This shows a steady growth of internet connections and computer access among citizens. Namibia ranked 51 out of 138 countries in the World Economic Forum Global Competitiveness Report 2016/17. Namibia's mobile phone network population coverage has increased exponentially to 95%, while mobile subscriptions are recorded at 119.16 per 100 inhabitants.

The NDP 5 Progress Review Report (2020/21) indicated that the national broadband coverage had increased from its 2015/16 baseline data of 21% to 89.6%, slightly missing the target of 90% coverage by 2021/22. The target of achieving100% of schools covered by broadband infrastructure has not been achieved as there was a slight improvement from the baseline of 25% in 2015/16 to 27%. However, there has been an improvement in the health facilities covered by broadband infrastructure, with 91.3% progress, exceeding the target of 80%. The percentage of digital terrestrial television (DTT) and FM coverage as of 2020/21 stood at 80% and 76%, respectively, against the respective set targets of 92.8% and 90%. The target of achieving 80% of access to online news (users) was met, while the target of newspaper distribution coverage of 95% was not met, as the distribution only reached 70%.

Table 33: DTT and FM coverage (2013-2021)

DTT and FM coverage (2013-2021)								
	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
% Digital Terrestrial Television Coverage	49%	70%	74%	74%	75%	80%	80%	80%
% FM population coverage	N/A	N/A	78%	78%	78%	76%	76%	76%

The target of having 152 post office infrastructure outlets was not met, as the number of Nampost outlets stood at 133 in 2021. The decline in the number of post offices established from 141 in 2017 to 133 is attributed to the conclusion of agency contracts, high costs to set up a post office, as well as economic challenges.

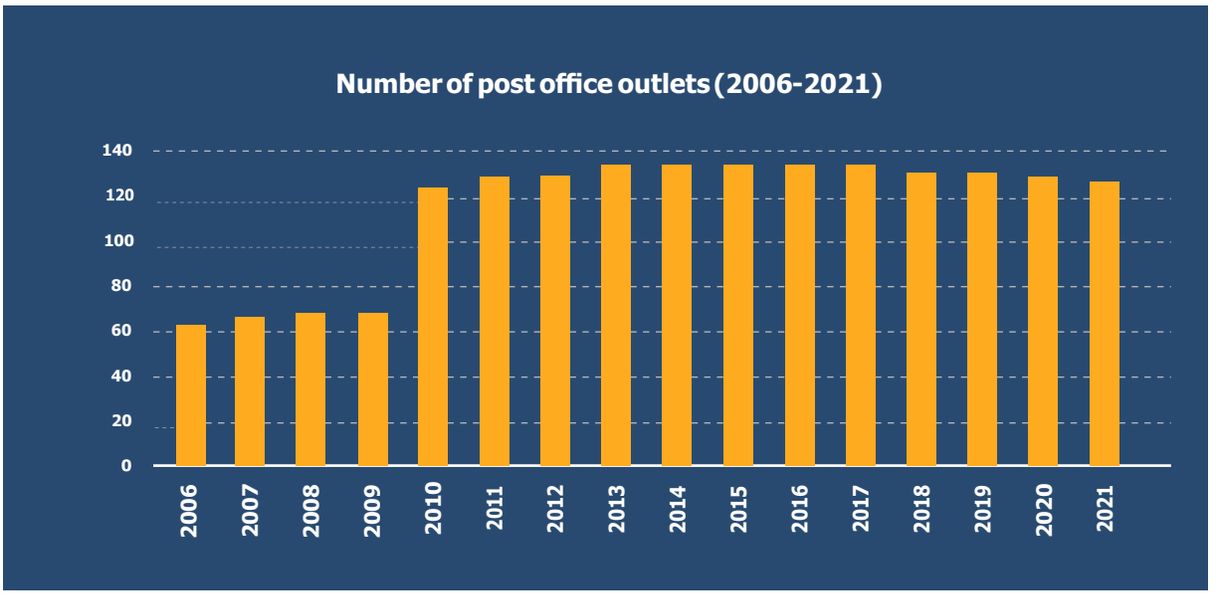


Figure19: Number of post office outlets (2006 - 2021)

Source: NAMPOST Annual Publications 2006-2021

According to the Network Readiness Index Report 2021, Namibia's Network Readiness Index score was 35.66 resulting in the country being ranked 109 out of 130 countries globally, a drop from position 103 in 2020/21. Some contributing factors to the poor ranking are lack of data on internet access in schools, low fixed broadband subscription, low households with internet access, inadequate investment in emerging technologies, robot density, the gender gap in internet use, and lack of quality education and ICT skills. On the other hand, the target of having two public internet access points constructed and having 7 GI-based near real-time early warning systems established was not met. The domain name ".na", Namibia's internet code top-level domain, was established on 8 May 1991. The ".na" Country Code Top Level Domain (ccTLD) is being managed by Namibian Network Information Centre (NA-NiC), a privately owned company. The Namibian Parliament passed a Communications Act in 2009 containing various provisions regarding the ccTLD. However, those provisions have not yet entered into force. E-Commerce and Cybersecurity remain a challenge in Namibia.

Vision 2030 highlighted that Namibia's ICT sector lacks trained and skilled ICT human resources. However, over the years, institutions of higher education have trained and produced graduates in the areas of computer science, system administration, communication network, information security, software development, digital forensics, web-formatics, cyber security, information technology, electronic communication, mobile development, ICT policy and regulations, and physics and mathematics. In 2021, there was a lack of specialized ICT skills in emerging fields such as Artificial Intelligence, Machine learning, Robotics, Big Data, Blockchain technologists and Augmented and Virtual Reality specialists due to the fast-changing nature of the ICT field. Data from National Council for Higher Education reflects that graduate in ICT-related subjects increased from 421 in 2012 to 926 in 2020.

Table 34: Number of Graduates in ICT

Number of Graduates in ICT									
	2012	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019	2020
Manufacturing, Engineering & Technology	79	77	430	168	910	276	333	325	254
Physical, Mathematical and computer sciences	342	530	543	490	834	710	755	849	672
Total	**421**	**607**	**973**	**658**	**1744**	**986**	**1088**	**1174**	**926**

Source: National Council for Higher Education Annual Report

The Namibia Labour Force Survey 2018 Report indicated that 7,141 persons were employed in the information and Communication Technology industry, which accounts for 1.0 % of the total number of employed persons in Namibia (Namibia Statistics Agency, 2019). The CRAN Telecommunication Sector Report (2021) identified some challenges that Namibia had lost its leading role in Africa due to state-driven consolidation in the ICT sector and the significant reduction in competition. Namibia can regain its position but needs to restructure the sector, investigate ways to attract private sector investment and improve competition.

10.3.3 Production Technology

This section presents the trend in applying production technology in agriculture, water, mining and energy.

10.3.3.1 Production Technology in Agriculture Sector

The Namibia Agriculture Policy (NAP) 2015 is the overarching policy for the sector with the objectives of promoting agricultural research and adoption of appropriate technology, among others. Additionally, the Seed and Seed Variety Act of 2018 was enacted to provide rules relative to the development and control of seeds and seed varieties of plants.

Namibia has appreciated the need for agricultural innovation in boosting agricultural productivity to meet the rising demand for food production and cope with climate change's effects. To achieve these, various technological measures were adopted as follows:

In terms of crop production, the Ministry of Agriculture, Water and Land Reform has been running a collaborative programme with International Atomic Energy Agency (IAEA) together with Food and Agricultural Organisation (FAO) since 2009, using nuclear science technology (plant mutation breeding) to increase crop production and develop a high yielding variety that is drought resistant. Through this technical cooperation project, the existing seed varieties of cowpea and sorghum were enhanced in its first-ever plant breeding programme, and this facilitated the multiplication of seeds whereby one sorghum and cowpea variety is released into four sorghum and seven cowpea new varieties. The new seed varieties are more tolerant to drought and pests, enabling farmers to produce high-yielding crops with better tolerance to physical and biological stresses and improved nutritional quality (IAEA, 2018).

Another adopted crop production practice in response to climate change is the ploughing services using Ripper Technology, introduced in 2006 to enhance agriculture conservation by minimising soil disturbance/erosion and preserving soil moisture. The ripper technology is part of intelligent climate change agricultural practice. This is an improvement from the conventional tillage using mouldboard or disc implements that pulverise fragile soil structures that destroy vital organic matter.

A further notable innovation is recorded in livestock identification and tracking as the country implemented the Namibian Livestock Identification and Traceability System (NamLITS) in 2005 and rolled it out in 2010 outside of the veterinary fence zone to monitor the movement of animals and marketing of meat to international markets. The Geographical Positioning System (GPS) is a device used to provide a satellite-based radio navigation system that provides users with positioning and timing services. In agriculture technology, GPS is used to record the position, temperature, and posture of livestock every ten minutes to determine the activity, rangeland preference, forage range and response to climate by cattle in one of the most extreme rangelands of the country. For Namibia, this is a useful tool to combat stock theft.

10.3.3.2 Production Technology in the mining sector

There are several frameworks supporting the mining sector in Namibia. These are Mineral (Prospecting and Mining) Act No. 33 of 1992, Mineral Development Fund of Namibia Act No. 19 of 1996, Diamond Act No. 13 of 1999, Export Levy Act No.2 of 2016, Diamond Act of 1999, Waste Act, Mineral Policy of Namibia of 2002, National Policy on Mining and Prospecting in Protected Area. Additionally, Environmental Management Act No 7 of 2007 and its regulations, including requirements around the development of environmental impact assessments (EIAs) and environmental management plans (EMPs), as well as the environmental clearance certificate (ECC) process, are a requirement for environmental consideration and protection.

The Namibian mining industry is world-class, with some pioneering technologies in drilling and crawling. A notable advance and efficiency in crawler technology is the introduction of the Benguela Gem in 2017. The Benguela Gem is the largest diamond recovery vessel in the World, with a production capacity of 500,000 carats of diamonds per annum and a life span of 30 years.

The underground mine (Rosh Pinah Zinc mine) is being modernised with the latest technologies, including drone technology in the mining stopes. This led to increased surveying scope and accuracy, increased frequency of surveying, and quicker turnaround times between surveying efforts. Another modernisation is underground connectivity which delivers a core network infrastructure to cover the entire mining area and make other solutions possible, like underground tagging and tracking. Additionally, telemetry technology is introduced for advanced drilling practice to help operators drill more accurately with real-time feedback on progress.

Regarding sustainable technology in copper mining, evidence is reflected in the construction of the Acid Plant at Dundee Precious Metals-Tsumeb (year). This was to upgrade the operation of Tsumeb Smelter, which had high emissions of sulphur dioxide. The acid plant captures about 95 per cent of sulphur dioxide emissions and uses them to produce sulphuric acid, a critical component for the mining industry.

10.3.3.3 Production Technology in the water sector

The policy and legislative framework supporting the water sector are the National Water Policy of 2000 and the Water Resources Management Act 2013 (Act No.11 of 2013). The National Water Policy of 2000 addresses the water situation in Namibia after realizing that the country was faced with water shortage due to limited rainfall, which occurs mainly because of climate change. The Water Resource Management Act, 2013 (Act No. 11 of 2013) is also introduced to provide for the management, protection, development, use and conversation of water resources, the regulation, and the monitoring of water services. The Water Supply and Sanitation Policy of 2008 was adopted to improve the provision of water supply and sanitation services.

The desalination technology is applied to produce portable water to address the water shortage in the country. The desalination technology is used at the Erongo Desalination Plant located in the Erongo region, which produces 12 million cubic metres of water a year, which can be increased to 45 million cubic metres. As a result of this technology, water security has been boosted in the country.

10.3.3.4 Production Technology in the energy sector

Energy security challenges became detrimental owing to the country's inability to meet domestic demand. To be energy-secure, Namibia recognised the need to boost its energy generation capacity with the available renewable energy resources. In this regard, the Renewable Energy (RE) Policy of 2017 and Independent Power Producer Policy of 2016 (reviewed and updated in 2022) were adopted.

Various investment has been made in producing energy from Solar and wind. The technology used in solar energy is solar water heaters and solar photovoltaic technologies, which generate a total of about 140 MW. Wind turbines in Lüderitz generate about 5MW.

Various investment has been made in producing energy from Solar and wind. The technology used in solar energy is solar water heaters and solar photovoltaic technologies, which generate a total of about 140 MW. Wind turbines in Lüderitz generate about 5MW.

10.3.4 Aspects of the Legislative/Regulatory Framework

Considering the latest advances in science and technology, appropriate legislation and regulations are adopted to address and accommodate the use of biotechnology, e-commerce as well as the protection of the rights of domain name holders. The legislative /regulatory framework is as follows:

• The Biosafety Act of 2006 (Act No. 7 of 2006) provides for measures to regulate activities involving the research, development, production, marketing, transport, application and other uses of genetically modified organisms and specified products derived from genetically modified organisms. 2017 the Access to Biological and Genetic Resources and Associated Traditional Knowledge Act (Act No.2 of 2017) was adopted to provide for the conservation, protection and sustainable use of biological and genetic resources and associated traditional knowledge.

• The Electronic Transactions Act of 2019 provides a framework for promoting electronic transactions in Namibia; legal recognition of electronic transactions and signatures; consumer protection in electronic commerce; and regulates service providers' liability for their client's actions. The regulations are still outstanding.

• The Copyright and Neighbouring Rights Protection Act 6 of 1994 was reviewed during 2020/2021, and the new Copyright Legal Framework is under development. This legal framework will ensure the effective and sound protection of works within the copyright protection space. The repealing of the current Copyright and Neighbouring Rights Protections Act 1994 is necessitated by the changes in technology that require the protection of copyrighted content in the digital environment. Furthermore, it also aims to promote and stimulate creativity around copyright.

10.4 Summary Status

The tables below summarise indicators' implementation status across the knowledge, information, and technology thematic area.

Table 35: status of the overall Vision 2030 ICT Strategies performance

status of the overall Vision 2030 ICT Strategies performance			
Sector No.	**Vision 2030 Strategies (a)**	**Achievements**	**Have the Vision 2030 Target been met, or is it likely to be met/ not met**
1	Developing, implementing and monitoring a national ICT policy.	The Ministry of Information and Communication Technology developed the overarching Information and Communication Technology (ICT) policy in 2009.	Achieved
2	IT training from pre-primary education and high financial support of students in applied sciences.	There is a revised ICT Policy for Education of 2007 to coordinate the appropriate development, efficient delivery, and quality use of technology to ensure ICT integration for excellence and equity in the entire educational domain, including basic and tertiary education and lifelong learning.	Achieved/ ongoing
3	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.	Various institutions of learning, including Namibia University of Science and Technology (NUST), University of Namibia (UNAM) and International University of Management (IUM), have introduced tertiary qualifications in electrical/electronic engineering and computer science and graduates in the field have found employment opportunities in the industry and some have created their self-employment firms. Through the Ministry of Higher Education, Training and Innovation, the government provides subsidies to these tertiary institutions, and Namibia Student Financial Assistance Fund provides financial assistance to students studying ICT. Online training facilities are in place and were intensified during the COVID-19 pandemic. Highly specialized skills in emerging fourth industrial revolution technologies and ICT fields are not introduced or trained for, and a gap in such skills exists in Namibia.	Partially achieved
4	Support of cooperation of the Namibian institutions with international research institutions.	The National Commission of Research, Science and Technology, established by the Act of Parliament in 2004, has been strengthening a national system that promotes, develops and informs Research, Science, Technology and Innovation through effective coordinat ion and cooperation between national and international stakeholders to realize a knowledge -based society.	Achieved/ ongoing
5	Provisions of benefits for PC purchase, free broadband Internet access for the public.	There is no provision of benefits for PC purchases and free broadband. However, free Internet is available in some public places, such as community centres.	Not met
6	Support for ICT/Internet access centres in rural areas is given, and wireless LAN implementations are installed in the country's identified centres.	Thirteen (13) Telecentres and twenty -five (25) remote rural ICT Centres were established nationwide. Government supports access to ICT through integrated Multi -Purpose Centres.	Achieved/ ongoing

Sector No.	Vision 2030 Strategies (a)	Achievements	Have the Vision 2030 Target been met, or is it likely to be met/ not met
7	Support of companies specialised in hardware design in conjunction with mechatronics.	Not done	Not met
8	Namibian and foreign entrepreneurs in the areas of ICT are financially supported.	Not done	Not met
9	Investments in governmental ICT infrastructure and IT services	Investment has been made in the two undersea cable systems, the West Africa Cable System (WACS) and Equiano. The WACS is owned by a consortium of international and African carriers, and the Namibia landing point was co -financed by Telecom Namibia and Botswana. Google owns the Equiano cable, and the landing point was constructed under an MOU and investment from a private company, Paratus and Telecom Namibia. These undersea cables are connected from the landing point with fibre-optic systems, and working together will provide a competitive environment which should enhance service provision and lower prices. Government IT infrastructure is outdated and insufficient budget is availed for software licences	Partially achieved
10	Producing and using ICT s to social and economic advantage – reduce risks by forging a dynamic relationship between human and technological resources.	The social media Policy has been developed to provide guidelines on the use of social media.	Met/ongoing
11	Developing human resources for effective national ICT strategies – through education and training in relevant technological and scientific skills.	The number of learners taking the science field of study increased since implementing the Education and Training Sector Improvement Plan (ETSIP). However, the number of learners taking technology-related subjects such as Computer Studies and Design and Technology remains low. ICT, known as Information and Communication Technology, is a compulsory subject for all learners in basic education. There is a skills gap for specialized ICT skills in fourth industrial revolution digital technologies.	Met/ongoing
12	Factoring HIV/AIDS into ICT development strategies.	The ICT sector has implemented the HIV/ AIDS Policy and Strategy. HIV/ AIDS has been mainstreamed into ICT, including in the education and training system.	Met/ongoing
14	Encourage collaboration of Namibian institutions with international research institutions, invest in research and development, and promote local ICT industries.	The National Commission on Research Science and Technology (NCRST) has been established, and one of its objectives is to promote collaboration of research among research institutions	Met/ongoing
15	Reducing costs to access through encouraging competition among telecommunications companies.	The Government has created an equitable, fair, just and competitive environment based on the free market principles and open, unfettered access to products and services. Competition instils a spirit of innovation and excellence in service. Different cellular network service providers have been established, namely: MTC, Paratus Telecommunications (Pty) Ltd. (Paratus), Telecom Namibia Ltd. and MTN Business Solutions Namibia (Pty) Ltd. However, MTC remains the major player in the telecommunication industry.	Met/ongoing

Table 36: Status in the overall ICT targets 2004-2020

Status in the overall ICT targets 2004-2020			
Sector No.	**Vision 2030 Strategies (a)**	**Achievements**	**Have the Vision 2030 Target been met, or is it likely to be met/ not met**
1	By 2005, PC prices in Namibia were one of the lowest in the world due to financial support and reduced taxes.	Not Achieved, however, the Communications Regulatory Authority of Namibia (CRAN) intends to conduct a study on taxation in the ICT sector in Namibia (2023/24FY) to identify the different taxes payable by telecommunication licensees and their impact on consumers as well as the economy. This will enable the Authority to recommend to the Minister of Finance to ensure ICT facilitates a digital economy."	Not Met
2	By 2005, Small companies assemble PCs and equipment in Namibia.	No local firms were established to assemble the PC and ICT equipment. The ICT equipment in Namibia is imported. However, there are ICT service providers.	Not Met
3	By 2010 All government institutions provide e-business services to the Namibian public and foreign investors.	Most government offices, ministries, and Agencies (O/M/As) are providing e-services to clients, namely: NamBizOne portal, which gives information to both foreign and domestic investors on establishing businesses in Namibia (Ministry of Industrialisation & Trade/BIPA); e-Government Procurement & Electronic Document and Records Management System (Office of the Prime Minister); the Integrated Health Care Information Management System (Ministry of Health and Social Services); e-Education/e-learning/online learning/e-registration (Ministry of Education in collaboration with institutions of higher learning and Namibia students' financial assistance fund); e-Civil registration and identification (Ministry of Home Affairs and Immigration); the integrated Tax Administration System (Ministry of Finance); Namibia Integrated Employment Information System (Ministry of Labour, Industrial Relations and Employment Creation);	Partially achieved
4	By 2005, the connection bandwidth of Namibia to the Internet backbone was increased by a factor of 100 compared to the value in 2001.	The regional and international bandwidth capacity was increased in 2011 by introducing WACS).	Met
5	By 2005, due to massive advertisement campaigns, financial benefits, and world -class curricula and lecturers, 50% of all Namibian student's studied at the University for Applied Science in electrical and electronic engineering and computer science.	Over the years, institutions of higher education have trained and produced graduates in the areas of computer science, system administration, communication network, information security, software development, digital forensics, webformatics, cyber security, information technology, electronic communication, mobile development, ICT policy and regulations, and physics and mathematics. Data from National Council for Higher Education reflects that graduates in ICT-related subjects increased from 421 in 2012 to 926 in 2020. Specialist ICT skills in the fast -changing ICT sector are lacking, and higher education institutions are not changing curricula to meet the new demands.	Partially achieved

Sector No.	Vision 2030 Strategies (a)	Achievements	Have the Vision 2030 Target been met, or is it likely to be met/ not met
6	By 2005, Telecentres are active in several rural centres in Namibia.	From 2008 to date, Namibia has built thirteen (13) Telecentres and twenty -four (24) MICT Rural ICT Centres, mostly in remote rural areas. There are also 16 (13 with Internet) CLDCs and 65 Libraries (60 with Internet).	Partially achieved
7	By 2005, Virtual learning programmes and facilities in collaboration with the Telecentres allow all Namibians access to further training and education	The 24 MICT Rural ICT centres are all equipped with ICT equipment and internet connectivity mainly used by outgoing and school learners to participate in digital activity, i.e. online classes and online job application.	Partially achieved
8	By 2005, Wireless high-speed networks are implemented in all big cities in Namibia.	2G network stood at 88%, and 3G coverage stood at 32% in 2005. The 2G network increased to 100% in 2011, declining to 97% in 2021. 3G network coverage increased to 37 % in 2014, 82% in 2018 and 89% in 2021. 4G/LTE network coverage stood at 40 % in 2014, declined moderately to 36% in 2018, and increased to 79% in 2021.	Partially achieved
9	By 2010, the virtual learning programmes developed in Namibia were used worldwide	Higher learning institutions such as NUST, UNAM & IUM have online Learning platforms and integrated ICT as a tool for training and learning. However, Namibia did not develop its virtual learning programme.	Partially met
10	By 2010 due to the low prices for IT equipment and the local production of solar-supported power supplies, in combination with wireless LAN technology, people in nearly all rural areas in Namibia have access to the Internet.	Internet penetration stood at 1.6% in 2004, increased to 11% (2011) and 51% (2021). Namibians owning or having access to a computer/laptop stood at 18.8% in 2009/10, which increased to 27.9% in 2015/16 (Namibia Household Income Expenditure Survey 2015/16). Prices for IT equipment are high, and there is limited local production of solar -supported power supplies	Not Met
11	By 2010, Namibia has the largest wireless high -speed network in the world, and foreign companies invest in research institutions in Namibia	Namibia has invested in WACS and Equiano Submarine Subsea Cables.	Partially met
12	By 2010, Media technology is another area which benefits from ICT know - how available in Namibia	The various media houses have adopted new media technologies within their operations and can reach their audience on different platforms. For example, online newspapers (E -paper), as a complementary platform for their print editions, websites, and mobile applications, and social media such as What sApp, Facebook, Instagram and Twitter to reach out to their clients. Migration of NBC from Analoque (2015) to Digital Terrestrial Television.	Partially met
13	By 2010, the ICT graduates established many small companies supported by foreign capital.	No statistics show whether the ICT graduate has established many small companies.	Not met
14	By 2020, Namibian ICT experts will work in neighbouring African countries and gain worldwide experience.	There are no records of Namibian ICT experts working in other countries.	Not met

Sector No.	Vision 2030 Strategies (a)	Achievements	Have the Vision 2030 Target been met, or is it likely to be met/ not met
15	By 2020 ICT companies in Namibia will generate a significant amount of tax income and employment opportunities	About 7,141 persons were employed in the ICT industry, accounting for 1.0 % of the total employed persons in Namibia.	Not met
16	By 2020, Namibia will export more and more knowledge and knowledge-based products to the world markets	Namibia remains the importer of knowledge -based products.	Not met

Table 37: Status in the overall ICT indicators and NDP 5 Targets set for 2021/22

Status in the overall ICT indicators and NDP 5 Targets set for 2021/22			
Sector No.	**NDP 5 Targets**	**Achievements**	**Have NDP 5 Target been met, likely to be met or not met**
1	World Economic Forum Network Readiness Index Score	Namibia ranked 111th in 2013 and 105th in 2014 out of 148 countries and 109 out of 130 in 2020/21.	Unlikely to be achieved
2	% population covered by broadband infrastructure	The population covered by the broadband infrastructure has increased from its 2015/16 baseline data of 21% to 89.6% in 2021/2022.	100% coverage likely to be achieved
3	% schools covered by broadband infrastructure	The target of achieving 100% of schools covered by broadband infrastructure has not been completed, as there was only a slight improvement of 2% from the baseline of 25% in 2015/16 to 27% in 2020/21.	Unlikely to be achieved
4	% health facilities covered by broadband infrastructure	Health facilities covered by broadband infrastructure improved from 13% in 2015/16 to 91.3% in 2021/22.	100% coverage likely to be achieved
5	% Digital Terrestrial Television Coverage	The digital terrestrial television coverage stood at 74% in 2015 and slightly increased to 74.50% in 2021/22.	Likely to be achieved
6	% FM population coverage	The percentage of FM coverage remains stagnant at 78% from the 2015 and 2021 periods.	Likely to be achieved
7	# of postal infrastructure outlets	The number of NAMPOST outlets in 2015 was 140 and decreased to 133 in 2021/2022 against the NDP 5 set target of 152 post office outlets.	Unlikely to be achieved
8	% Population coverage (news)	The population coverage stood at 75% against the set target of 90%	Somewhat Likely
9	% access to online news (users)	The access to online news (users) was 30% in 2015 and increased to 80% in 2021/22. The target of achieving 80 per cent of access to online news (users) was met.	Achieved
10	% Newspapers distribution coverage	The newspaper distribution coverage was 66% in 2015 and improved to 70% in 2021/22. The percentage of newspaper distribution coverage target of 95% was not met.	Not Achieved

Table 38: Status in the Overall Vision 2030 Production Technology Strategies Performance

Status in the Overall Vision 2030 Production Technology Strategies Performance		
Vision 2030 Strategies	**Achievements**	**Vision 2030 Target likely to be met?**
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).	The Kudu Gas Field is yet to be developed. Gas -related infrastructure, such as liquefied natural gas facilities and regulatory framework for using local gas resources, are not yet in place. The Water Act of 1956, which governs the use of water resources, is outdated, and the Water Resources Management Act (2013) was passed but is not yet enforced.	Not met
Investing in mining, food -processing and service sector.	Statistics show there has been an expansion in the number of mines as, by 2018, Namibia had 38 mines and 2,930 exploration licences had been issued.	Met/ongoing
Prioritising education in science and technology	Many training institutions, including universities, offer science and technology programmes/courses	Met/ongoing
Encouraging local participation in major projects and ensuring that projects are vendor-oriented.	Towards implementing this strategy, Namibia strives to involve local vendors and increase local skills and participation. Namibia seeks to maximise its attractiveness as a destination for international companies to focus efforts while also working to improve the involvement of local actors. Among the new entrant, Independent Power Producers who contributed to the increased local power generation include the Sertumand and Alcon Consulting Services Solar IPP, Ombepo Energy Wind IPP, Innosun Osona Solar IPP, Camelthorn Business Venture Solar IPP, and the Inno sun Osona Solar IPP. Together with IPPs, NamPower generated 234,883 MWh power in 2020 compared to 117, 685 MWh power of 2019	Met/ongoing
Acquiring highly educated trainers for the education of Namibians (especially in science and technology).	The various institutions, including UNAM, IUM, and NUST, among others, produce a pool of graduates in the field of science and technology.	Met/ongoing
Promoting renewable energy sources and implementing projects for production from these sources to meet industry demand.; Promoting self -sufficiency and access to energy services	Various investments are being made in natural gas, Biomass, Hydropower, Solar and Wind to promote energy access and self -sufficiency.	Met/ongoing
Ensuring cost-effective energy services.	Efforts are being made towards grid stability and increasing the proportion of decentralised intermittent generation sources to form part of the national electricity mix, necessitating energy storage technologies becoming an important part of the country's electricity infrastructure. Cost -effective energy storage to create additional avenues for the integration of intermittent generation sources into the generation mix.	Met/ongoing
Subscribing to taxation measures on oil/ liquid fuels for reinvestment into other areas of high priority.	The Petroleum sector's fiscal regime is set out under the 1991 Petroleum (Exploration and Production) Act and the 1991 Petroleum Taxation Act. It includes loyalty (production licence holders must pay 5% of the market value of the petroleum produced), Petroleum Income Tax (levied at 35% of taxable income), and Additional Profit Tax (levied at 25% on the first tier, then second and third tier of tax rates are biddable and negotiated with prospective bidders). The funds from these taxes are reinvested into other priority areas such as education, health and public inf rastructures.	Met/ongoing

Vision 2030 Strategies	Achievements	Vision 2030 Target likely to be met?
Emphasising social development, human technical capacity building and regional development in the production and distribution of energy.	In terms of capacity building, the Petroleum Training and Education Fund (PETROFUND), which was set up by Government and industries initiative, has sponsored several Namibians to study various oil and gas disciplines. The PETROFUND was established under the Petroleum (Exploration and Production) Act of 1991, requiring that oil companies with exploration rights contribute an agreed amount of money to the Fund for the training and education of Namibians in th e oil and gas industry. The Ministry of Mines and E nergy and NAMCOR, supported by the Namibian Petroleum Operators Association, have also provided short training courses for their sta ff and members of the public. (National Energy Policy of 2017). For the Electricity Control Board (ECB), a variety of targeted training interventions and development opportunities were availed to sta ffmembers in various years (including 2020) to sharpen their skills for efficient delivery of services to meet strategic needs towards achieving the Vision 2030 objectives (Electricity Control Board, ECB, 2020). To complement the above, several training institutions, including universities offer production technology programme s/courses	Met/ongoing
Meeting the country's energy demands reliably and competitively.	Namibia has an active upstream oil and gas exploration sector. Over the past years, numerous licences have been issued, and significant geological data and information have been collected. However, so far, the only commercially exploitable find has been the Kudu Gas Field o ffNamibia's southern coast. The downstream liquid fuels sector imports all fuel products used in Namibia. To improve the security of supply and reduce reliance on private oil companies, the Government has constructed the first national strategic liquid fuel storage facility with a capacity of 73 000m at the new port in Walvis Bay.	Met/ongoing
Reducing dependency on traditional fuel.	Namibia consumes approximately one billion litres of automotive fuels per year. These fuels are imported, marketed and distributed by four oil Marketing firms: Engen, Puma, Total and Vivo Energy. Therefore, Namibia is not yet reducing dependency on traditional fuel as no alternative is available. Alternative fuels such as green hydrogen and electric running vehicles are being explored.	Not met

Table 39: Status in the Overall Production Technology Indicators 2004-2020 (SDG Targets)

Status in the Overall Production Technology Indicators 2004-2020 (SDG Targets)		
Targets	**Achievements**	**2030 SDG Target likely to be met?**
The proportion of population with access to electricity	Household use of solar energy and generators in rural and urban areas has improved. Households using or having access. to electricity for lighting was reported at 50% nationally, with urban areas standing at 72% and rural areas standing at 21%, as of 2020.	Unlikely
Proportion of population with primary reliance on clean fuels and technology	Access to clean fuels and technologies for cooking (% of the population) in Namibia was reported at 46.8 % in 2020 (World Bank Collection of development indicators, 2022). The utilization of clean fuels and technology, according to the WHO definition, is c onsistently increasing from 36 per cent in 2005 to 42 per cent in 2016 (Namibian Statistical Agency [NSA], 2019).	Somewhat Likely

Targets	Achievements	2030 SDG Target likely to be met?
Renewable energy share in the total final energy consumption	In 2020, Namibia generated 1917MWh locally, where 1861MWh was from renewable energy. This energy is generated from solar and wind renewable energy sources. Namibia is improving the use of hydro energy. On average, renewable energy (mainly electricity from Ruacana) share in the total final energy consumption by country Levels has ranged between 26% to 33%. It has been on a downward trend between 2004 (32.1%) to 2016 (26.5%). The renewable energy share in the total energy consumption in Namibia has been declining since 2004, according to IEA. While the share was 32.1 per cent in 2004 it dropped to 26.5 per cent in 2015 (Namibian Statistical Agency [NSA], 2019).	Unlikely
Energy intensity measured in terms of primary energy and GDP	Namibia's energy intensity was at a level of 4 MJ per dollar of GDP in 2019, up from 3 MJ per dollar of GDP the previous year. This is a change of 2.33% (World Bank collection of development indicators, 2022).	Unlikely

Table 40: Status in the Overall Production Indicators 2004-2020 - Vision 2030 Indicators

Status in the Overall Production Indicators 2004-2020 - Vision 2030 Indicators		
Vision 2030 Targets (a)	**Achievements**	**Vision 2030 Target likely to be met?**
Local vendors are involved in projects at all possible levels	There are several Namibian local ICT companies that are providing ICT solutions, services and building the capacity of local resources. These local companies leverage on their Global Partners in ICT to bring world - class systems, solutions and expertise for systems implementation in the Public Sector, State -Owned Enterprises and the Private Sector of Namibia. S ome ICT graduates from Tertiary Educational Institutions of Namibia, such as the University of Namibia (UNAM), the Namibia University of Science and Technology (NUST) and the Namibia International University of Management (IUM) run their own ICT companies, offering various ICT Solutions and Services, thus creating a multiplying effect for solutions and services offering in the field of ICT for Namibia. Examples of local ICT companies include SILNAM IT Solutions Pty Ltd, Green Enterprises Solutions, and Veya ICT House, among others.	Likely to be achieved
Skills-based industry sector growing	The ICT skills continue to grow, and several Namibia ICT companies are providing specialised IT services and solutions that help clients to plan, build, improve and support their IT infrastructure, selling services and ICT equipment to people. The institutions of higher learning and corporate institutions continue to provide and sponsor long and short -term ICT courses to grow skills in the ICT - based industries which have positive multiplier effects in other sectors of the economy in terms of production technology. There is a need for different types of coding academies or institutes to accelerate the capacity building in specialists and highly skilled workforce for fourth industrial revolution technologies.	Somewhat Likely
Namibia is largely self-sufficient with reliable and competitively priced energy, meeting industry demands, plus some export of energy	Namibia currently still imports around 60% of its total electricity needs because of inadequate local generation capacity. The local generation capacity has been falling at 35% in 2021.	Unlikely

Vision 2030 Targets (a)	Achievements	Vision 2030 Target likely to be met?
Production of energy from renewable sources – solar, wind and water in place.	Namibia's biggest supply of renewable energy is generated by the 347 MW hydropower station at Ruacana. A total of 70 MW of electricity is generated from solar and wind projects in the REFIT program that was introduced to increase private investment in renewable energies. Namibia can become the world's best renewable energy resource with the introduction of the hydrogen project.	Likely to be achieved
Small enterprises have grown to service major national projects	The Micro, Small and Medium Enterprises in Namibia continue to contribute to GDP and employment especially considering the role played by SMEs in the informal sector. However, Namibia did not achieve the 20% increase in the contribution of the MSME sector to GDP by 2019 (as only 12% was achieved).	Somewhat Likely
Financing schemes for new businesses in Place	The Ministry of Sport, Youth and National Service and Ministry of Industrialisation and Trade provide businesses with start -up capital. For example, the Namibia Youth Credit Scheme provided small loans (between N$ 5,000 – N$ 100,000) to young Namibians to start or expand their businesses. Financial institutions such as banks provides loans for entrepreneurs to start up their new business. However, the challenge to getting loans from the baking institution is the lack of collateral among the people who want to start up a new business.	Unlikely
Support from technical institutes and agencies and mentorship from local and international experts available for new enterprises	Namibia has a National Policy on Micro, Small and Medium Enterprises in Namibia. The policy is supporting these enterprises for them to grow and contribute meaningfully to the Namibian economy. Overall, the most necessary types of support provided to MSMEs in Namibia are the provision of skills/vocational training, access to market information, a shared facility centre, technical advice and assistance with business plan development (Mukata & Swanepoel, 2017). For example, SMEs Compete has a mentorship progr amme that supports and accelerate the growth of small enterprises. OLAFIKA SME fully funded Mentorship programme aimed at equipping entrepreneurs with the necessary knowledge and skills needed to succeed in business. The programme is funded by the Ministry of Industrialisation and Trade and funded by the Namibia Diamond Trading Company (NDTC), the Konrad Adenauer Stiftung (KAS) and the Ministry of Urban and Rural Development. Know2Grow, an initiative by the Namibia Investment Promotion and Development Board train and provide small businesses with information on how to grow their businesses. All the commercial banks in Namibia, including the Development Bank of Namibia, Namibia Investment Promotion Board (NIPDB) and NECRST, provides support to MSMEs, and innovators provide support to MSMEs, among others. Despite numerous supporting programmes that are in place, the majority of MSMEs are still facing challenges such as a lack of access to markets to sell their products or to secure funding for their business id eas, among others.	Somewhat Likely
Namibia viewed as an attractive site for industry and business	Namibia scored 61 points in the ease of doing business index in 2020. Specifically, the country's attractiveness was high in getting electricity and paying taxes, which obtained a score of 78 and 75 index points, respectively. On the other hand, it was considerably more cha llenging for companies to resolve insolvency and register property, especially using online methods. According to the Ease of Doing Business Index, there is room for improvement.	Likely

Table 41: status of the overall Strategies Performance in the aspect of the legislative/regulatoryframework

Status of the overall Strategies Performance in the aspect of the legislative/regulatory framework		
Vision 2030 strategies	**Achievements**	**Vision 2030 Target likely to be met?**
Conducting a thorough analysis of existing legislation affecting ICT.	Outdated ICT policies identified for review include overarching ICT policy, Telecommunications Policy, Postal Policy and Broadcasting Policy. The pending enabling ICT legislation (Cyber Crime Bill, Data Protection Bill, Amend the Communications Act of 2009, Civil Registration and National Identities Bill, Revised Payment Act, and full operationalization of the Electronic Transactions Act (Act No. 4 of 2019), Access to Information Act) will be fully operationalised. The pending enabling ICT legislation (Cyber Crime Bill, Data Protection Bill, amend the Communications Act of 2009, and full operationalization of the Electronic Transactions Act (Act No. 4 of 2019), Access to Information Act) will be fully operationalised. Copyright and Neighbouring Rights Protections Act (Act No. 6 of 1994) has been reviewed. Copyright and Neighbouring Rights Protections Act (Act No. 6 of 1994) has been reviewed. An Artificial Intelligence bill for ethical and responsible AI development is not developed yet.	Partially met
Developing legislation to cover contacts concluded by e-mail or on the WWW.	The Electronic Transactions Act (Act No. 4 of 2019) has been enacted to cover contacts concluded by e -mail or on the WWW. However, regulations to operationalize electronic signatures and digital signatures affecting contracts are still lacking.	Not met
Amending the Copyright Act to accommodate ICT.	The Copyright and Neighbouring Rights Protections Act, 1994 (Act No. 6 of 1994) was reviewed. It will be repealed and replaced by the new Copyright Legal Framework to protect copyrighted content in the digital environment.	Met/ongoing
Developing appropriate national science and technology legislation.	National Policy on Research, Science and Technology of 2021 is in place. A revised RST Bill is pending. Research and Development levy legislation is to be developed to operationalize the National Research, Science and Technology Fund to be established as per the enabling Research, Science and Technology Act No 23 of 2004.	Met/ongoing
Establishing common measures for evaluating risk from using genetically modified organisms and monitoring their use.	The Biosafety Act of 2006 (Act No. 7 of 2006) and the Access to Biological and Genetic Resources and Associated Traditional Knowledge Act of 2017 are in place.	Met/ongoing

Table 42: Legislative/Regulatory Framework Indicators/Targets Performance 2004-2020, Vision 2030 Indicators/Targets

Status in the Overall Aspects of Legislative/Regulatory Framework Indicators/Targets Performance 2004-2020, Vision 2030 Indicators/Targets		
Vision 2030 targets	**Achievements**	**Vision 2030 Target likely to be met?**
Legislation is in place to protect the rights of the individual while at the same time providing an enabling environment for knowledge, information and technology.	Business and Intellectual Property Authority Act 2016 (Act No. 8 of 2016), Companies Act 2004 (Act No. 28 of 2004). Close Corporation Act (Act No. 69 of 1984), Trademarks Act, 1973 (Act No. 48 of 1973), Patents, Designs, Trademarks, and Copyright Proclamation, 1923 (Act No. 17 of 1923), Patents and Designs Act, 1916 (Act No. 9 of 1916), Industrial Property Act, 2012 and the Copyright and Nei ghbouring Rights Protection Act 6 of 1994 are in place.	Met/ongoing

Vision 2030 targets	Achievements	Vision 2030 Target likely to be met?
National policy on ICT developed and disseminated, and backed up by enabling legislation	Various national Policies and legislative frameworks in ICT have been developed, and all relevant stakeholders were consulted for inputs in all 14 regions. A review of the Overarching ICT Policy is ongoing. A number of ICT legislation are still outstanding.	Met/ongoing
National Commission on Research, Science and Technology constantly monitoring legislation in the light of new advances in science, technology and ICT	The revised National Policy on Research, Science and Technology of 2021 has been formulated together with its Implementation Action Plan to ease the implementation and monitoring of programmes and projects in science, technology and ICT. A revised RST bill has been drafted.	Met/ongoing

10.5 Conclusion

Regarding progress towards the knowledge-based economy, Namibia still presents a weakness in human capital and research. Further weakness is exhibited in business sophistication in terms of knowledge workers and employment in knowledge intensive services.

Regarding ICT development, Namibia has made strides in infrastructure and technology development, ICT Education, Training and Research, Policy, and Regulatory environment. However, the achievement is not satisfactory as there remain challenges of inadequate funding, outdated and absence of critical ICT policies and legislation, inadequate ICT infrastructure, cybersecurity and inadequate e-commerce payment gateways and the high cost of the internet.

Overall, the country is likely not to achieve the set targets for KIT within the remaining period of Vision 2030. Therefore, targeted efforts should be directed towards human capital development and research and ICT infrastructure development.

10.6 Recommendations

The review of the Knowledge, Information and Technology (KIT) thematic area has led to the following recommendations:

• Public and private sectors to work closely with training institutions to develop skills and capacity in ICT.

• Accelerate the Universal Access Fund (UAF) operationalization.

• Ensure adequate funding is available up to 1% of GDP to support research, development, and innovation to broaden the innovation generation base.

• Government should provide funding and a platform for developing and maintaining a National and Level Government Data Centres (computing, network and storage) for faster data processing, exchange and storage in the country and further research and development purposes.

• CRAN should explore measures to make broadband affordable to all.

• MICT to expedite the enactment of enabling ICT legislation and review the outdated policies.

• Regulate the domain name registrar to ensure quality services and guarantee uninterrupted and safe service in future.

• Explore legal means, with the option to expropriate with/without compensation, right of ownership of the domain name.

Section 11.

Human Resource Development and Institutional Capacity Building

11. Human Resource Development and Institutional Capacity Building.

11.1 Introduction

This section assesses the progress towards the achievement of the set targets and objectives on each of the critical elements of Human Resources Development and Institutional Capacity Building (HRD and ICB), as well as the relevance and adequacy of the strategies adopted to achieve objectives of the thematic area. The sub-themes covered in this area are; Early Childhood Development, Education and Training (primary and secondary education, vocational education and training and higher education) and Institutional Capacity Building.

The focus of the thematic area is to improve the quality of life of the Namibian nation and transform society from being literate to a knowledge-based one where knowledge is constantly being acquired and renewed and used for innovation. A knowledge-based society requires people who are healthy, well-educated, skilled and pro-active and who have a broad range of abilities. This needs a high level of human resource development through education, training and institutional capacity building.

11.2 Vision 2030 And Human Resources Development and Institutional Capacity Building

The objective of Vision 2030 is to develop diversified, competent and highly productive human resources and institutions, fully utilising human potential and achieving efficient and effective delivery of customer-focused services which are competitive not only nationally but also regionally and internationally.

To realise the objective of the vision, the thematic objectives are as follows:

1. To ensure an integrated, unified and flexible education and training system accessible to all Namibians from early childhood.

2. 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.

3. To ensure that society is comprised of people who are literate, skilled, articulate, innovative, informed and proactive.

Vision 2030 set out various targets to enable the achievement of the Human Resource Development and Institutional Capacity objectives:

1. By 2015, there should be at least one teacher for every 35 learners in primary and 30 learners in secondary schools.

2. By 2010 no more unqualified or under-qualified teachers in Namibia.

3. The 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.

4. The literacy education rate for adults was 80% in 2001, expected to increase to 90% in 2015 and ultimately 100% by 2030.

5. 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.

6. Eliminating gender disparities in primary and secondary education by 2005, and achieving gender equality by 2015, emphasising girls' full and equal access to and achievement in Basic education of good quality.

7. Provide those who live with disabilities access to lifelong learning by 2030.

8. Encourage the development of lifelong learning in Namibia through institutional and staff development by 2006.

11.3 Trends In Human Resources Development and Institutional Capacity Building

11.3.1. Human Resources Development

11.3.1.1 Early Childhood Development

The Vision 2030 objectives regarding ECD were to promote and support quality, sustainable and holistic Integrated Early Childhood Development (IECD) for children aged 0-6 years and develop the capacity of ECD caregivers/workers through skills development and the provision of quality training, and to promote the recognition of ECD as a profession, and as a means to ensure quality care. The sub-vision objective was as follows: "All children aged 0 to 6 years have opportunities for early childhood development, in addition to the care of individuals and communities".

The laws, regulations, policies and strategies that inform ECD services are in place in Namibia. The first ECD policy (after Namibian independence in 1990) was approved by Cabinet in 1996. The policy was reviewed, and a new policy known as the National Integrated Early Childhood Development Policy was developed in 2007 and implemented in 2010.

Namibian Standards for ECD facilities, which include parent committees, nutrition and health guidelines, were developed. Progress has been made on most of the Vision 2030 strategies. However, there was no progress on the following strategy: establishment of an appropriate accreditation system for training institutions and agencies and comprehensive database on ECD and development and appropriate mechanisms for documentation, collection, review and exchange.

Little progress was also made to provide access to reach out to orphans and vulnerable children, and children with special needs. There has also been little progress made in the provision of ECD services, which is the cornerstone for a strong foundation for holistic early child development, which is critical for producing human resources for national development. Furthermore, there has been limited government funding towards ECD operational expenses, which constitutes only about 2% of the total ECD budget. Pre-Primary education gets a disproportionately small share (approximately 3%) of the education budget. As such, ECD in Namibia is predominantly funded by the private sector, parents, and communities which have proved to be inadequate.

Before, and just after 2004, there were limited opportunities and data on ECD. This is confirmed by the statement in the 2007 ECD Policy "Early learning opportunities for young children outside their homes are extremely limited, especially in rural areas" (Ministry of Gender Equality and Child Welfare, 2007 p.6) among persistent challenges that negatively affect ECD learning is long distances travel to ECD centres for children living in rural areas which discourages parents from enrolling their children.

Most children under five in Namibia have no access to ECD services and pre-primary education, with 13% of children 0-4 attending ECD centres and 46 per cent enrolled in pre-primary education. Furthermore, 87% of children with disabilities 0-4 years old have no access to ECD services. The percentages (13%) of children aged 0-4 attending ECD centres remain the same as recorded in 2011, while the percentage of children aged five and above enrolled in ECD centres and pre- primary education has increased slightly from 38% in 2016 to 46% in 2020. Consequently, the NDP5 targets of growing access for 0-4 years old and five years and above by 35% and 76%, respectively by 2020/21 were unmet. It was noted that out of all pre-primary enrolments in 2019, 0.5% were eight years old or older (EMIS, 2019).

Enrollment:

Children 0-4 years

There has been growth in ECD enrolment in recent years, from 61,218 in 2012 to 97,619 children (50,463 females and 47,156 males) enrolled in ECD centres countrywide in 2019. However, out of 97,619 children, only 42,240 children were 0-4 years old (22,060 females and 20,180 males), while 55,379 children were five years and above. The enrolment growth rate of the 0-4 years old children has been only about 1.3% per year for eight years in the ECD centres, while the enrolment growth rate of 5 years and above has been 3.9% per year over eight years. This is of great concern because children of 0-4 years old have very limited access to ECD centres, while the majority of children who enrolled in the ECD centres were five years and above who were supposed to attend pre-primary education. Table 43 below illustrates the number of 0-4 years old children enrolled in ECD centres per region.

Table 43 Under 0-4 years old Enrollment per Region and Sex, 2021

Under 0-4 years old Enrollments per Region and Sex, 2021			
Region	**Male**	**Female**	**Total**
Erongo	2,273	2,442	4,715
Hardap	464	530	994
||Kharas	916	948	1,864
Kavango East	1,138	1,265	2,403
Kavango West	752	883	1,635
Khomas	3,315	3,372	6,687
Kunene	562	654	1,216
Ohangwena	1,645	2,055	3,700
Omaheke	549	572	1,121
Omusati	2,203	2,499	4,702
Oshana	2,299	2,473	4,772
Oshikoto	1,505	1,697	3,202
Otjozondjupa	1,542	1,610	3,152
Zambezi	1,017	1,060	2,077
Total	**20,180**	**22,060**	**42,240**

Source: MGEPESW, 2021

Table 43 above shows that more girls than boys of 0-4 years old are enrolled in the ECD centres. A total number of 22,060 girls were registered compared to 20,180 boys registered in the whole country in 2021. The number of boys and girls registered in ECD centres in 2021 was 42,240 as per the table above

Children 5-6 years

EMIS statistics show that there were 31,016 learners in pre-primary grade in 2004, and the number declined to 6,141 in 2009, before increasing to 24,745 in 2013 and further to 43,448 in 2018. According to the 15th Day Statistics, there will be a total of 48,336 pre-primary learners (24,727 females and 23,609 males) in 2021. This number of 48,336 pre-primary learners only includes children of age 5-6 who enrolled in formal education.

Table 44: Enrollment for 5-6 years Per Region and Sex in 2021

5-6 years old Enrollments Per Region and Sex in 2021			
Region	**Male**	**Female**	**Total**
||Kharas	937	902	1,839
Erongo	1,168	1,077	2,245
Hardap	1,007	949	1,956
Kavango East	1,748	1,662	3,3410
Kavango West	1,606	1,526	3,132
Khomas	2,885	2,685	5,570
Kunene	968	832	1,800
Ohangwena	3,224	3,128	6,352
Omaheke	776	739	1,515
Omusati	2,989	2,925	5,914
Oshana	1,866	1,843	3,709
Oshikoto	2,547	2,453	5,000
Otjozondjupa	1,433	1,355	2,788
Zambezi	1,573	1,533	3,106
National	**24,727**	**23,609**	**48,336**

Source: MGEPESW, 2021

Physical Facilities

The number of ECD centres increased from 2,027 in 2012 to 3,103 in 2021, of which 2,499 are registered with the Ministry of Gender Equality, Poverty Eradication and Social Welfare (MGEPESW), while 604 centres are not. It was reported that many of the centres are made out of poor-quality building materials and are often without basic amenities, that may cause an unpleasant learning environment for the children. The need for an ECD centre is mostly identified by the community members, and often because of this, the buildings identified for the preschools do not meet the basic requirement stipulated in the ECD Policy.

Table 45: Number of MGEPESW Registered ECD Centres Per Region, 2021

Number of MGEPESW Registered ECD Centres Per Region, 2021	
Region	**Male**
Erongo	160
Hardap	64
Karas	69

Region	Male
Kavango East	159
Kavango West	120
Khomas	129
Kunene	112
Ohangwena	336
Omaheke	12
Omusati	478
Oshana	316
Oshikoto	307
Otjozondjupa	151
Zambezi	86
Total	**2,499**

Source: MGEPESW, 2021

Table 45 indicates that Omusati region recorded the highest number of registered ECD centres with four hundred seventy-eight (478), followed by Oshana Region with three hundred and sixteen (316), while Omaheke region recorded the lowest number of twelve (12) registered Early Childhood Development Centres.

Quality of caregivers

The qualifications of caregivers and pre-primary teachers have improved. Qualified caregivers increased from 2,862 in 2016 to 3,800 in 2019. The percentage of qualified pre-primary teachers increased from 45% in 2016 to 83% in 2020. The NDP5 target for increasing the number of qualified caregivers from 2,862 in 2016 to 3,600 in 2021 has been met, while the target for increasing the percentages of qualified pre-primary teachers from 45% in 2016 to 57 % by 2020/21 has been exceeded by 26%.

The COVID-19 pandemic has disrupted the provision of ECD services as ECD centres remained closed during the extended national lockdown.

11.3.1.2 Basic Education

The sub-vision of V2030 for basic education and training is: "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."

Namibia made great strides with the development of legislation and key policies to ensure access to equitable quality education, focusing on the most vulnerable children, children from poor communities and those with disabilities. Namibia introduced Universal Primary Education (UPE) and Universal Secondary Education (USE) in 2013 and 2016, respectively, resulting in a steady growth in enrolment figures, from 638,789 in 2014 to 822,533 learners in 2021. Progress was made to expand access to secondary schools, especially with implementing the Education and Training Sector Improvement Programme (ETSIP) in 2006. However, access to secondary education remains low, which is attributed to school dropout, among others. Out of 822,533 learners, only 13% are in the senior secondary phase (Grades 10-12).

About 32,169 learners in 2019 were reported to have a disability, of which 55.3% were males and 44.65% were females. Khomas, Omusati, Kavango, Ohangwena and Oshikoto had the highest percentages of learners with disabilities, and a total of 58.9% of learners with disabilities were recorded as being residents in those five regions in 2019. At the national level, 26.9% of the total learners were orphans, while 17.0% were vulnerable in 2019. Regions that recorded learner enrolment rates with highest percentages of orphans are Omusati (23.5%), Ohangwena (23.5%), Kavango (16.4%), Oshikoto (15.2%), Oshana (13.1%) Regions which recorded highest percentages enrolment rate of vulnerable children are Kavango (28.8%), Omusati (18.2%), Ohangwena 17.9%, Khomas (11.5%) In 2021, the number of learners with a disability was 105, 750 of 55.8% were males while 44.2% were females. The Khomas region recorded the highest number of learners with disability at 15.1%, followed by Ohangwena at 12.4%, while Omusati recorded 10.9% and Kavango East, 9.4%. With regards to orphans and vulnerable learners enrolled in each region during the 2021 academic year, the statistics are provided in the table below:

Table 46: Percentage of orphans and vulnerable learners by region (2021).

5-6 years old Enrollments Per Region and Sex in 2021		
Region	**Orphans (%)**	**Vulnerable (%)**
//Kharas	1.9	8.2
Erongo	2.8	8.9
Hardap	1.8	7.8
Kavango East	7.0	27.9
Kavango West	3.7	24.6
Khomas	4.7	12.6
Kunene	2.5	14.1
Ohangwena	10.5	30.4
Omaheke	2.2	8.7
Omusati	10.1	29.3
Oshana	5.0	13.6
Oshikoto	6.9	23.6
Otjozondjupa	3.6	14.1
Zambezi	4.3	15.3

Source: MoEAC, EMIS, 2021

The dropout rate is a concern, especially among vulnerable groups. A total of 13,375 learners in 2019 were recorded to have dropped out of school, of which 6,604 (49.4%) are females and 6,771 (50.6%) are males. The major reason for female learner dropout is pregnancy, accounting for 23.3% of overall female dropouts. Between 2017 and 2018 alone, 3,500 pupils were reported to have fallen pregnant, resulting in more than 2,000 dropping out of school during the same period. A high level of indiscipline that leads to violence, alcohol and drug abuse was also found to be one of the contributing factors to school dropout, especially among boys.

Progress has been made in providing physical infrastructure, educational resources and sanitary conditions at primary and secondary school levels. The number of schools increased from 1,508 in 2000 to 1,946 in 2021. However, the number of prefabricated and traditional classrooms continues to increase, and general maintenance of physical infrastructure and provision of school physical facilities for learners who are physically challenged remain an issue. Access to special classes and schools is limited due to the shortage of places.

There is a tremendous improvement in the number of qualified teachers in the school system. The percentage of qualified primary school teachers increased from 41.1% in 2001 to 83.8% in 2019, while the percentage of qualified secondary school teachers increased from 73.2% in 2001 to 93.2% in 2019. However, improvements in teacher qualifications are yet to translate into effective teacher quality. Even teachers with formal qualifications still lack critical competencies to enhance student learning. There is also a lack of professionally qualified staff to carry out psychometric assessments to identify and provide the necessary support to learners with learning disorders and barriers to learning.

The basic education curriculum of 2010 was reviewed and replaced by the national curriculum for basic education in 2016 to ensure continuity of the foundations and principles of the Namibian education system as described in "Towards education for all: A development brief 1993". This curriculum framework serves as the official policy for education in Namibia to guide schools on how to organise the teaching-learning and learning processes and ensures coherence and consistency in the delivery of the curriculum.

The outcome of the revised curriculum is to reduce the number of subjects in the junior secondary phase, expand the subjects to higher level in the senior secondary phase and re-introduce technical and vocational subjects in schools.

The national curriculum for basic education was found to promote higher-order thinking skills, and the assessments are set based on the national curriculum. However, not all teachers teach higher-order thinking skills, and therefore learners are not equipped to be innovative and, as a result, cannot answer the questions that require higher-order thinking well in examination papers. (Spencer-Smith et al 2016, p.47).

The supply of learning support materials improved with the implementation of ETSIP in 2006. A textbook learner ratio 1:1 was achieved in English, Mathematics and Physical Science for most grades in 2014. An average textbook-learner ratio was attained at 1:2 in 2016. However, the implementation of the revised curriculum demands more textbooks to be procured for a desired textbook-learnerratio of 1:3 at secondary and 1:4 primary levels. Thus, additional funding for textbooks should receive attention.

The quality of learning outcomes has not yet reached the desirable level. The national average score in Grade 5 English Second Language has improved from 45% in 2015 to 55% in 2018, while the national average score in Mathematics decreased from 63% in 2015 to 54% in 2018. As far as Grade 7 is concerned, the national average score in Mathematics increased from 48% in 2015 to 47% in 2018, while the national average score in English Second Language risen from 41% in 2015 to 52% in 2018. Learners performed slightly below the Southern and Eastern Africa Consortium for Monitoring Educational Quality (SACMEQ) Average (500) in SACMEQ I, SACMEQ II and III, with reading scores of 472.9, 448.8 and 497.0, respectively. However, Namibia was ranked 9th in SACMEQ IV in 2013 with a total score of 537.8 (learners) and 718.3 (teachers) regarding reading performance scores and in mathematics, the scores were 522.4 for learners and 774.1 for teachers. SACMEQ was launched in 1995 with a focus on capacity-building programmes aimed at capacitating Ministries of Education to monitor and evaluate the quality of their basic education systems to improve teachers' and learners' performance, mainly in reading and numeracy proficiency. As such, SACMEQ has completed four cross-national educational research projects so far at four- to six-year intervals (SACMEQ I, 1995-1999, SACMEQ II, 1999-2004, SACMEQ III, 2005-2010) and 2010-2013, SACMEQ IV. Learner performance in senior secondary core subjects remains low, and the percentage of learners who scored A to D in core subjects has been declining; in English, the percentages decreased from 36.5% in 2014 to 33.2% in 2020; in Mathematics decreased from 46.2% in 2014 to 42.2% in 2020 and Physical Science from 51.2% in 2014 to 38.5% in 2020.

Most of the NDP5 targets for basic education have not been met. The primary education completion rate remains under 90%. The percentages of secondary school learners pass rate in core subjects English, Mathematics and Physical Science remains under 50%.

Learners' Nutrition

It is well known that children who do not have adequate nourishment are less able to concentrate on their studies and complete their assignments. Severe and continued malnourishment may reduce children's learning abilities for the rest of their lives. To address nutrition among learners, especially those in vulnerable groups, the government, with the support of development partners, implemented the Namibia's national school feeding programme NNSFP). The programme was implemented shortly after independence in 1992 by the World Food Programme (WFP) as a time- bound effort, which was then transferred to the Namibian government's control in 1996.

The government had initially introduced the programme to relieve hunger resulting from drought conditions and equalising educational opportunities for orphans and other vulnerable children aimed at realizing increased school attendance and improved student concentration, thus leading to enhanced academic performance.

By 1999, 83,698 learners benefited from the School Feeding Programme. As of 2021, this has increased significantly to 531,000 learners covered by the Namibia School Feeding Programme (NSFP). The Programme remains vital to expanding educational opportunities to address inequalities in education, especially for learners from food-insecure homes.

The NSFP was extended to secondary level learners since the socio-economic statuses of learners do not necessarily change when they move from the Junior Primary Phase and the Senior Primary Phase to the Secondary Phase of education. However, some of the respondents stressed that "the nutritional value of food that is given to learners should be improved because it currently serves as a hunger mitigation strategy".

It is worth noting that there are initiatives to produce home-grown school feeding programmes. In some regions, hydroponic school gardens have also been established.

Impact of COVID-19 Pandemic on Education

COVID-19 has caused disruptions in teaching and learning. Between March and September 2020, 804,079 learners suffered disruptions in education due to school closures. More than 370,000 children dependent on school meals for their nutritional needs were deprived of this, whilst a staggering 4,000 girl learners are estimated to have fallen pregnant during the COVID-19 lockdown period – exposing them to the risk of HIV and STIs.

The COVID-19 pandemic had a tremendous impact on the provision of basic education. An estimated 30,000 children did not return to school in 2020. There was a loss of opportunity for traditional face-to-face contact teaching, which learners were used to under normal circumstances. Although the Ministry promoted virtual, online and take-home exercises, Namibia has poor ICT infrastructure and limited online learning materials. Teachers and learners have limited skills in ICT. Large numbers of learners did not have smart mobile phones. Change of mind-sets to successful use of ICTs remained a challenge. Many households, especially those in informal settlements and rural areas, may not have access to connectivity or gadgets. Some parents could be unable to support learners at home due to low literacy levels.

COVID-19 has made a serious impact on TVET training. The training came to a standstill for an extended period due to national lockdown restrictions and the limited availability of a learning management system to facilitate online learning.

The provision of higher education has been affected by the pandemic to the extent that some institutions could not offer tuition for an extended period. Students from poor, vulnerable and marginalized households could not access online teaching and assessment. Some ill-equipped institutions had to close completely, not only because of a lack of information and technology infrastructure but also due to lack of income caused by the loss of jobs.

11.3.1.3 Vocational Education And Training

Vocational education and training have been regulated by the Vocational Education and Training Act No.1 of 2008 and the National Vocational Training Policy of 2005. A revised National Technical and Vocational Education and Training (TVET) policy was approved by Cabinet in 2021. The development of the National Framework for Work Integrated Learning (WILL) is in progress.

More VTCs were established as there are now 14 functional vocational training centres in 13 regions, namely, Eenhana VTC (Ohangwena region), Nakayale VTC (Omusati region), Gobabis VTC (Omaheke region), NIMT Keetmanshoop (Karas), NIMT Arandis (Erongo), NIMT Tsumeb (Oshikoto) Rundu VTC (Kavango East region, Okakarara VTC (Otjozondjupa Region), Valombola VTC (Oshana) Windhoek VTC (Khomas region) and Zambezi VTC (Zambezi region).

This has resulted in improved access to vocational education and training, leading to an increased number of graduates from VET institutions. The number of trainees enrolled increased from 1,865 in 2000 to 39,920 in 2020. Out of the 39,920, 136 were trainees with special needs (68 males and 68 females), 464 trainees (150 males and 314 females) from marginalised communities and 1,438 orphans and vulnerable students (655 females and 783 males).

There are only four Vision 2030 VET targets, of which three were achieved. The target of transforming VTCs into autonomous institutions was not met. Public vocational training centres remain under the management of the Namibia Training Authority (NTA). The number of graduates increased from 1,461 in 1999 to 2,525 in 2020. However, the NDP 5 target for increasing trainee enrolment to 50,000 by 2020/21 was not met, enrolling 39,920 trainees. The target of increasing the proportion of TVET graduates to 62% of the total higher education graduates by 2020/21 was also not met, as the outturn was 52%. TVET completion rate was targeted to reach 70% by 2020/21. However, this was not met as completion rate was recorded at 68%.

Progress has been made on the provision of equipment, expansion and upgrading of existing VTCs and construction of new ones to address the capacity of TVET institutions. However, trainers do not possess the high qualifications that would allow them to facilitate skills transfer effectively. About 43% of trainers have National or Trade Certificates as the highest qualification; 28% of trainers have National or Technical Trade Diplomas, and only 11% of trainers have bachelor's degrees. Only three trainers have a PhD degree. Capacity-building interventions for trainers to improve the quality of training have been introduced and implemented. The issue of articulation between formal and non-formal skills acquisition and between VTCs and the then Polytechnic of Namibia, now NUST, has not yet been resolved.

The findings of the NTA VET Graduate Tracer study of 2020 revealed that the quality of TVET programmes is poor and, by large, out of alignment with the market's demand. The review of relevant documents on TVET indicates that formal training offered to graduates was, in many cases, obsolete in relation to the labour market requirements. In addition, there is also a concern of limited opportunities for industry attachments of VET students, which could further be attributed to the skills mismatch. The mismatch could be attributed to the deficiencies in the supply side and weakened collaboration with industry role-players who think that training curricula require review and realignment. Some stakeholders consulted expressed a concern that vocational education is still focusing on old traditional courses, and up to now, new technological skills are not yet incorporated into TVET curricula. However, new qualifications have been introduced in Agriculture, Insurance Intermediaries, Real Estate, ICT, Counselling Services, Postal Services and Cosmetology. Seven qualifications (Level 2 and 3) in Agriculture (crop production, animal husbandry, farm machinery) and Heavy Plant Operations recently.

11.3.1.4 Higher Education

The Higher Education Act 26 of 2003 governs the Namibian higher education sector. Statutory Agencies that were established and related to the development of higher education: Namibia Qualifications Authority (NQA), established under the Act 29 of 1996. Namibia Students Financial Assistance Fund (NSFAF), established under the Act 20 of 2000. National Council on Higher Education (NCHE) established under the Act 26 of 2003 and Namibia Commission for Research Science and Technology (NCRST) established under Act 23 of 2004.

During the mid-1990s, the key institutions offering higher education and tertiary education were the University of Namibia (UNAM), Polytechnic of Namibia (PoN), four Colleges of Education (CoEs), and three Colleges of Agriculture (CoAs). In 2002, these institutions enrolled about 17,000 and graduated about 4,000 students.

Currently, Namibia has three universities, namely, the University of Namibia (UNAM), Namibia University of Science and Technology (NUST), which is formerly known as the Polytechnic of Namibia (PoN), and the International University of Management (IUM). UNAM has twelve campuses, while NUST have eleven regional centres, and IUM have five campuses across the country.

There are fourteen private higher education institutions; these include African Leadership Institute, Botho University – Namibia Campus, Headstart Montessori Teacher Training College, Institute of Open Learning, International Training College LINGUA, Monitronic Success College, Namibia Evangelical Theological Seminary, Philippi Trust Namibia, Charles Lwanga Major Seminary, Triumphant College, Tulipohamba Training & Assessment Institute, United Lutheran Theological Seminary Paulinum and Welwitchia Health Training Centre.

The number of higher education institutions increased from three in 2012 to seventeen in 2019. Although NAMCOL does not have a status as a university, it offers higher education programmes.

Progress has been made in improving access to higher education and decentralisation of higher education delivery. However, more still needs to be done to cater for students from rural, poor backgrounds, students with disabilities and those from marginalised communities. Student enrolment increased from 41,246 in 2012 to 49 678 in 2015. From 2017 the enrolment number was on a further increase recording 56, 047, then 66,428 and 68,932 in 2019 and 2021, respectively.

Female student enrolment increased from 31,784 to 44,318, while the number of male students increased from 17,868 to 22,110. Enrolment of students from Khomas and Oshana had been high from 2012 to 2016, while very few students from Hardap enrolled in higher education from 2012 to 2015. Female student enrolment increased from 31,784 to 44,318, while the number of male students increased from 17,868 to 22,110. Enrolment of students from Khomas and Oshana had been high from 2012 to 2016, while very few students from Hardap enrolled in higher education from 2012 to 2015.

There has been substantial progress made in improving the qualifications of academic staff. Between 2012 and 2016, there was an increase from 262 to 502 lecturers with Doctorate degrees. In 2019, the majority (60 per cent) of Academic and Academic Support Staff members had Master's (43%) and Doctorate (17%) degrees as their highest qualifications.

Some respondents interviewed during the review indicated that the higher education system lacks quality, infrastructure and relevant and responsive curricula. In addition, the respondents pointed out a mismatch between some programmes offered at institutions of higher learning and the skills needed in the industry. It was also mentioned that employers were, in general not satisfied with the graduates from higher education institutions as they lacked work ethics, basic skills of working in a corporate environment, teamwork, emotional intelligence skills, communication skills, resilience, and other competencies that were needed in a competitive industry. Other respondents indicated that the higher education curricula were outdated and needed to be transformed. However, the findings from the 2019 National Graduate Tracer Survey suggest that the universities offer valuable programmes in terms of quality and content.

Statistics from the Namibia Occupational Demand and Supply Outlook Model (NODSOM) and National Human Resources Plan (NHRP) show that progress has been made in supplying graduates in the fields and occupations such as finance and accounting; real estate and business services; social sciences, natural sciences, engineering, nursing, and teaching. Currently, there is an undersupply of medical doctors despite the establishment of UNAM School of Medicine. There is also an undersupply of specialised graduates in critical areas such as agriculture, mining, quarrying, green technology, eco/nature-based tourism and eco-system management and renewable energy, manufacturing based on new technology and raw material processing. These areas are critical for economic development. On the strategy to establish centres of excellence, no progress was reported in establishing such centres. These centres have exceptionally high standards and requirements, especially in mathematics, science and languages and applied research.

There is only one Vision 2030 strategy for higher education and two Vision 2030 targets for higher education (Higher Education Act passed in Parliament, and National Council on Higher Education established. The strategy: expand access to education, and the two targets (Widen access to university education through equity and inclusion; and Improved quality of teaching and learning) have been achieved. However, concerns about the quality of research, teaching, innovation and collaboration between industry and institutions of higher education have been raised from NDP 2 to NDP5. Institutions of higher education have been producing very few graduates in the STEM fields, which would be critical for contributing to the economic development of the country. The percentage of completion of studies in STEM Fields between 2015 and 2019 was below 10%. There is only one indicator, namely, tertiary completion rate, that was included in NDP2 to NDP5. However, only UNAM and NUST completion rates were available during the review. The completion rate for UNAM and NUST therefore was 34% and 41% in 2020, respectively, while the progression rate for UNAM and NUST was 72% and 65% in 2020, respectively. The fact that NUST has 3-year bachelor's degrees and UNAM has 4-year bachelor's degrees makes the two not comparable.

11.3.1.5 Institutional Capacity Building

The overall objective of V2030 for Institutional and Capacity building is to ensure that Namibia's human and institutional capacities are well developed and adequate to meet the challenges of a highly developed society and ensure that Namibia has efficient and well-structured national institutions fully utilising the human potential and delivering an effective, client-centred service to produce well qualified and trained human resources, with qualifications which are nationally, regionally and internationally recognised.

Namibia has well-established democratic institutions that provide a legislative enabling environment for the effective participation of all citizens in modern social and economic development. In support of the process of capacity-building, the nation's education system consists of public and private initiatives that produce the required managerial, technological and professional personnel to effectively solve the challenges of modern technology and industrious society.

The government created an appropriate macroeconomic environment, trade and labour policies, and economic infrastructure in support of equitable growth. The national policies, plans and strategies that support human resources planning and capacity building were developed and implemented. The commercial banking sector is well developed, although access to finance is a challenge for businesses in Namibia across all sectors, especially for SMEs and enterprises in the informal economy, including those owned by the youth and vulnerable groups. Further challenges relate to infrequent enforcement of labour standards, especially in the informal economy as well as low participation in social dialogue to economic development among the youth and vulnerable groups.

There has been significant improvement concerning providing a conducive legislative environment to implement programmes aimed at addressing social and economic imbalances in society. Although good progress has been made to establish institutions for national development, there has been poor collaboration among institutions and duplication of roles and responsibilities.

Efforts to improve government performance were implemented, including occupational classifications in the public service; improvement of placement of civil servants; modifying procedures for recruitment; reintroduction of performance appraisal; institutional performance; and implementing appropriate staff development programmes for professionals, including the initiation of the establishment of the Namibia Institute of Public Administration and Management (NIPAM). However, the government has not yet succeeded in rationalising the Public Service and reducing the size of the public sector. Furthermore, the Human Resource Development (HRD) Policy for Civil Servants was not implemented fully as the provision for 25% of Offices, Ministries and Agencies (OMAs) training budgets to be spent on NIPAM training was not adhered to.

In addition, under NDP2, the Public Service Management System and the Performance Management System were introduced. The Cabinet developed and endorsed the first Decentralisation Implementation Plan (DIP) in 2001 and was updated in 2004. The task force report on legislation harmonisation focusing on the necessary amendments to the Regional Councils Act and the Local Authorities Act to accommodate decentralisation was finalised in 2005. Furthermore, foreign investors were given access to special incentive schemes. The establishment of links with international financial institutions was beneficial to Namibia.

Although progress has been made in building the capacity of public institutions and civil servants, improvement is still needed in practising good governance and paying particular attention to a strict work ethic.

11.4 Summary Status

The tables below summarise the implementation status of indicators across the Human Resources Development and Institutional Capacity Building (HRD and ICB) thematic area.

Table 47: Status of 2030 Indicators and Targets Human Resources Development and Institutional Capacity Building (HRD

Status of 2030 Indicators and Targets Human Resources Development and Institutional Capacity Building (HRD and ICB)		
Strategy	**Progress**	**Vision 2030 Target met, likely or unlikely to be met?**
Early Childhood Development		
Implementing the approved ECD Policy through integrating services for children among relevant stakeholders.	The first ECD policy approved by Cabinet in 1996, was implemented and reviewed. A National Integrated Early Childhood Development Policy 2007 was developed and implemented in 2010.	Met
Supporting communities to establish ECD centres which could also cater for HIV/AIDS affected and infected children.	The number of ECD centres increased from 2,027 in 2012 to 3,103 in 2021, of which 2,499 are registered with the Ministry of Gender Equality, Poverty Eradication and Social Welfare (MGEPESW), while 604 centres are not.	Likely to be met
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.	Family Literacy project was launched to enable parents, caregivers and guardians of grade one learners to assist their children with their education as first teachers of children. Parental education programs have been carried out by NGOs and the private sector. Parent committee workshops have been conducted to provide information on the importance of the Integrated Early Childhood Development (IECD) programme and on educating on the Namibian Standards for ECD centres.	Likely to be met
Developing innovative ECD programmes for children in rural, isolated, marginalised communities such as San and OvaHimba children.	A universal ECD curriculum was developed and is used by all ECD centres.	Met

Strategy	Progress	Vision 2030 Target met, likely or unlikely to be met?
Developing universal curricula for ECD caregivers and establishing an appropriate accreditation system for training institutions and agencies to ensure adequate training standards.	Unit Standards for ECD Caregivers training have been developed and submitted to the Namibia Qualifications Authority with three National ECD qualifications, one at level 3, one at level 4 and another at level 5.	Met
Strengthening the existing National, Regional and constituency ECD Committees and promoting linkages among them to improve the delivery of services and expansion of the ECD program.	IECD services fall under the mandate of three key ministries: The Ministry of Gender Equality, Poverty Eradication and Social Welfare, the Ministry of Education, Arts and Culture and the Ministry of Health and Social Services. Each ministry has responsibility to deliver the service at the appropriate age. The fact that there is a National Integrated Early Childhood Development Committee, the work of the National/Regional/ Constituency Integrated Early Childhood Development committees (NIECD/RIECD/CIECD) has been managed and monitored through quarterly meeti ngs of the NIECD.	Likely to be met
Developing communication materials and strategies for improved child and maternal care practices.	The Namibian Family Planning Medical Eligibility Criteria (MEC) Wheel was updated, and 1500 copies were printed, and the national family planning guideline was updated. The nurturing care framework guiding the implementation of early childhood interventions was incorporated into the training of caregivers (Basic Course for Early Childhood Edu -carers). Rolled out the IECD RightStart campaign using various media platforms: radio, TV, newspapers, social media and roadshow. Over 1.29 million people were reached.	Met
Establishing a comprehensive database on ECD and development and appropriate mechanisms for documentation, collection, review and exchange.	No progress was made on this strategy.	Unlikely to be met
NDP5 target: % of children 5-8 who accessed ECD	Target for 2021: 76% Reach by 2021: 46%	Likely to be met
NDP5 target: % of pre-primary teachers qualified	Target for 2021: 57% Reach by 2021: 83%	Met
Education and Training		
Unifying the management and regulation of public education and training under one policy-making and implementing structure at national level.	The Ministry of Education had been separated and merged depending on one political leader to another. This has hampered objectives around coherence in the sector but did not undermine sector performance.	Unlikely to be met
Strengthening the ICT, science and technology components of the curricula at all levels of education and training through open and distance learning methods.	ICT, science and technology have been integrated into the curricula at all levels of education and training. However, IT infrastructure has not yet been developed, especially in public institutions. Not much digital content is available. Open and distance learning methods have been implemented at all levels of education and training. Namibia has had a dedicated national ICT policy for educ ation since the late 1990s. This policy framework is consistent with the broader government vision and strategy to enable the development of a Namibian knowledge -based economy.	Likely to be met

Strategy	Progress	Vision 2030 Target met, likely or unlikely to be met?
Integrating ICT in education and training.	ICT is integrated into education and training at all levels as a subject and pedagogy.	Likely to be met
Establish multi-purpose learning centres throughout the country so that all learners can access ICT and other learning resources.	The country has 17 multi-purpose centres and five youth skills training centres.	Unlikely to be met
Strengthening the initiative to provide broader access to education and training through open and distance learning methods.	The Namibian Open Learning Network Trust (NOLNet) is a cooperative initiative by the Ministry of Education, the University of Namibia, the Namibian College of Open Learning (NAMCOL), the Namibia University of Science and Technology (NUST), and the National Institute for Educational Development to "establish a network of open learning centres throughout the country at which certain facilities will be shared and services offered on a collaborative basis." NOLNet enhances opportunities for supported independent learning for adults and young people who cannot participate in conventional, institution -based education. The Open Learning Network enhances services provided by community libraries, teacher resource centres, school libraries, NAMCOL tutorial centres, and community learning and development centres.	Likely to be met
Promoting open and distance learning.	NOLNet is the initiative to promote open and distance learning. Many higher education institutions in Namibia have dedicated open and distance learning units.	Likely to be met
Strengthening and sustaining physical infrastructure.	This has been a challenge, especially due to limited quality school education facilities and the limited development budget.	Unlikely to be met
Establishing a university of applied science and technology.	Namibia University of Science and Technology (NUST) was established in 2015 in terms of Act No. 7 of 2015.	Met
Developing and implementing a national knowledge management and knowledge creation (research) strategy, particularly on science, engineering, technology and innovation.	This strategy was implemented by creating National Commission on Research Science and Technology (NCRST). This institution was established to strengthen a national system that promotes, develops and informs Research, Science, Technology and Innovation through effective coordination to realize a knowledge - based society.	Met
Providing access to early childhood education for preschool children.	Only 20% of children between the ages of 0 and 6 have access to ECD centres, and only 38.8% of children access pre-primary education in the formal education system (DNA Economics, 2019). Most children under five in Namibia have no access to Early Childhood Development (ECD) services and Pre -Primary Education (PPE), with 13% of children 0 -4 attending ECD centres and 31% enrolled in PPE. Furthermore, 87% of children with disabilities 0 -4 years old have no access to ECD services (UNICEF, 2020).	Unlikely to be met
Increasing the number of learners specialising in science, technology and ICT.	The number of learners taking the science field of study increased since the implementation of the Education and Training Sector Improvement Plan (ETSIP). However, the number of learners taking technology-related subjects such as Computer Studies and Desig n and Technology remains low. ICT, which is known as Information and Communication Technology, is now a compulsory subject, taken by all learners in basic education.	Likely to be met
Mainstreaming HIV/ AIDS in the education and training system.	HIV and AIDS education starts in Grade 1.	Likely to be met

Strategy	Progress	Vision 2030 Target met, likely or unlikely to be met?
Implementing the education and training sector HIV/ AIDS Policy and Strategy.	The education and training sector implemented the HIV/AIDS Policy. There has been good progress in reducing the number of new HIV infections. The number of new infections per 1,000 uninfected in the total population aged 15 – 49 was reduced from 14 in 2004 to under 7 in 2015, with large decreases for both male and females, although significant gender gaps remain with higher incidence rates for women.	Likely to be met
Implementing an assessment-based national accreditation system under an integrated National Qualifications Framework.	The National Qualifications Framework is fully developed and implemented. All education and training qualifications have to be registered on the National Qualifications Framework, and all education and training programmes have to be accredited by the National Qualifications Authority.	Met
Upgrading all educators' academic and professional qualifications, including English language proficiency.	The number of teachers with professional and academic qualifications (with grade 12 and more than two years of tertiary training) increased from 10465 in 1999 to 15 675 in 2004, 28525 in 2010, 28 523 in 2019 and 30 247 in 2021, respectively. The disparities between regions in the qualifications of secondary teachers were much smaller than for primary teachers. Most secondary teachers had at least three years tertiary education, which included teacher training. All regions ranged between 91.5% and 98.7% for qualified teachers, with the highest proportion in Zambezi and the lowest in Hardap. 4.3% of all Secondary teachers had no formal professional qualifications (EMIS, 2019). In 2010, the Ministry of Education outsourced the English Language Proficiency Programme (ELPP) to the University of Namibia. At the end of the programme in 2016, only a few teachers (2701) w ere certified as proficient in English Language (UNAM End of Project Report, 2016).	Likely to be met
Strengthening the Human Resources Development Fund of the Republic of Namibia and ensuring that all human resources development activities of the Namibian government should be conducted under the auspices of the Fund.	There is no Human Resources Development Fund, except the Namibia Students Financial Assistance Fund (NSFAF), which provides financial assistance to students at approved tertiary institutions.	Likely to be met
Establishing a database on the available human resources, as well as their specializations, under the auspices of the National Human Resource Advisory Committee of the NPC.	The National Human Resource Advisory Committee of the NPC, under which the human resource database is supposed to operate, does not exist. Thus, such a database does not exist in NPC. However, Namibia Occupational Demand and Supply Outlook Model (NODSOM) exists.	Met
Developing a programme to educate the public on Namibia's population policy.	This target seems not to be relevant to formal education and training.	Unlikely to be met/ needs revising
Providing in-service training programmes for unqualified and under-qualified teachers and utilising advisory teachers and inspectors as mentors in student support programmes.	The Basic Education Teachers' Diploma In-service programme was developed and implemented from 1996 to 2007. About 3,800 teachers became professionally qualified teachers as a result of this programme.	Met
Educating all Namibians on the importance of good governance, social democracy, participatory decision-making and sustainable development.	With the support of NGOs such Namibia Institute of Democracy, Namibia Development Trust and Namibia Institute for Public Administration (NIPAM), Namibians are continuously being educated on the importance of good governance.	Likely to be met

Strategy	Progress	Vision 2030 Target met, likely or unlikely to be met?
Integrating moral education that encourages a culture of respect and honesty into the school curriculum at all levels.	Religious and Moral Education has been part of the basic education curriculum, although not a promotional subject.	Likely to be met
Utilising the National Qualifications Framework of the NQA to provide for better articulation between formal and non-formal skills acquisition and between Vocational Training Centres (VTCs) and the PON.	National Qualifications Framework has been developed and implemented. However, the articulation between formal and non -formal skills acquisition and between VTCs and the then Polytechnic of Namibia, now Namibia University of Science and Technology (NUST), is not yet resolved.	Likely to be met
Establishing effective linkages between VTCs with in-company training programmes of private sector organisations through tax incentives by enticing them to (i) increase the net number of apprentices in apprentice trades and (ii) improve the supply of trained instructors to the VTC for curriculum design and development.	The National Training Fund (NTF) was established by the Vocational Education and Training (VET) Act of 2008. The Namibia Training Authority (NTA) manages the NTF, funded through a payroll -based VET levy on eligible firms. The VET levy regulations require a ll Namibian employers with a payroll above a threshold of N$ 1 million (to register with the NTF and pay an annual payroll levy of 1 per cent of their payroll. The relatively small number of qualified training providers within Namibia and their limited capacity pose large challenges for the NTF. Levy funds accumulate in the bank while high -priority skills training cannot be procured (Mathematics Policy Research, 2017).	Met
Strengthening cooperation between government, employers, employer organizations, employees and trade unions on all matters relating to human resources development through the National Human Resource Advisory Committee of the NPC.	The strategy was not implemented because the National Human Resources Advisory Committee of the NPC was not established.	Unlikely to be met
Improving the quality of police training and establishing police training centres in all regions.	This target seems not to be relevant to formal education and training.	Unlikely to be met/ misplaced
The target set through NDPs: Expand access to secondary schools for the target age group by 2006.	Progress was made to expand access to secondary schools, especially with the implementation of ETSIP in 2006. In 2004, the total number of schools was as follows: 1601 (1506 state and 95 private) Primary Schools: 1043 (state 984 and private 59) Combined Schools: 387 (state 366 and private 21) Secondary Schools: 160 (state 145 and private 15), Other: 11 (state 11 and private 0). However, access to secondary schools is still limited. There were 1036 primary schools: 624 combined schools and only 221 secondary schools in 2019. There are regions with minimal access to secondary schools. By 2021, the number of schools was 1954 (1708 state and 246 private) Primary Schools: 1083 (state 914 and private 169), Combined Schools: 632 (state 574 and private 58), Secondary Schools:223 (state 206 and private 17) Other: 16 (state 14 and private 2) The statistics presented above indicate the persistent disparity that exists between the number of primary schools and secondary schools, whereby the primary schools highly outnumber secondary schools. This makes access to secondary schools a major challenge as the number of secondary schools cannot easily absorb the number of learners exiting the primary education level.	

Strategy	Progress	Vision 2030 Target met, likely or unlikely to be met?
The target set through NDPs: Equip all schools with school furniture by 2006.	Generally, schools have been equipped with school furniture, but the maintenance of the furniture is problematic at some schools where there is no proper supervision.	Likely to be met
The target set through NDPs: Provide all schools with drinking water and electricity where the necessary infrastructure will be constructed by 2006.	The number of schools with water increased from 1 085 in 2002,1,701 in 2019 and 1831 in 2021, respectively. The number of schools with electricity supply increased from 681 in 2002,1,592 in 2019, and 1704 in 2021, respectively.	Likely to be met
Target set through NDPs: Eliminating gender disparities in primary and secondary education by 2005 and achieving gender equality by 2015, emphasizing girls' full and equal access to and achievement in basic education of good quality.	The total number of learners nationally as of February 2021 is 822 533. There are 1,381 more girl-child learners than boy-child learners, but the ratio remain 50/50, meaning that boys and girls have the same access to education.	Likely to be met
Target set through NDPs: By 2015, there should be at least one teacher for every 35 learners in primary and 30 learners in secondary schools.	**In 2004, the national teacher-learner ratio was 29:1.** Primary: 31:1 Secondary: 26:1 Other: 14:1 **In 2015, the national teacher-learner ratio was 24:1.** Primary: 26:1 Secondary: 21:1 Other: 23:1 **In 2019, the national teacher-learner ratio was: 25:1.** Primary: 28:1 Secondary: 21:1 Other: 24:1 **In 2021, the national teacher-learner ratio was 26:1.** Primary: 28:1. Secondary: 22:1. Other: 22:1.	
Target set through NDPs: By 2010, no more unqualified or underqualified teachers in Namibia.	The number of teachers with professional and academic qualifications (with grade 12 and more than two years of tertiary training) increased from 10465 in 1999 to 15 675 in 2004, 28525 in 2010, 28 523 in 2019 and 30 247 in 2021, respectively. The disparities between regions in the qualifications of secondary teachers were much smaller than that of primary teachers. Most secondary teachers had at least three years tertiary education, which included teacher training. All regions ranged between 91 .5% and 98.7% for qualified teachers, with the highest proportion in Zambezi and the lowest in Hardap. 3.8 % of all Secondary teachers had no formal professional qualifications (EMIS, 2019). Although the majority of teachers are qualified, there are still teachers who are underqualified in the school system.	Missed the 2010 deadline but, likely to be met by 2030.

Strategy	Progress	Vision 2030 Target met, likely or unlikely to be met?
The target set through NDPs: 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.	According to the Personnel Administration Measures (PAM), the amended appointment requirements (2020) for teachers are as follows: **Entry post: Teacher E** A recognised 3-year tertiary teaching qualification on NQF Level 6. OR An appropriate recognized 3-year tertiary non-teaching qualification (or equivalent) on NQF Level 6 in relation to the school subject to be taught plus a 1-year teaching qualification. OR An appropriate recognized 3-year tertiary qualification (or equivalent) on NQF Level 6, a recognized trade test, and a 1-year teaching qualification. **Entry post: Teacher F** A recognized 4-year tertiary teaching qualification on NQF Level 7. OR An appropriate recognized 4-year tertiary non-teaching qualification (or equivalent) on NQF Level 7 in relation to the school subject to be taught plus a 1-year teaching qualification. OR An appropriate recognized 4-year tertiary qualification (or equivalent) on NQF Level 7 plus a recognised trade test plus a 1-year teaching qualification	Likely to be met
Target set through NDPs: By 2005, the National Examination, Assessment and Certification Board is established and has localised the IGSCE and HIGSE Examination Systems.	By 2005, all 46 localised Namibian Secondary School Curriculum (NSSC) syllabuses, except Design and Technology, were completed and approved by the National Examinations, Assessment and Certification Board and the completion of the localisation of HIGCSE in 2006.	Partially met and likely to be fully met
The target set through NDPs: By 2030, Vocational Training Centres will be established in all regions.	There are public vocational training centres in 13 regions, and Hardap is outstanding.	Likely to be met
The target set through NDPs: By ,2005 a coherent Vocational Education and Training Policy Framework will be in place.	The target has been achieved. A Vocational Education and Training Policy Framework was developed in 2005.	Met
The target set through NDPs: 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.	In 2015, 85.6% of adult learners achieved improvement in adult literacy, and 67.1% were female adult learners (EMIS, 2015).	Likely to be met
Target set through NDPs: Provide those with disabilities, access to lifelong learning by 2030.	No evidence	

Strategy	Progress	Vision 2030 Target met, likely or unlikely to be met?
The target set through NDPs: The literacy education rate for adults was 80% in 2001, expected to increase to 90% in 2015 and ultimately 100% by 2030.	In 2015, the adult literacy rate was 87.4%, which increased to 92% and 92.3% in 2018 and 2021, respectively.	Likely to be met
Building and Restructuring National Institutions for Prosperity		
By the end of 2002, regulations, policies and directives and guidelines were provided in Education Act. No.16 of 2002.	Education Act 16 of 2001 was passed and reviewed, and a new Basic Education Act 3 of 2020 - was passed in 2020.	Met
Bythe end of 2002 National Education Advisory Council to be established	National Education Advisory Council was established under the Education Act no16 of 2001.	Met
By 2005, National Examination, Assessment, and Certification Board has localized IGSCE & HIGSCE.	The International General Certificate of Secondary Education (IGCSE) and the Higher International General Certificate of Secondary Education (HIGCSE) were localised to the Namibia Senior Secondary Certificate Ordinary and Namibia Senior Secondary Higher Level in 2006, with the first examination in 2007.	Met
NQA assures the moderation of the national examinations of primary, secondary and vocational education and training.	This target is not in -line with the mandate of the NQA. It is responsible for registration of qualification on the National Qualification Framework and accreditation of qualifications and institutions.	Unlikely to be met/ misplaced
NIED transformed into an autonomous institution.	NIED remains a directorate of the Ministry of Education, Arts and Culture.	Unlikely to be met
The VET system is reformed and transformed, and administered by an autonomous NTA, providing for greater involvement of the commercial and industrial sectors in the development of the VET system, which is being financed through a Training Levy.	NTA was established under the Act 1 of 2008. The Vocational Education and Training (VET) Act of 2008 established the NTL. Industrial Committees were established. Training Levy was introduced and implemented in 2014, with a total of N$2.2 billion collected in VET levies from inception until 2020.	Met
VTC and other training providers transformed into autonomous institutions.	The public vocational training centres remain under the management of NTA.	Unlikely to be met
Higher Education Act passed in Parliament.	The Higher Education Act No.26 of 2003 was passed in Parliament.	Met
National Council on Higher Education was established.	The National Council on Higher Education was established under the Higher Education Act No. 26 of 2003.	Met
Strengthening Basic Education (tracked against NDP 5 strategies)		
Develop and maintain education infrastructure.	The maintenance of school infrastructure remains a critical issue, and the Master Plan for Infrastructure development is not yet developed.	Unlikely to be met
Develop a strong framework to enhance core skills of literacy and numeracy.	This strategy was addressed in the reformed curriculum, which was implemented in 2015.	Met

Strategy	Progress	Vision 2030 Target met, likely or unlikely to be met?
Develop comprehensive planning and administration systems.	The 15th School-Day Statistics and Annual Education Census, the education data are now up to date. Those are tools for evidence - based planning, as well as for determination of the allocation of the Primary Education Grant (PEG) and Secondary Education Grant (SEG), physical facilities, Learning Support Materials (LSM), number of bags for the maize blend of the Namibia School Feeding Programme (NSFP). The recently introduced initiative "Data must Speak" assists the MoEAC in planning and allocate budget to regions.	Met
Improve learners' transition to higher education.	There has been an improvement on learners' transition to higher education, from a baseline of 35% in 2015 to 39.3% in 2017, 40,4% in 2018, 42.1% in 2019 and 42.6% in 2020.	Unlikely to be met
Improve education and training of the marginalised.	The Government has assisted about 900 marginalised learners enrolled at various tertiary institutions. The division of marginalised communities has implemented an education support programme since 2005 to provide financial, moral and psychosocial support t o learners and students from marginalised communities (San, OvaTjimba and OvaTue) at all educational levels in Namibia. There are more than 900 beneficiaries from various educational institutions such as the University of Namibia (UNAM), the Namibia University of Science and Technology (NUST), the International University of Management (IUM), vocational training centres, Namibian College of Open Learning (NAMCOL) and secondary and primary schools countrywide.	Likely to be met
Primary school completion rate	**2017/18** Target: 90% Achieved: 80.6% **2018/19** Target: 92% Achieved: 80.6% **2019/20** Target: 94% Achieved: 80.6% **2020/21** Target: 94% Achieved: 90.8% **2021/22** Target: 96% Achieved: 94%	Likely to be met
Per cent of learners qualifying for university	**2017/18** Target: 40% Achieved: 39.3% **2018/19** Target: 45% Achieved: 39.3% **2019/20** Target: 50% Achieved: 42% **2020/21** Target: 55% Achieved: 42.6% **2021/22** Target: 60% Achieved: 62.0%	Likely to be met

Strategy	Progress	Vision 2030 Target met, likely or unlikely to be met?
Mathematics performance (% who achieve standard)	**2017/18** Target: 47% Achieved: 45% **2018/19** Target: 49% Achieved: 42% **2019/20** Target: 55% Achieved: 42% **2020/21** Target: 45% Achieved: 42.4% **2021/22** Target: 50% Achieved: 25.0%	Unlikely to be met
English performance (% who achieve standard)	**2017/18** Target: 30% Achieved: 28% **2018/19** Target: 35% Achieved: 35% **2019/20** Target: 40% Achieved: 35% **2020/21** Target: 55% Achieved: 33.2% **2021/22** Target: 57% Achieved: 62. %	Likely to be met
Physical science performance (% who achieve standard)	**2017/18** Target: 49% Achieved: 45.7% **2018/19** Target: 51% Achieved: 43.2% **2019/20** Target: 53% Achieved:38.6% **2020/21** Target: 55% Achieved: 38.5% **2021/22** Target: 57% Achieved: 30.9%	Likely to be met

Strategy	Progress	Vision 2030 Target met, likely or unlikely to be met?
Inclusive Education (measured against SDG 4 on education)		
4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes	The pass rates in the core subjects remain low at the primary level. In 2015, the national Grade 5 English percentage score was 45%, while the national Grade 5 Mathematics score was 63%. As far as Grade 7 is concerned, the national Grade 7 Mathematics percentage score was 48%, and for Grade 7 English was 41%. While in 2018, the average scores in Grade 5 had improved to 55% for English Second Language and decreased in Mathematics (54%). However, for Grade 7, a high increase in the average score (52%) for English was observed, while the average score for Mathematics remained almost the same (47%). Further, an average score of 55% for Natural science was obtained. In 2017, in junior secondary examinations, the percentage scores for English (35.3%), Mathematics (47.2%) and Physical Science (52.4%) were attained.	Unlikely to be met
4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre - primary education so that they are ready for primary education	The percentage of children aged 0 -4 attending ECD centres remains the same as it was recorded in 2011. Only 13% of children 0-4 attend ECD centres. The enrolment growth rate of the 0-4 years old children has been only about 1.3% per year over eight years in the ECD centres. In 2019, 52% of the total enrolment (42,240) were girls, while 48% were boys. The enrolment growth rate of 5 years and above has been 3.9% per year over the period of eight years. The percentage of children aged five and above enrolled in ECD centres and pre -primary education increased from 38% in 2016 to 46% in 2020. The number of pre-primary learners (5 years and above) who enrolled in pre-primary grade (in MoEAC schools) increased from 6,141 in 2009 to 49,232 in 2021, of which 51% of the total enrolment in 2021 were girls, while 49% were boys.	Unlikely to be met
4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university education.	The number of VET trainees enrolled increased from 25,137 (10,558 females and 14,579 males) in 2016 to 26,800 (11,256 females and 15,544 males) in 2017 to 27,000 (11,340 females and 15,600 males) in 2018 to 32,120 (13,490 females and 18,630 males) in 2019 and to 34,920 (16,413 females and 18,507 males) in 2020. Male trainees' enrolment has been higher than female trainee enrolment over the five years. In 2016: 42% females and 58% males; 2017: 42% females, 58% males; 2018: 42% females, 58% males; 2019: 42% females, 58% males; 2020: 47% females, 53% males. Adult education enrolment has been fluctuating over the last five years from 2017 to 2021, albeit at a declining trajectory, especially in comparison to the 2004 baseline of 22 311. The enrolment figures are as follows: 2017 (18 312), 2018 (16 564), 2019 (17 850), 2020 (8,437) and 2021(11 470). The lowest adult education enrolment was recorded in 2020, with only 8,437 adult learners. Out of the 8,437, females were 4,780 and 3,657 were males. Total student enrolment increased steadily from 41,246 students in 2012 to 66,428 in 2019, an average annual increase of 8 per cent. The female student enrolment increased from 25,379 to 44,318, while the male students increased from 15,867 to 22,110.	Likely to be met
4.6 By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy	[41] In 2001, the adult literacy rate stood at 85%, increased to 88% in 2011, and increased to 92 % in 2018 and 92.3% in 2021.	Likely to be met

Footnote

[41] TheWorldBankdatabank

Strategy	Progress	Vision 2030 Target met, likely or unlikely to be met?
Inclusive Education (measured against SDG 4 on education)		
4.7 Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all	**As per EMIS Education Statistics2004:** • 51.1% of the total schools had electricity. • 71% of the total schools had water. • 78% of schools have toilets for learners **As per EMIS Education Statistics 2019:** • 84.1% of the total schools had electricity. • 89.8% of the total schools had water. • 87.8% of schools have toilets for learners **As per EMIS Education Statistics 2021:** • 87.2% of the total schools had electricity. • 93.7 % of the total schools had water. • 89.4% of schools have toilets for learners	Likely to be met
4.8 By 2030, substantially increase the supply of qualified teachers through international cooperation for teacher training in developing countries, especially least developed countries and small island developing states	As per EMIS Education Statistics, the number of teachers with professional and academic qualifications (with grade 12 and more than two years of tertiary) increased from 10,465 in 1999 to 26,465 in 2019. The number further increased to 30 427 in 2021.	Likely to be met
Technical and Vocational Education and Training (against NDP 5 objectives)		
5.1 NDP 5: # of students enrolled in TVET	**2017/18** Target:30 000 Achieved: 25 137 **2018/19** Target:35 000 Achieved: 25 137 **2019/20** Target: 40 000 Achieved: 25 137 **2020/21** Target: 45 000 Achieved 2020: 34,920 **2021/22** Target: 50 000 Achieved: 23 412	Likely to be met

Strategy	Progress	Vision 2030 Target met, likely or unlikely to be met?
5.2 NDP 5: % of TVET graduates to total higher education graduates	**2017/18** Target:46% Achieved: 48% **2018/19** Target:48% Achieved: 48% **2019/20** Target: 50% Achieved: 48% **2020/21** Target: 62% Achieved: 58% **2021/22** Target: 65% Achieved: 58%	Likely to be met
5.3 NDP 5: TVET trainee completion rate	In 2014, the TVET pass rate was 42%, and in 2019, it was 68% **2017/18** Target:62% Achieved: 62% **2018/19** Target:65% Achieved: 62% **2019/20** Target: 68% Achieved: 62% **2020/21** Target: 70% Achieved 2020: 68% **2021/22** Target: 70% Achieved: 68%	Likely to be met
Higher Education (specific targets not set, so trends noted)		
6.1 Enrolment	2012: 41,246 2015: 49, 678 2017: 56, 047 2019: 66,428 2020: 66, 656 2021: 68932	Difficult to provide assessment due to lack of targets
6.2 Completion rates	2012: 72.3% 2015: 50% 2017/18: 74% 2019/20:58% 2020/2021: 68%	Difficult to provide assessment due to lack of targets

Strategy	Progress	Vision 2030 Target met, likely or unlikely to be met?
6.3 Bridging Programmes to enable improved performance in higher education	Pre-entry programme was established in 2008 and operated through the Namibian College of Open Learning All universities have implemented bridging programmes	Met
6.4 Establish National Commission for Research, Science and Technology (NCRST)	Established in 2004 Since 2017 budget cuts have significantly cut back on investments in research and development	Met
6.5 Increase Science, Technology, Engineering and Mathematics enrolment	2012: 4,994 2014: 10,761 2015: 10, 991 2016: 11,757 2017: 2,027 2019: 2,362 2020: 14, 493	Difficult to provide assessment due to lack of targets
6.6 Establishment of centres of excellence in the fields of mathematics, science and languages	UNAM School of Medicine UNAM Veterinary Clinic Jose Eduardo Engineering Campus NUST Faculty of Engineering	Met
6.7 Establishment of Centres of excellence in applied research	Sam Nujoma Marine and Coastal Resources Research Centre (SANUMARC)	Difficult to provide assessment due to lack of targets

11.5 Conclusion

The thematic area review has shown broad-based progress on human resource and institutional capacity development, with gains found in ECD, basic education enrolment, and quality of education provision, whilst higher education and TVET also showed significant expansion. However, the prevalence of constraints around inclusivity, the quality of education and support infrastructure remains a concern.

While many of those from impoverished communities, rural areas, and the marginalised have access to early childhood education, basic education (primary and secondary education), vocational education and training and high education, mainstreaming children with special needs remains a challenge as many have not been reached. In the quest to retain learners in school and address inequalities, especially regarding children coming from food-insecure homes, the School Feeding Programme is implemented from ECD to primary and secondary schools. However, the nutritional value of the foods provided to learners is inadequate. As such, a home-grown food programme is being rolled out to schools to produce their food, especially vegetables that complement the food supplies to enrich nutrition.

There has been a significant increase in female student enrolment at all levels of education, except for vocational education and training. Furthermore, progress has been made in providing physical infrastructure, educational resources and sanitary conditions at the primary and secondary school levels. Still, much room remains for improvement to ensure that Namibian children receive education in safe, healthy and secure learning environments.

Progress has also been made in improving the qualifications of teachers and lecturers. However, improvements are needed to strengthen the teaching skills of teachers and lecturers at all levels of the education sector. Improvement in teachers' pedagogical and teaching skills is one of the key factors required to improve learners' acquisition of transferable skills that are critical in post- basic education and the world of work.

There is a slight improvement in the qualifications of instructors and caregivers in ECD. Many caregivers have low qualifications compared to the qualifications of school teachers. Low qualifications and skills of instructors compromise the quality of vocational education and training that is critical for the country's economic development.

While notable progress has been made in providing physical resources at institutions of higher learning and vocational education and training institutions, there is still a need for adequate information and technology facilities to improve the quality of online teaching and learning.

There is a poor collaboration between industry and institutions of higher learning which led to skills mismatch and undersupply of highly skilled graduates in critical areas such as agriculture, mining, quarrying, green technology, retail, eco/nature-based tourism and eco-system management and renewable energy, manufacturing and raw material processing. These areas are critical for economic development.

There has been improvement in curricula and programme development in higher education, vocational education and training, and basic education. However, the production of highly qualified human capital to teach effectively remains limited. STEM programmes are included in the curricula. However, the enrolment and graduation rates in those fields, especially in higher education, remain low. Entrepreneurship education is integrated into basic and high education but is not included in vocational education and training programmes. However, the teaching of entrepreneurship is too theoretical to enable students to acquire skills to be innovative and creative. As a result, many graduates from vocational education and training and higher education remain unemployed with no source of income.

Under NDP2, the Government promoted efficiency in the public sector, which would require changes to the management structure and pricing policies of existing parastatals, which were heavily dependent on funds from the central Government. Therefore, improved public sector efficiency would require parastatals to become increasingly self-financing or commercialised and more open to competition from the private sector or be privatised altogether. Under NDP2, public sector reform policies that aimed to enhance efficiency and performance-based remuneration were pursued.

Efforts to improve government performance were implemented, including occupational classifications in the public service; improvement of placement of civil servants; modifying procedures for recruitment; the reintroduction of performance appraisal; institutional performance; and implementing appropriate staff development programmes for professionals, including the initiation of the establishment of the Namibia Institute of Public Administration and Management (NIPAM). However, the Government has not yet succeeded in rationalising the Public Service and reducing the size of the public sector. In addition, under NDP2, the Public Service Management System and the Performance Management System were introduced. The Cabinet developed and endorsed the first Decentralisation Implementation Plan (DIP) in 2001, updated in 2004. The task force report on legislation harmonisation focusing on the necessary amendments to the Regional Councils Act and the Local Authorities Act to accommodate decentralisation was finalised in 2005.

11.6 Recommendations

Based on the analysis of the achievements of the Vision 2030 strategies and targets, the main recommendations from the review include the following:

• Develop a clear monitoring strategy (Database) that captures the progress in terms of enrollment (including children with special needs as well as those from marginalised communities), provision of materials, food, maintenance and improvement in physical facilities, sanitary conditions as well as safety and security of learners and personnel.

• Strengthen delivery methods of social programmes aimed at encouraging learning and address psycho-social factors that may lead to teenage pregnancy, failures, and dropouts.

• Develop a systematic continuous professional development of teachers focusing on teaching for understanding, teaching transferable skills, designing assessment tasks, communication skills, identifying and supporting learners with special needs, digital literacy skills, and contextualising the curriculum to fit the diverse Namibian contexts.

• Provide responsive budgetary provisions needed for maintenance and construction of required infrastructure.

• To increase access and equity in TVET programmes.

• To enhance quality and relevance of TVET programmes.

Section 12.

Summary Performance of Thematic Areas

12. Summary Performance of Thematic Areas.

Progress on Vision 2030 showed mixed results, with some areas achieving targets and some below target lines. In considering progress and lack thereof, there are three key conclusions: 1) where targets are not being met, significant progress has still been made; 2) related to the first point, where many targets are not likely to be reached, as often as not it is because the target was too optimistic; and 3) where progress has been made, it includes difficult-to-reach targets, reflecting important accomplishments based on sound policy and programming. Further, the lack of clearly formulated indicators for Vision 2030 challenged tracking progress on programs.

Policy objectives are rarely met when the regulatory and legal environment remains weak. When combined with marshalling resources and building partnerships to deliver improved social services, economic advancement, and infrastructure, the findings reflect substantial progress.

Despite gains, Namibia remains vulnerable to international trends (Economic factors, External Environment, Emerging diseases). During the review period, most socio-economic activities experienced negative effects of COVID-19, albeit to different degrees.

The findings across most of the eight thematic reports point to substantial policy innovation, strong policy implementation, and building a regulatory and legal environment conducive to policy success.

Individual thematic reports progressed as follows:

- **Macroeconomic Environment:** Namibia managed to maintain low inflation averaging 5.3% during the period of review, which is important for achieving the price stability objective. Vision 2030 target of 4.5% appears within reach. In some areas, the targets are likely not met, such as the worrisome outcome of GDP and GDP per capita growth, high unemployment rate, stagnant structural transformation, and investment growth falling short of expectations. The Vision 2030 target of 10.2% annually appears less likely to be achieved., rising trade deficit to GDP ratio, widening budget deficit, and high-income disparities. The Vision 2030 target of a Gini coefficient of 0.3 will certainly not be achieved.

- **Natural Resources and Environment:** Findings regarding progress towards targets show mixed results. Some areas are achieved, and some are likely to be achieved in the remaining years of Vision 2030. The Government has made strides in addressing food security through various initiatives (such as establishing green schemes) and strengthened legal frameworks of the fishing sector. The Tourism sector immensely contributed towards employment creation and promoting the livelihoods of communities through the CBRNM programme. However, the survival and efficient management of this sector is threatened by the re-curing wildlife poaching incidences despite the various interventions that have been deployed.

• **Peace and Political Stability:** There has been a relative success in the achievement of the objectives and targets of Vision 2030 in the Peace and Political Stability thematic area, confirming Namibia's favourable ranking as one of the top performers on the continent in terms of having peace and political stability, a prerequisite for sustainable economic growth.

• **External Environment:** Notwithstanding the successes that Namibia continues to enjoy in the external environment, issues of institutional reforms at regional and international levels and high continental and global political instability with armed wars in most regions of Africa remain a challenge.

• **Population, Health and Development:** Findings in terms of progress towards targets show mixed results. Good progress was recorded in education and development, healthy living and promotion of a healthy human environment, and a decline in Infant and maternal mortality trends. There are generally good policies and programmes towards achieving targets under the thematic area. This includes, for example, the adoption of good practice international protocols around chemical pollutants and tobacco control, the adoption of World Health Organisation protocols in health service provision and public health protocols, etc.

• **Inequality and Social Welfare:** Overall, progress against Vision 2030 objectives to date suggests that many will be reached by 2030. Even in areas where progress has been constrained, social protection measures have been put in place that help mitigate against worst outcomes. Critical challenges are associated with constrained economic opportunities arising from structural problems in the economy. Significant progress is recorded in providing healthcare services, education, gender equality, water and sanitation, social protection, malnutrition, and stunting.

• **Knowledge, Information and Technology:** The country will likely not achieve the set targets for KIT within the remaining period of Vision 2030. Regarding ICT development, Namibia has made strides in infrastructure and technology development, ICT Education, Training and Research, and Policy and Regulatory environment. However, the achievement is not satisfactory as there remain challenges of inadequate funding, outdated and absence of critical ICT policies and legislation, inadequate ICT infrastructure, cybersecurity and e- commerce payment gateways and the high cost of the internet. Therefore, targeted efforts should be directed towards human capital development, research, and ICT infrastructure development.

• **Human Resources Development and Institutional Capacity Building:** The thematic area review has shown broad-based progress on human resource and institutional capacity development, with gains found in ECD and basic education enrolment and quality of education provision, whilst higher education and TVET also showed significant expansion. However, the prevalence of constraints around inclusivity, the quality of education and support infrastructure remains a concern.

Section 13.

Overall Conclusions and Recommendations

13. Overall Conclusions and Recommendations.

13.1 Introduction

This section concludes the thematic areas and offers overall recommendations. Specific recommendations made by each thematic area are included in each thematic section and are not repeated here.

13.2 Conclusions

In considering the overall findings, conclusions and recommendations contained in the eight thematic reports and in reviewing the consolidated presentation included in this integrated Review Report, a number of overall conclusions emerge.

13.2.1. Vision objective unlikely to be met

Looking at the progress of Thematic Areas discussed in the previous section, , the Vision objective of "A prosperous and Industrialised Namibia developed by her human resources, enjoying peace, harmony and political stability" is unlikely to be achieved.

13.2.2. Visioning is a Worthwhile Exercise

The first overall lesson learned is that the visioning exercise that took place almost twenty years ago proved to be valuable. This holds despite recognition of the shortfalls in systematically assessing progress against the Vision 2030 document, some disconnects between Vision 2030 and the national development plans, and inadequate attention to public engagement and the inputs of rights-holders throughout the Vision process.

The visioning process helped bring together a wide range of duty-bearers to vet a series of ideas about what direction Namibia, just a decade after independence, could go to reinforce gains and overcome persistent challenges. This helped reinforce a commitment to good ideas that supported solid policy development and implementation, informed programming, and systematic approaches to problem-solving. In reviewing the national development plans, the thematic consultants found some cases where the linkages were clear, others where the plans elaborated ideas also noted in Vision 2030, and others that extended beyond Vision 2030.

The visioning process also gave due attention to patterns of disadvantage, the nature of these disadvantages, and how these can be systematically challenged. Particular progress is noted regarding gender, economically deprived areas, historically excluded populations, and patterns of exclusion (e.g., disability).

Having noted these patterns of progress, the process could have been strengthened by a specific tracking of progress against Vision 2030 objectives, through linking assessments of the development plans with Vision 2030 objectives, and through a process of direct assessments of Vision 2030 focused on process measures (that is, measuring the extent to which various developmental processes including consideration of Vision 2030).

It could also have been strengthened by considering how channels to involve rights-holders in development could be used to draw linkages with Vision 2030 to further inform vision implementation. And, importantly, these review processes could have been used to reset Vision 2030 targets and objectives linked to what has been learned over the years.

13.2.3. Realistic Visioning

The process of visioning in the early 2000s was based on a starting point that declared that Namibia would "improve the quality of life of the people of Namibia to the level of their counterparts in the developed world by 2030" (National Planning Commission, 2004: 9). While in some respects measures that would support this were realistic (e.g., quality of physical infrastructure, levels of primary school enrolment), in many cases, it led to expectations beyond what could be delivered. Over time in some cases, this 'translated' into objectives associated with regional norms, including from the Southern African Development Committee, that would sound relevant for Namibia. But for others, it left unobtainable objectives that could not be met due to the framework conditions Namibia faced. Unemployment was chief among these, but this also affected objectives around reductions in income inequality, objectives associated with sustainable development, livelihoods, lifespans and others that were unrealistic from the beginning.

One result of this, reflected in this regard, is Namibia's 'failure' to achieve objectives that it was never likely to achieve, overshadowing the progress made. By starting with more realistic targets, Namibia could have shown how it progressed towards these targets consistently without explaining why it didn't accomplish what it could not have achieved.

One possibility is that, following the issuance of this Review Report, Government reviews the targets and resets those that were unrealistic. The overall objectives could be reframed as aims or goals, and intermediate targets could be established against these.

13.2.4. Informed Policy, With Commitment to Implementation, Works

The findings across most of the eight thematic reports point to substantial policy innovation, strong policy implementation, and building a regulatory and legal environment conducive to policy success. Equally importantly, the findings also point out that policy objectives are rarely met where the regulatory and legal environment remains weak.

When combined with marshaling resources and building partnerships to deliver improved social services, economic advancement, and infrastructure, the findings reflect substantial progress. Further, Namibia has shown that important progress can be made against gender and vulnerability challenges across policies, programmes, and delivery.

13.2.5. Despite Gains, Namibia Remains Vulnerable to International Trends

Poor producer prices, a narrow economic base that is difficult to broaden, and the impacts of climate change (most notably increasingly erratic rainfall patterns), as well as humanitarian crises (most notably COVID-19), mean that Namibia will continue to be affected by forces that are largely outside its control. Several strategies have been implemented to reduce the impacts of these externalities, but they remain powerful.

Where these factors undermine development, they also challenge national norms that further weaken development efforts, notably corruption problems and narrow decision-making that does not reflect the opinions of experts, duty-bearers and rights-holders. In these situations, Namibia's strong democratic norms, free press, and active civil society organisations can act as important counterweights. This is consistent with Vision 2030's objective of engaging civil society.

13.3 Overall Recommendations

Each thematic area has its recommendations, which are included in the thematic sections. Here the overall core recommendations are discussed.

13.3.1. Update and Clarify Vision Targets and Set For 2030 And Beyond

The review provided insights into progress towards targets and also offered a range of innovative additional targets where none existed in Vision 2030. These were then measured and reported on as data were available and informed judgements were made on progress towards the targets and the likelihood that these targets could be achieved by 2030. The result is four approaches to reviewing and agreeing on targets that would be agreed for the remainder of the planning period between now and 2030 and thereafter:

1. Resetting targets already reached if further gains are possible.

2. Retaining targets where they are rated as attainable between now and 2030 and where the target is felt to yield a valuable outcome. This could include adding targets based on the inputs of the thematic consultants.

3. Revisiting targets that are unobtainable by 2030 and to consider in the next visioning period and therefore used as future targets.

4. Developing 'interim' targets where some progress can be achieved even in areas where the country only exercises some control over the determinants (e.g., economic diversification, unemployment strategies) and recognising that factors outside policymakers' control may undermine attaining these targets.

This would need to be placed in the context of revisiting overall goals and considering targets against these goals.

13.3.2. Strengthen The Linkages Between Vision 2030 And National Development Planning

While there is some evidence that Vision 2030 informed national development planning, the extent to which this is due to systematic attempts to do so and accountability for meeting the objectives of Vision 2030 is less clear. Yet the findings from the thematic assessments highlight the importance of Vision 2030 objectives in terms of Namibia's future.

13.3.3. Publicise the Results of the Review and Use it to Strengthen Consultations on the Way Forward

While it is recognised that funds are constrained, especially at this point, Government's commitment to systematically engaging with both duty-bearers and rights-holders can substantially strengthen the direction of programming associated with Vision 2030 implementation and how these are 'translated' into the national development plans.

It is recommended that a communications strategy that pays due attention to informing and listening to duty-bearers and rights-holders, initially organised around the results of this review and after that retooled for broader development objectives, be formulated.

13.3.4. Learning And Knowledge Management

Learning and systematic codification and reporting on learning are valuable contributions to effective policy and programme implementation. When done within the context of strong knowledge management systems, this can serve as a principal means of achieving better value for money in investment in development. Tracking progress against Vision 2030 offers important opportunities to systematically learn from implementation and improve policy and programme development and delivery.

Section 14.

Annexures

ANNEX A- Acronyms.

Acronym	Meaning
4G/LTE	Fourth Generation Long-term Evolution
4IR	Fourth Industrial Revolution
AA	Affirmative Action
AALS	Affirmative Action Loan Scheme
ACC	Anti-Corruption Commission
ACHPR	African Commission on Human and Peoples Rights
AfCFTA	African Continental Free Trade Area
AFCONE	Africa Commission on Nuclear Energy
AFCTA	African Continental Free Trade Area
AfDB	African Development Bank
AFHS	Adolescent Friendly Health Services
AGOA	African Growth and Opportunity Act
AI	Artificial Intelligence
AIDS	Acquired Immuno-Deficiency Syndrome
ANC	Antenatal Care
ART	Anti-Retroviral Treatment
ARV	Antiretroviral
AU	African Union
BFS	Business Financial Solutions
BIPA	Business and Intellectual Property Authority
BNC	Bi – National Commission
BoN	Bank of Namibia
BTP	Build Together Programme
CACOC	Constituency AIDS Coordinating Committee
CBET	Competence Based Education and Training
CBMRWS	Community Based Management of Rural Water Supply
CBNRM	Community Based Natural Resource Management
CBS	Central Bureau of Statistics
CCA	Common Country Assessment
CDC	Constituency Development Committee
CLDC	Community Learning Development Centres

Acronym	Meaning
CLO	Community Liaison Officer
CMA	Common Monetary Area
COMESA	Common Market for Eastern and Southern Africa
COSDEC	Community Skills Development Centre
COTA	College of the Arts
COVAX	COVID-19 Vaccines Global Access
COVID-19	Corona Virus Disease of 2019
CPD	Continuous Professional Development
CRAN	Communication Regulatory Authority of Namibia
CRO	Chief Regional Officer
CSEC	Commercial Sexual Exploitation of Children
CSO	Civil Society Organisation
DBN	Development Bank of Namibia
DDS	Design and Development Services cc
DIP	Decentralisation Implementation Plan
DRC	Democratic Republic of Congo
DRM	Disaster Risk Management
EAN	Economic Association of Namibia
ECB	Electricity Control Board
ECD	Early Childhood Development
ECN	Electoral Commission of Namibia
EDF	European Development Fund
EEC	Employment Equity Commission
EFTA	European Free Trade Association
EMIS	Education Management Information System
EPA	Economic Partnership Agreement
EPZ	Export Processing Zone
ErDF	Erongo Development Fund
ETSIP	Education and Training Sector Improvement Programme
EU	European Union
EWS	Early Warning System
FBO	Faith Based Organisation
FDI	Foreign Direct Investment
FENSI	Friends of Education in Namibia Special Initiative

Acronym	Meaning
FES	Friedrich Ebert Sifting
FGD	Focus Group Discussion
FLEC	Front for the Liberation for the Enclave of Cabinda's
FMD	Food and Mouth Disease
FOCAC	China-Africa Cooperation
FTA	Free Trade Area
G77	Group of 77
GBV	Gender-Based Violence
GDI	Gender Development Index
GDP	Gross Domestic Product
GEAR	Growth, Employment and Redistribution
GII	Gender Inequality Index
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH
GPI	Global Peace Index
GRN	Government of the Republic of Namibia
HDI	Human Development Index
HE	Higher Education
HIV	Human Immunodeficiency Virus
HIV/AIDS	Human Immuno-Deficiency Virus/Acquired Immuno-Deficiency Syndrome
HPP	Harambee Prosperity Plan
HPP I	Harambee Prosperity Plan 1
HPP II	Harambee Prosperity Plan 2
ICT	Information Communication Technology
IECD	Integrated Early Childhood Development
IFC	International Finance Corporation
IFM	Integrated Financial Management
IGCSE	International General Certificate of Secondary Education
IIAG	Ibrahim Index of African Governance
ILO	International Labor Organization
IMF	International Monetary Fund
IMLI	International Maritime Law Institute
IMO	International Maritime Organisation
IMS	Information Management System
IOM	International Organization for Migration

Acronym	Meaning
IP	Intellectual Property
IPP	Independent Power Producer
IPPR	Institute for Public Policy Research
IPU	Inter – Parliamentary Union
IRDNC	Integrated Rural Development and Nature Conservation
ISC	Industry Skills Committee
IT	Information Technology
ITCZ	Inter-Tropical Convergence Zone
ITU	International Telecommunication Union
IUM	The International University of Management
IUMP	Industrialisation Upgrading and Modernisation Program
KII	Key Informant Interview
KPAs	Key Performance Areas
LFPR	Labour Force Participation Rate
LFS	Labour Force Survey
LGBT	Lesbian Gay Bisexual and Transgender
LPM	Landless Peoples Movement
M&E	Monitoring and Evaluation
MCA	Millennium Challenge Account
MCC	Millennium Challenge Corporation
MDG	Millennium Development Goal
MEC	Macroeconomic Convergence
MIC	Middle Income Country
MICT	Ministry of Information and Communication Technology
MINURCAT	United Nations Mission in the Central African Republic
MISA	Media Institute of Southern Africa
MoAWF	Ministry of Agriculture, Water and Forestry
MoEAC	Ministry of Education, Arts and Culture
MoET	Ministry of Environment and Tourism
MoF	Ministry of Finance
MoFMR	Ministry of Fisheries and Marine Resources
MoGECF	Ministry of Gender Equality and Child Welfare
MoHSS	Ministry of Health and Social Services
MoHETI	Ministry of Higher Education, Training and Innovation

Acronym	Meaning
MoHA	Ministry of Home Affairs
MoITSD	Ministry of Industrialisation, Trade and SME Development
MoIRC	Ministry of International Relations and Cooperation
MoICT	Ministry of Information and Community Technology
MoJ	Ministry of Justice
MoLIREC	Ministry of Labour, Industrial Relations and Employment Creation
MoLR	Ministry of Land Reform
MoME	Ministry of Mines and Energy
MoPESW	Ministry of Poverty Eradication and Social Welfare
MoPE	Ministry of Public Enterprises
MoSS	Ministry of Safety and Security
MoSYNS	Ministry of Sport, Youth and National Service
MoWT	Ministry of Works and Transport
MoURD	Ministry of Urban and Rural Development
MNC	Multi–National Corporation
MNCH	Maternal and New-born Child Health
MNUA	United Nations Observers' Mission in Angola
MoU	Memorandum of Understanding
MPCC	Multi-Purpose Community Centres
MPLA	Popular Movement for the Liberation of Angola
MSMEs	Micro, Small and Medium Enterprises
MTC	Mobile Telecommunication Limited
MTEF	Medium Term Expenditure Framework
MTR	Mid-term Review
MVA	Motor Vehicle Accident Fund
MW	Megawatt
NAC	Namibian Airport Company
NACD	Namibia Association of Children with Disabilities
NAD	Namibia Dollar
NAFIN	Namibian Alliance for Improved Nutrition
NAMCOL	Namibia College of Open Learning
NAMCOR	National Petroleum Corporation of Namibia
NAMFI	Namibia Maritime and Fisheries Institute
NAMFISA	Namibia Financial Institutions Supervisory Authority

Acronym	Meaning
NAMPOL	Namibian Police
NamPort	Namibia Port Authority
NAPPA	Namibia Planned Parenthood Association
NASFAF	Namibia Assistance Students Financial Fund
NBC	Namibian Broadcasting Corporation
NCA	Northern Communal Areas
NCD	Non-Communicable Disease
NCHE	National Council on Higher Education
NCRST	National Commission for Research, Science and Technology
NDCs	National Determined Contributions
NDF	Namibia Defence Force
NDHS	Namibia Demographic and Health Survey
NDP	National Development Plan
NDP2	National Development Plan 2
NDP3	National Development Plan 3
NDP5	National Development Plan 5
NDRMC	National Disaster Risk Management Committee
NDRMS	National Disaster Risk Management System
NDT	Namibia Development Trust
NEAB	Namibia Estate Agents Board
NEEEF	Namibia Equitable Economic Empowerment Framework
NEPAD	New Partnership for Africa's Development
NEPRU	Namibian Economic Policy Research Unit
NFVI	Namibian Federation of the Visually Impaired
NGO	Non-Governmental Organisation
NHDR	Namibia Human Development Report
NHIES	Namibia Housing and Income Survey
NHIES	Namibia Household Income and Expenditure Survey
NIDS	Namibia Inter-censal Demographic Survey
NIED	National Institute for Educational Development
NIPA	Namibia Investment Promotion Act No. 9
NIPAM	Namibia Institute for Public Administration
NIPDB	Namibia Investment Promotion and Development Board
NLFS	Namibia Labour Force Survey

Acronym	Meaning
NLP	National Land Policy
NNAD	Namibian National Association for Deaf
NNASA	Namibia National AIDS Spending Assessment
NODSOM	Namibia Occupational Demand and Supply Outlook Model
NOSAS	Namibia Occupational Skills Audit Survey
NPC	National Planning Commission
NQA	Namibia Qualification Authority
NQF	National Qualifications Framework
NSA	Namibia Statistics Agency
NSFAF	Namibia Students Financial Assistance Fund
NSSC	Namibian Secondary School Curriculum
NTA	Namibia Training Authority
NYC	National Youth Council
NYS	National Youth Service
OAU	Organization of African Union
ODA	Official Development Assistance
OMA	Offices, Ministries and Agencies
OPM	Office of the Prime Minister
OVC	Orphans and Vulnerable Children
PAM	Personnel Administration Measures
PAP	Pan-African Parliament
PC	Personal Computer
PePE	Personal Protective Equipment
PEPFAR	U.S. President'sEmergency Plan for AIDS Relief
PETE	Pre-entry to Tertiary Education Programme
PFM	Public Financial Management
PJTC	Permanent Joint Technical Commission
PLHIV	People Living with HIV
PMTCT	Prevention of Mother-to-Child Transmission of HIV
PoA	Programme of Action
PoE	Panel of the Elders
PoN	Polytechnic of Namibia
PPE	Pre-Primary Education
PPP	Public-Private-Partnership

Acronym	Meaning
R&D	Research and Development
RA	Roads Authority
RACOCS	Regional AIDS Coordinating Committee
RBM	Results Based Management
RC	Regional Council
REWS	Regional Early Warning systems
RISDP	Regional Indicative Strategic Development Plan
RPL	Recognition of Prior Learning
SA	South Africa
SACU	Southern Africa Customs Union
SADC	Southern African Development Community
SDGs	Sustainable Development Goals
SIAPAC	Social Impact Assessment and Policy Analysis Corporation
SME	Small Medium Enterprise
SOE	State Owned Enterprise
SRH	Sexual and Reproductive Health
SSC	Social Security Commission
STEM	Science, Technology, Engineering and Mathematics
STI	Sexual Transmitted Infection
SWAPO	South West Africa People's Organisation
SWOT	Strengths Weaknesses Opportunities and Threats
TB	Tuberculosis
ToR	Terms of Reference
TRC	Teacher Resource Centres
TVET	Technical Vocational Education and Training
UMIC	Upper Middle Income Country
UN	United Nations
UNAM	University of Namibia
UNFPA	United Nations Population Fund
UNGA	United Nations General Assembly
UNPAF	United Nations Partnership Framework
VCT	Voluntary Counselling and Testing
VET	Vocational Education and Training
VTC	Vocational Training Centre

Acronym	Meaning
WACS	West Africa Cables System
WAN	Wide Area Network
WASH	Water, Sanitation and Hygiene
WFP	World Food Programme
WHO	World Health Organisation
ZAMCOM	Zambezi Basin Commission

*For Namibian ministries, current names are used as of January 2022. List from https://namibiahub.com/list-of-ministries-in-namibia/

ANNEX B - List of References.

References
AAU (Association of African Universities) (2006). A Toolkit for Mainstreaming Gender in Higher Education in Africa, Association of African Universities and the Association for the Development of Education in Africa, Accra.
Abd Mutalib Hasanah, A., Fadzly, N. and R. Foo (2013). Striking a balance between tradition and conservation: General perceptions and awareness level of local citizens regarding turtle conservation efforts based on age factors and gender. Ocean & Coastal Management, 78, 56-63.
Acharya, D.R., J. Bell, P. Simkhada, E. van Teijlingen, and P. Regmi (2010). Women's autonomy in household decision -making: a demographic study in Nepal. Reproductive Health, 7(15):15.
Adanu E. K., Jones S. Odero K. (2020) 'Identification of factors associated with road crashes among functionally classified transport modes in Namibia'. Scientific Africa, Vol 7. https://www.sciencedirect.com/science/article/pii/S2468227620300508 accessed October 27, 2021
ADB (2018). Energy technology innovation in South Asia: Implications for gender equality and social inclusion, Asian Development Bank South Asia Working Paper Series, https://www.adb.org/sites/default/files/publication/463296/swp -061-energy-technology-innovation-south-asia.pdf
AfDB (2016). "Feed Africa: Strategy For Agricultural Transformation in Africa 2016–2025", African Development Bank Group, Abidjan, Côte d'Ivoire.
AfDB (2017). Agricultural Mechanisation and Seed Improvement Project (NAMSIP). Retrieved from https:// projectsportal.afdb.org/dataportal/VProject/show/P-NA-AA0-005.
AfDB (2018). The Africa Development Infrastructure Index 2018. Retrieved from https:// www.icafrica.org/en/knowledge -hub/ article/the-africa-infrastructure-development-index-aidi-2018-358/.
AfDB (2019). Africa Regional Integration Index Report 2019. Retrieved from https://repository.uneca.org/handle/10855/43774.
AfDB (2021). NAMSIP Implementation Progress and Results Report (IPR). Retrieved from https://www.afdb.org/en/documents/ namibia-namibia-agricultural-mechanisation-and-seed-improvement-project-namsip-ipr-december-2020.
African Commission on Human and Peoples Rights (ACHPR) (2016). Concluding Observations and Recommendations of 58TH Ordinary Session on Sixth Periodic Report of the Republic of Namibia on the Implementation of the African Charter on Human and Peoples Rights – 2011 – 2013. April 6 – 20, Banjul, Islamic Republic of the Gambia
African Committee of Experts on the Right and Welfare of the Child (ACERWC) (2015). Concluding Observations and Recommendations on the Republic of Namibia Report on the Status of the Implementation of the African Charter on the Rights and Welfare of the Child. Addis Ababa, Ethiopia
African Development Bank (2014). Namibia Country Strategy Paper 2014 -18 African Union. Declaration of the African Union Commission Consultative Conference of Women Stakeholders on Pan Africanism, Renaissance and Agenda 2063 Final draft Version 1.0
African Development Bank (2021). AFDB Socio Economic Database, 1960-2019. COMESA. https://comstat.comesa.int/wiqcbkg/ afdb-socio-economic-database-1960-2019
African Development Bank (2021). Africa Economic Outlook 2021. Namibia Economic Outlook: Recent macroeconomic and financial developments. https:// www.afdb.org/en/countries/southern -africa/namibia/namibia -economic-outlook
African Energy Commission (2019). Africa Energy Database. https://afrec-energy.org/Docs/En/PDF/2018/ statistics_2018_afrec.pdf
African Health Observatory (2015). Comprehensive Analytical Profile: Namibia 2014. http://www.aho.afro.who.int/ profiles_information/index.php/Namibia:Index.
Afrobarometer (2020). Free Vis False: Namibia's changing media landscape presents tough choices for citizens, Afrobarometer Dispatch No. 342.
Aghion, P. & P. Howitt (2008). The Economics of Growth. MIT press.
Alexander W.J.R. (1999). Science, history and the Kasikili Island dispute. South African Journal of Science 95, pp. 321 – 324 Chatukuta M. (2020). Road traffic injuries in Namibia. A mixed methods study to analyse the trends in mortality and morbidity due to road crashes, and to investigate the long-term effects of road injuries. Thesis submitted for the degree of Doctor of Philosophy in Epidemiology and Public Health. University College London. https://www.washingtongroup -disability.com/ fileadmin/uploads/wg/Documents/MitchelChatukutaPhDFinal31December2019.pdf accessed on October 27, 2021

References

Alternburg, T. (2009). Building inclusive innovation systems in developing countries, Challenges for IS research in: Lundvall B., Joseph, K., and Chaminade, C., Vang, J (Eds) Handbook of Innovation and Developing Countries : Building Domestic Capabilities in a Global setting. Edward Elgar, Cheltenham, UK, pp. 33-56.

Amesho, T. T. & Edoun, I. E. (2019). Financing Renewable Energy in Namibia - A Fundamental Key Challenge to the Sustainable Development Goal 7: Ensuring Access to Affordable, Reliable, Sustainable and Modern Energy for All, International Journal of Energy Economics and Policy, 2019, 9(5), 442 -450.

Aneni E, De Beer IH, Hanson L, Rijnen B, Brenan AT, Feeley FG. Mobile primary healthcare services and health outcomes of children in rural Namibia. Rural and remote health. 2013;13(3): 2380.

Appa Rao, S., E. Monyo, L. House, M. Mengesha and I. Negumbo (1991). Germplasm collection mission to Namibia. Genetic resources Unite, International Crops Research Institute for the Semi-Arid Tropics, Patancheru, India; SADCC/ICRISAT Sorghum and Millet Improvement Program, Bulawayo, Zimbabwe. Genetic Resources Progress Report 67.

Arnold, K., M. Grossmann, J. Mwatotele, C. Stork & P. Tobias (2005). SME Development and Impact Assessment 2004. Windhoek: IPPR and NEPRU.

Arowolo, O. (2000). Namibia's Population Policy. In B. Fuller & I. Prommer (Eds.), Population-Development-Environment in Namibia, International Institute for Applied Systems Analysis, Laxenburg, Austria (p231-252).

Arvis, J. and B. Shepherd (2011). The Air Connectivity Index: Measuring Integration in the Global Air Transport Network. Worl d Bank Policy Research Working Paper, (5722).

Asheim, B., R. Boschma, P. Cooke (2011). Constructing Regional advantage: Platform policies based on related variety and differentiated knowledge bases, Regional Studies 45, 893 – 904.

Ashton, D. (2006). Culture, women's rights and HIV&AIDS in Namibia, SAfAIDS, Windhoek.

AU Commission (2015). Agenda 2063 The Africa We Want: First Ten-Year Implementation Plan, 2014 – 2023. https://www.un.org/en/africa/osaa/pdf/au/agenda2063-first10yearimplementation.pdf

Aurecon (2011). Revised Regional Master Plans for the COOKE Regions, Roads Authority, Windhoek.

Bank of Namibia (2006). 8th Annual Symposium Publication. BoN, Windhoek.

Bank of Namibia (2010). 12th Annual Symposium Publication: SME development in Namibia. Retrieved from https://www.bon.com.na/Annual -Symposium/Annual -Symposium.aspx. BoN, Windhoek.

Bank of Namibia (2016). Annual Report 2016. BoN, Windhoek.

Bank of Namibia (2018). Creating Employment through Technical and Vocational Education and Training. Bank of Namibia Annual Symposium. Available: https:// www.bon.com.na

Bank of Namibia (2020). Overview of the African Continental Free Trade Area (AfCFTA) Agreement. BoN, Windhoek.

Bank of Namibia and NAMFISA (2021). Namibia Financial Stability Report April 2021. Retrieved from https://www.bon.com.na/Publications/Financial-Stability-Reports.aspx.

Bank of Namibia. (2018). Creating employment through Technical and Vocational Training and Education. Annual Symposium 2018. Paper #01: Overview of the current vocational training in Namibia (prepared by: Richwell Lukonga, Bernie Zaaruka and Charlotte Tjeriko. BoN, Windhoek.

Bartelsman, E., J. Haltiwanger, & S. Scarpetta (2010). Cross-country and Within-country Differences in the Business Climate. International Journal of Industrial Organization, 28(4), 368 -371.

Bell R, Ithindi T, Low A. Improving equity in the provision of primary health care: lessons from decentralized planning and management in Namibia. Bull World Health Organ. 2002;80(8):675-81

Ben Yahmed, S., & S. Dougherty (2017). Domestic Regulation, Import Penetration and Firm -level Productivity Growth. The Journal of International Trade & Economic Development, 26(4), 385-409.

Bhalla, G. G. (2000). Evaluation of Infrastructural Interventions for Rural Poverty Alleviation. UNESCAP, Bangkok.

Black, A. H., L. Edwards, F. Ismail, B. Makundi & M. Morris (2019). Spreading the Gains? Prospects and Policies for the Development of Regional Value Chains in Southern Africa (No. 2019/48). WIDER Working Paper.

Responsibilities of the consultants

Lead Consultant Responsibilities of the Lead Consultant are as follows:
The Consultant shall perform the services for which it was contracted in full, in due time and in accordance with acknowledged quality standards in accordance with the Terms of Reference
Overall responsibility for coordination, compilation, consolidation, and timely submission of all deliverables to the Review Governing Structures
Critically review the thematic reports and strengthen the content
Assess the extent to which the alignment, relevance and extent to which the provided progress is specific relative to the eight objectives of Vision 2030 based on the thematic reviews, other documentation, and engagement with the Client
Endeavour to support the timely submission of all deliverables from Thematic Consultants, with NPC serving as the contractor for each of these thematic consultants and managing the contractor matters in terms of performance
Assess the extent to which the reports give a total of all efforts (current and previous) in achieving vision objectives in each thematic area
Assess the extent to which the immediate or short-term recommendations that emerge across the eight thematic investigations and for Vision 2030 overall are appropriate considering the achievement of the long-term Vision 2030 objectives
Assess the strategic nature of recommendations. Assess the extent to which recommendations are substantive and able to redirect focus to the desired strategic direction and have substantive capability to catalyse the desired change
Prepare the Consolidated Vision 2030 Review Report. In so doing, examine and strengthen the evidence base of the Vision 2030 Review Report to ensure that it is sound, solid, comprehensive, and incontrovertible
Approve the input of the Thematic Consultants and recommend the payment request thereof. If one or more Thematic Consultants do not meet the requisite quality or content standards, or otherwise do not perform to expectations, this will be brought to the attention of the NPC in as timely a manner as possible, and recommendations made about the NPC re-contracting or other solutions towards completion of the thematic tasks
Be available for presentation to other stakeholders when requested by the Review Governing Structure, whether online or directly
Execute the project with due diligence and efficiency and in accordance with sound administrative and technical practices under the supervision of Governance structure.
Promptly inform NPC of any conditions which interfere with or threaten to interfere with the progress of the Project, or accomplishment of the purpose of the Contract or performance of SIAPAC of any of its obligations under this Agreement

Responsibilities of the Thematic Consultants follow. Broadly, their responsibilities comprised collecting primary data and assembling and reviewing secondary data to assess progress made in the relevant content areas towards the objectives and intentions of Vision 2030, and reporting these findings.

Inequality and Social Welfare Consultant

DDS will undertake the following specific tasks as they pertain to inequalities and social welfare:
Conduct a thorough diagnostic study on the impact of national policies on the socioeconomic performance of the country.
Analyse using appropriate tools and methodologies, to give a comprehensive picture of the progress of the thematic area and relevant sectors.
Synthesise the information to propose policy options for change to maximise future impacts on developmental outcomes and outputs.
DDS shall provide all assistance necessary for the successful implementation of this Agreement. This assistance shall include:
Implementing fully the activities outlined in the TOR as per Annex A to this Agreement.
Providing continuous technical support, review and follow-up on activities undertaken by the thematic team within the available and agreed financial resources.
Outlining the impact of COVID-19 on the thematic area, including its long-lasting impacts, similarly, evaluate the initiatives the Government has already put in place to address these challenges.
Collaborating with the NPC to host a 'high-level' event to present the Agreement's results to all stakeholders.
Within the context of reviewing Vision 2030, assess the extent to which the country has fared in the achievement of the Sustainable Development Goals (SDGs).
Assessing the country's performance in the achievement of the National Development Plan 5 (NDP5) goals that should serve as a stepping-stone to the formulation of NDP6.

Peace and Political Stability Consultant

Secondary Data Collection and Analysis The identification and study of the relevant national and international legal instruments, as well as government reports; academic and thematic literature; including other relevant documentary sources as well as archival records. These would also include the collection and quantitative analyses of the relevant statistical data sets and indexes, which may include the following:
Results of past presidential, national, regional and local authority elections;
Population and housing census;
National Human Development Reports (NHDR);
Reports of the Mo Ibrahim Foundation;
World Press Freedom Indexes;
Transparency International's Corruption Indexes; and
Afrobarometer studies.

Data Repository

A list will be kept of all such source used, and where possible electronic copies will be deposited with the Lead Consultant, for purposes of cross references in respect of those issues cutting across the various thematic areas.

Primary Data Collection and Analysis

Key informant interviews will be undertaken for the collection of primary data among public office - bearers and officials; law enforcement officials; civil society actors such as media practitioners, activist of women and youth organisations etc., at national level with the aim of garnering their public awareness, views, perceptions and satisfaction on various subjected related to peace and political stability in Namibia. These interviews will be complimented with interviews with households and communities in the following five regions which have been purposively identified and selected on the basis of very specific current "peace and political stability" considerations:

• Zambezi Region - to gauge the public on various issues including cross border competition by non-Namibians for control and use of Namibian natural resources, as well as decentralization and intergovernmental relations considering that this is a region under opposition party control at the regional governance level.

• Kunene Region - the impact of climate change on the livelihoods of socioeconomically marginalized communities (i.e. Ovahimba and Ovatue); as well as decentralization and intergovernmental relations considering that this is a region under opposition party control at the regional governance level.

• Khomas Region - as a seat of government, as well as decentralization and intergovernmental relations considering that this is a region under the control of the ruling party at the regional governance level, whereas the local authority is under the control of an opposition alliance.

• Oshikoto and Otjozondjupa Regions - the impact of climate change on the

Methods and Tools for Data Collection

Interviews using semi - structured key informant instruments administered by the research team to purposively identified key informants.

Approaches to Data Analysis

Both the notes as well as interview recordings would be analysed qualitatively on the basis of identified and relevant themes.

Human Resources Development and Institutional Capacity Building Consultant

The review focuses on assessing:

The progress towards achievement of the Vision 2030 objectives and targets as well as the targets for the subsequent medium-term national development plans (NDP 2, 3, 4 and 5) and Harambee Prosperity Plan (HPP) 1;
The relevance and adequacy of the strategies adopted to achieve the defined long term national and sectoral targets;
The relevance of national and sub-national programme indicators as well as the baselines and targets;
The relevance and adequacy of the strategies adopted to achieve the defined long term national and sectoral targets;
The constraining and facilitating factors towards the achievement of the objectives;
Good practices, lessons learned and provide recommendations in light of the evidence.

The review covers key elements of Human Resources Development and Institutional Capacity Building thematic area: (a) Early Childhood Development, (b) Education and Training (sub-sectors: primary education, secondary education, vocational education and training, higher education, adult education and life-long learning in public and private sectors) including building and restructuring National Institutions for Posterity and supply of human resources, and (c) Institutional Capacity for Development as well as the impact of COVID-19 on early child development services, education and training and institutions.

Review Approach

The Review aims at assessing progress, prospects and problems/issues. The review approach focuses on examining the level of achievement of both expected and unexpected results by examining the results chain, processes and contextual factors, using appropriate tools and methodologies. To assess progress on the achievements of Vision 2030 objectives and targets as well as assessing the relevance and adequacy of the strategies adopted to achieve the set target and objectives, review matrices have been developed (see annexes B and C).

Review Strategy

There are two sources of data for this review: secondary and primary research data.

The data from the secondary (desk) research will be collected from published and unpublished printed sources, published electronic sources and government records. Most of the information that is needed for this review is available electronically. There is valuable information that has been collected over several different time periods and this information will provide insight on the implementation of Vision 2030 and point to the additional primary data that should be collected in this review. However, the researcher is aware of the limitations of secondary research, and will exercise caution when selecting secondary data.

For the purpose of this review, the sources of secondary data include: published articles on Namibian education and training childhood development, institution capacity, review reports of the medium-term national development plans (NDPs), Information Management Systems, graduate tracer study reports, educational institutional records and survey and research data from institutions, organisations and companies. For the purpose of this review, secondary data that will be collected per each key element based on the set targets and strategies adopted under the review period.

The primary data will be assembled through conducting semi-structured interviews with key stakeholders involved in the implementation of the key elements of the Human Resources and Institutional Capacity Building Thematic area. Drawing from the preliminary reviews of relevant literature and documents, there seems to be sufficient secondary data on the achievements on the targets of NDP 2, 3 and 4 as well as the strategies adopted to achieve the targets for those medium-term National Development Plans. The purpose of obtaining primary data is to collect additional information to support the review process and strengthen secondary data, especially data on the achievements of NDP 5 targets and strategies adopted to achieve the set targets and the data on the impact of the COVID-19 pandemic on the three key elements. Therefore, the primary data will be collected from knowledgeable key informants. Knowledgeable key informants will be selected nationally and regionally. Due to the COVID-19 pandemic, most of the primary data will be collected through electronic media such as zoom and/or google meetings.

Data Collection Tools

Extensive desk research, document and data analysis will be carried out to collect data from the following relevant documents, but not limited to : Vision 2030 document, Medium-Term National Development Plans (NDP 2, NDP 3, NDP 4 & NDP 5); Harambee Prosperity Plan 1, Harambee Prosperity Plan 1 Review Report ; Review Reports of NDPs (2, 3 and 4); Education and Training Sector Improvement Plan (ETSIP) Midterm-Review Report; Labour Force Survey Report (2018); Ministry of Education, Arts and Culture (MoEAC)-Human Resource Plan &Strategy (2017); National Planning Commission (NPC) Human Resources Plan; A Public Expenditure Review of the Basic Education Sector in Namibia (2017); Bank of Namibia 2018- Annual Symposium report; Millennium Challenge Corporation (MCC)(2018) report on the Namibia Community Skills Development Centres; Namibia Training Authority (NTA) (2020) Technical Vocational Education and Training (TVET) National Graduate Survey: 2015-2017 Report; Namibia Labour Market Outlook Report (2019); National Council on Higher Education (NCH) (2018) Graduate Tracer Study Report, GIZ-COVID Impact SDG-Update, May 2020; MoEAC Report on Teacher Demand and Supply of Teachers, Educational Management Information System (EMIS) reports, Higher Education Management Information System (HEMIS) reports, Research Studies on Early Childhood Development, Medium Term Expenditure Framework (MTEF) documents.

Document analysis will also involve reviewing relevant laws and national policies: Public Service Act, 1993 (Act No.13 of 1995), Labour Act, 1992 (Act No.6 of 1992) , Affirmative Action Act (Act No. 29 of 1998), Training Policy in the Public Service, National Policy on Research, Training & Technology, Namibia Students Financial Assistance Act (Act No. 26 of 2000, University of Namibia (UNAM) Act (Act No. 18 of 1992), Polytechnic Act (Act No. 33 of 1994, Namibia College for Open Learning (NAMCOL) Act (Act No. 1 of 1997, Namibia Qualifications Authority (NQA) Act (Act No. 29 of 1996), National Vocational Training Act (Act No.1 of 2008), Education Act (Act No.16 of 2001), Namibia Institute of Public Administration and Management NIPAM Act (Act No. 10 of 2010).

Semi-structured interviews will be conducted to collect additional qualitative data from carefully selected knowledgeable key informants in the key elements: early childhood development, education and training and institutional capacity. The semi- structured interview guide consists of open-ended questions for each key element (component) of the Human Resources and Institutional Capacity thematic area.

Macroeconomic Consultant

Specific Objectives

In terms of reviewing the thematic area "Macroeconomic Issues", the consultancy seeks to respond to the following main objectives, namely:

To re-assess and quantify the results realised within the Macroeconomic Issues Thematic Area since the launch and implementation of Vision 2030 and subsequent medium-term development plans and establish relations towards the realisation of long term goals.
Analyse the relevance and adequacy of the strategies adopted to achieve the defined long term national and sectoral targets.
Analyse the relevance of national and sub-national programme indicators as well as their baselines and targets
Identify good practices, lessons learned and challenges and provide recommendations and policy interventions for accelerating progress towards achieving the objectives of Vision 2030
Analyse both the constraining and facilitating factors towards the achievement of the objectives, including whether the scenarios adopted have materialized and/or new risks have emerged. Identify binding constraints in implementing Vision 2030 and identify emerging risks for future development
Analyse the Vision 2030 implementation management, coordination, partnerships and Monitoring and Evaluation activities, including the role of the NPC in using the National Development Planning (NDP) approach to monitor vision implementation
Reflect on the contribution of all developmental actors including non -state actors in accelerating progress towards the Vision 2030, noting that the vision has been accepted by the broader Namibian society
Conduct perceptions/opinions interviews with various stakeholders including communities on developmental outcomes
In terms of future orientation of the implementation programs, through the NDP/Harambee Prosperity Plan (HPP) series, set the stage for the collection of data and development of indicators for the development of NDP6.
Develop future policy scenarios to direct development efforts towards realisation of national goals

The period under review is from inception of Vision 2030 in June 2004 until December 2020.

The assessment will be structured around four building blocks of analysis for each section linked to macroeconomic issues. These building blocks are firstly, presenting a comprehensive picture of progress based on the macroeconomic issues outlined in Vision 2030 using appropriate tools and methodologies. Secondly, a diagnostic study on impacts of national policies on the socio and economic performance of the country, and the reasons behind the impacts. Thirdly, propose policy options for change to maximise future impacts on developmental outcomes and outputs. Fourthly, develop scenarios for the future developmental path.

The sections linked to Macroeconomic Issues in Vision 2030 are:
1. Economy

2. Wealth, Livelihood and the Economy

3. Macroeconomic Environment

4. Transport Infrastructure

5. Employment and Unemployment

6. Data and Research

The analysis will include reference to objectives and strategies outlined in the policy document and will refer if appropriate, to other objectives and policies outlined in the National Development Plans (NDPs) and the Harambee Progress Reports.

The methodology used for the building blocks of analysis is outlined in more detail below.

Progress analysis based on macroeconomic issues.

To this end the report will measure performance over the last 17 years (2004-2020) based on macroeconomic indicators. Measurements will be compared to indicated targets for 2030. This will be done using a tool of economic indicators and visual representations.

Selectedmacroeconomicindicatorsfor analysiswill include (but are not limitedto):

- Gross Domestic Product (GDP) and GDP per capita growth
- Employment and unemployment by sector, industry, age and gender
- Sector contribution (% GDP)
- Real capital formation growth
- Real consumption growth
- Debt (% GDP)
- Gross domestic investment and Foreign Direct Investment (FDI) levels
- Gini coefficient as inequality measure

MacroeconomicConsultant

- Inflation rate
- Trade balance (% GDP)
- Budget deficit (% GDP)

Diagnostic study on impact of national policies on (socio) economic performance.

Here the analysis will focus on the impact of policy on the performance of the Namibian economy, distinguishing between strategies by their effectiveness. Furthermore, this building block will assess the reasons and draw conclusions on the level of effectiveness of policies, both on economic and socio-economic performance. This section will also look at how macroeconomic policies have done in terms of overcoming structural limitations, like inequality etc.

Methodology: Outline policies and strategies linked to respective macroeconomic goals and their impact on the economic environment over the last 17 years. And draw conclusions on the effectiveness of the policies.

Propose policy options for change to maximise future impacts on developmental outcomes and outputs

Methodology: Looking at (1) how past and current policies can be improved and (2) new policies that may better contribute towards the attainment of development objectives laid out in V2030. These policy interventions will be based on evidence drawn from countries with similar economies that have had success with certain policies, as well as from a detailed understanding of the Namibian economy, and first principle thinking (i.e. building up policy from problem sets rather than copying policies from elsewhere). Proposed policy changes or new policy interventions will be based on best practice evidence based on economic understanding, research and literature.

Develop possible future scenarios for the developmental path.
Methodology: Scenario analysis presents several different alternative future outcomes and their development paths. The hypotheses will be based on different economic outcomes (e.g. low, medium and high growth scenarios), policy scenarios and possible risks. Scenarios will be based on measurable outcomes.

Population, Health and Development Consultant

The specific objectives of this review are to:

Analyse relevance and adequacy of the Vision strategies adopted to achieve the population, health and development (PHD) sector targets and milestones.
Analyse the relevance of national and sub-national programme indicators as well as the baselines and targets set for the Vision Programme outputs.
Analyse both the constraining and facilitating factors in the implementation of the PHD sector of Vision 2030, including whether the scenarios adopted have materialized and/or new risks have emerged.
Analyse Vision implementation management, coordination, partnerships and M&E activities, including the role of the National Planning Commission (NPC) in using the NDP approach to monitor Vision implementation.
Identify good practices, lessons learned and challenges and provide recommendations in light of the evidence.
In terms of future orientation of development programmes (through the NDP/HPP series), set the stage for the collection of data and the development of indicators for monitoring the achievement of the UN 2030 Sustainable Development Goals in Namibia.

Clients of Review

The clients of review are the stakeholders who participated in the vision formulation process. These include Government Ministries, Offices and Agencies (MOAs), operators in the private sector (commerce and industry) and representatives of civil society, as well as the international community (UN Agencies, etc.) in the country.

Data Collection Methods

The review will be based on data from primary and secondary sources. It will employ literature reviews and collate data from secondary sources. Primary data will be collected from selected government officials who hold posts in the relevant Government ministries, Offices and Agencies at national level.

Interviewees will include relevant Cabinet members, selected members of the Legislature, and relevant Executive Directors and Planning Directors at national level. All Accounting Officers (i.e. Governors) will also be interviewed. A list of the main NGOs in the country will be compiled and a 10% sample of relevant civil society organizations will be used to select individual Directors for interview at national level.

The questionnaire will be designed based on the review questions as shown in paragraph 3.3 of this document. In addition, questions on the SDGs and targets will also be formulated and integrated into the research review instrument. Field workers will be drawn from local areas around the country to minimise travel, accommodation and related costs in the course of field work.

Data from secondary sources will rely on review of documents and materials (published and unpublished) from Government, UN and other credible sources. In addition, the review will source materials for review from the relevant Departmental internet sources. For the PHD sector, the relevant Offices, Ministries and Agencies (OMAs) are the following:

1. National Planning Commission
2. Ministry of Health and Social Services
3. Namibia Statistics Agency
4. Ministry of Gender Equality and Child Welfare
5. Home Affairs and Immigration
6. Ministry of Education
7. Ministry of Higher Education, Technology and Innovation
8. Ministry of Urban and Rural Development
9. Ministry of Poverty Eradication
10. Ministry of Youth, National Services, Sport and Culture
11. Regional Governors
12. Regional Executive Directors

Natural Resources Management and the Environment Consultant

The Scope of the Project covers attainment of the following objectives, namely:

Conduct a thorough diagnostic study on the impact of national policies on the socioeconomic performance of the country;
Analyse using appropriate tools and methodologies, to give a comprehensive picture of the progress of a particular sector/ thematic area;
Synthesise the information to propose policy options for change to maximise future impacts on developmental outcomes and outputs; and
Develop scenarios for future developmental paths in an incremental nature, taking into consideration low hanging fruits.
Identify good practices, lessons learned and challenges and provide recommendations in light of the evidence.
In the process of implementing the above-mentioned tasks, NNCPC will undertake the following:
Implementing fully the activities outlined in the Terms of Reference (hereinafter referred to as the "TOR") as per Annex A to this Agreement;
Providing continuous technical support, review and follow-up on activities undertaken by the thematic team within the available and agreed financial resources;
Outlining the impact of COVID-19 on the thematic area, including its long-lasting impacts, similarly, evaluate the initiatives the Government has already put in place to address these challenges;
Collaborating with the NPC to host a high-level event to present the Thematic Area Review's results to all stakeholders;
Within the context of reviewing Vision 2030, assess the extent to which the country has fared in the achievement of the Sustainable Development Goals; and
Assessing the country's performance in the achievement of the National Development Plan 5 (hereinafter referred to as the "NDP5") goals that should serve as stepping stone to the formulation of the National Development Plan 6 (hereinafter referred to as the "NDP6").

NNCPC's administrative deliverables will include the following:

Have overall responsibility for the work and operations of the team responsible for the review of thematic area 6: Natural Resources and Environment, including the coordination of inputs from all team members.

More specifically, NNCPC will deliver on the following:

a. Draft Inception Report with a clear evaluation design and detailed methodology including analysis plan for the Thematic area and submit timely to the lead Consultant;

b. Coordinate and undertake data collection, data analysis and draft thematic report for the review period (2004-2020);

c. Compile the Thematic Area Report pertaining to their Thematic area and subject these to quality checks prior to the timely submission to the Lead Consultant;

d. Incorporate comments from the lead Consultant and others;

Natural Resources Management and the Environment Consultant

e. Provide recommendations for achieving the Vision 2030 objective of the specific thematic area;

f. Examine and strengthen the evidence base of the thematic report to ensure that it is sound, solid, comprehensive and incontrovertible;

g. Provide root cause analysis of challenges where the analysis is not thorough and satisfactory ;

h. Assess the extent to which the Thematic report is plausible, and provides balanced view (from citizens' perspective, government's perspective and detractors' perspective);

i. Assess the extent to which the claimed progress and impact are based on triangulated evidence that is verifiable and reliable;

j. Regularly update the Lead Consultant on the progress of the thematic report;

k. Work closely with the Lead Consultant in the process of delivering the draft and final Thematic Area Review Report for thematic area 6.

Knowledge, Information and Technology Consultant

Objectives and Terms of Reference (TORs) of the Review

Knowledge,Informationand TechnologyConsultant

This review will be guided by the Terms of Reference (TOR) and the main objective of the review for the focus thematic area on knowledge, technology and innovation is to assess progress in the implementation of Vision 2030 and determine the extent to which (or assess whether) the intended outcomes of the national vision have been realized. It is to focus on what progress has been made since 2004 through to 2020 in implementing specific activities or interventions, what specific outputs have been delivered, and whether the activities and outputs lead to the intended outcomes.

The review is aimed at generating findings and recommendations that may be used to strengthen the implementation process and develop further interventions that will in the medium to long-term lead to desired impact(s) of the national vision.

The review is intended as a source of information and options that will enable the NPC and other stakeholders to (where and if necessary) adjust the articulation of intended outcomes, design new

interventions, reconfigure implementation modalities and mechanisms, establish clear causal relationships between new interventions and expected outcomes, and develop an appropriate regime.

including Key Performance Indicators (KPIs) for monitoring and evaluating implementation of the review recommendations.

Terms of Reference cover the following key aspects:

1. Design, relevance and adequacy of strategies adopted for the implementation of Vision 2030 objectives and goals

One of the overall questions in the TORs pertains to whether the design and implementation of the strategies adopted to achieve the defined long term national and sectoral targets are relevant and adequate. Related questions include whether the national and sub-national programmes and implementation initiatives are aligned and/or relevant to national socio-economic development, and whether they have been adjusted to respond to changing conditions.

2. Effectiveness

This is mainly focused on: the extent to which the implementation of Vision 2030 has been managed in such ways as to ensure the attainment of its short, medium and long-term goals; the extent to which planned interventions have been effectively executed with available resources through or by institutional mechanisms.

3. Efficiency

The review is to determine whether the implementation has been undertaken as planned within set timeframes based on implementation plans. Was there value for money in terms of the proportion of funds dedicated towards direct programmes.

4. Implementation modalities

Whether the current institutional arrangements and delivery mechanisms are appropriate for ensuring efficiency and effectiveness in the implementation of Vision 2030. In particular, the review is to determine differences (in modalities or approaches, capacities and governance) in the implementation of Vision 2030 by all developmental actors including non-state actors.

5. Outputs

The review will seek to identify outputs from each of the flagship programmes or intervention activities as well as processes of knowledge, technology and innovation that have been invested in from 2004 to 2020. Emphasis will be placed on research and development (R&D) and human capital development outputs, production technologies outputs, information, communications and telecommunications (ICT) infrastructures.

6. Progress towards attainment of intended outcomes

The evaluation will seek to determine the extent to which the overall objectives of Vision 2030 are being realized. It will focus on whether there are noticeable and measurable changes in the configuration of a skilled workforce, new technological practices, emergence of new innovation activities, networks and ICT that are substantially different from those that existed prior to the adoption of Vision 2030, and to what extent the implementation of Vision 2030 stimulated reforms or improvements in the four pillars of a knowledge economy as set by the World Bank.

External Environment Consultant

Scope and Coverage

In line with the Terms of Reference, the review will be as comprehensive as possible, indicating performance at national and sectoral levels covering a sixteen-year period from 2004 to 2020 and focusing on one thematic area: EXTERNAL ENVIRONMENT.

Specifically, the review will assess the extent to which the goals set in the thematic report on external environment have been achieved.

As per the ToR, the specific tasks for this assignment are expected to be as follows as applied to the thematic area External Environment:

- Conduct a thorough diagnostic study on impact of national policies on the socio- economic performance of the country.

- Analysis using appropriate tools and methodologies to give a comprehensive picture of progress of a particular sector / thematic area.

- Synthesize the information to propose policy options for change to maximize future impacts on developmental outcomes and outputs.

- Develop scenarios for future developmental pathways in an incremental nature, taking into consideration low hanging fruits.

Methodology and Data Collection Tools

Secondary Document Review

For Thematic Area 8 which is concerned with the External Environment, a qualitative explanatory sequential design is proposed. This approach will primarily rely on secondary document review. The documents will be sourced from Government Offices, Ministries and Agencies (OMAs), Development Partners (in cases where such information is not available with OMAs), Regional Economic Communities etc.

The preliminary list of documents that will be reviewed is presented below:

- V2030 and Thematic Report

- NDP 2, 3, 4 and 5

- NDP 5 Implementation Plan

- Reviews of the NDP 1, 2, 3, 4

- Development Cooperation Reports (annual)

- Official Development Assistance Reports covering the period before and after 2004 to establish trends

- Development Cooperation Programmes over the review period and new programmes (both multilateral & bilateral)

- Namibia's Policy on International Relations and Cooperation
- Review of the Foreign Policy
- Ministry of International Relations and Cooperation Annual Reports and Ministerial Bulletins
- Agenda 2063 of the African Union and related reports
- National Accounts
- HPP 1, HPP1 Review and HPP 2
- SADC protocols and reports
- SACU reports
- Ministry of Defence and Veteran Affairs (MODVA) operational reports
- Millennium Development Goals Report and its review
- Voluntary National Review Report of the SDGs

The initial review will be conducted to determine the adequacy of the information to quantify performance assessment criteria against the measures and targets set out in the thematic report on Factors of the External Environment.

Consultative Meetings/Interviews with Key Stakeholders

In instances where information gaps are identified, consultative meetings will be scheduled with custodian institutions and stakeholders. For these consultative meetings, interview guides will be developed and shared with the Lead Consultant for their inputs and endorsement.

Case Studies

To provide evidence on the progress made and the contribution of external environment factors on the achievements of Vision 2030 aspirations, a case study design will be applied.
The selection of these case studies (of at least 2 case studies) will be informed by the review framework, including consultative meetings.

Analysis
As it relates to analysis of information, owing to the large volume of secondary text, and audio data expected to be collected, content analysis will be applied. Content analysis is a technique that has the ability to organize and elicit meaning from textual, visual, and audio data to draw realistic conclusions from it.

In addition, this assignment expects to collect numeric data and, for this, trend analysis will be performed.

The analysis along with the interpretation of information will be used to formulate the review of the External Environment Thematic Area with recommendations on how to improve delivery mechanisms for attaining the goals set in Vision 2030 over the remaining 10 years. The outcome of this review will also inform the formulation of the new NDP 6.

NOTES

NOTES

NOTES

NOTES

Namibia's Vision 2030: A prosperous and industrialised Namibia, developed by her human resources, enjoying peace, harmony and political stability.

National Planning Commission (2022). Review Report: Vision 2030 Review, prepared by SIAPAC for the National Planning Commission, Government of Namibia, Windhoek, Namibia

References

Bloom, D. and B. Graham (2003). Longevity and Life-cycle Savings. Scandinavian Journal of Economics, 105(3), 319-338.

Bloom, D. and D. Canning (2001). Cumulative Causality, Economic Growth, and the Demographic Transition. In N. Birdsall, A.C. Kelley & S.W. Sinding (Eds.), Population Matters: Demographic Change, Economic Growth, and Poverty in the Developing World. Xxx.

Bloom, D. and J. Williamson (1998). Demographic Transitions and Economic Miracles in Emerging Asia. The World Bank Economic Review, 12(3), 419-455.

Bloom, D. et al. (2002). The Demographic Dividend: A New Perspective on the Economic Consequences of Population Change. Rand, Population Matters, 2002.

Bloom, D., D. Cannin and P. Malane (2000). Demographic Change and Economic Growth in Asia. Population and Development Review, 26 (supplement), 257-290.

Bloom, D., S. Humair, L. Rosenberg, J. Sevilla & J. Trussel, (2014). Capturing a DD: Source, Magnitude and Realisation. In A. Soucat & N. Mthuli (Eds.), One Billion People, one Billion Opportunities. Washington, D.C.: African Development Bank, Communications Development Incorporated.

Bohensky, E. and Y. Maru (2011). Indigenous knowledge, science and resilience: What have we learned from a decade of international literature on "integration"?, Ecology and Society, 16, 6, doi:10.5751/ES-04342-160406.

Bongaarts, J. (2009). Population Growth and Policy Options in sub- Saharan Africa. Presentation at special session organised by the William and Flora Hewlett Foundation during the Population Association of America Meetings.

Bongaarts, J. and J. Stover (1986). The Population Council Target-Setting Model: A User's Manual. New York: The Population Council.

Bonnet, F., J. Vanek and M. Chen (2019). Women and Men in the Informal Economy: A Statistical Brief. Retrieved from Women and Men in the Informal Economy – A Statistical Brief (wiego.org).

Bonney, E. A., D. Amoah, S. Micah, C. Ahiamenyo and M. Lemaire (2015). The Relationship between the Quality of Teachers and Pupils Academic Performance in the STMA Junior High Schools of the Western Region of Ghana. Journal of Education and practice, 6(24), 139-150.

Borkum, E., K. Velyvis, A. Mamun, M. Mubeen, A. Dumitrescu and A. Khan (2017). Evaluation of MCC's Investments in Community Skills Development Centers in Namibia (No. 45805b53759348d48f2d0d569356f69c). Mathematica Policy Research.

Breitenfeld, J. (2017a). Programme Management of Natural Resources in Namibia, HIV/Gender/Disability-Inclusion Study Project: Community Based Natural Resource Management (CBNRM), Namibia, Deutsche Gesellschaft f ür Internationale Zusammenarbeit (GIZ) GmbH, Windhoek.

Breitenfeld, J. (2017b). HIV/Gender/Disability-Inclusion Study for the CBNRM Project - Lessons Learned, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, Windhoek.

Breitenfeld, J. (2017c). HIV/Gender/Disability-Inclusion Study for the CBNRM Project – Prototype Structure, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, Windhoek.

Brown C.J. (1992). Namibia's Green Plan. Ministry of Wildlife, Conservation and Tourism, Windhoek, Namibia.

Carr, E. and M. Thompson (2014). Gender and Climate Change Adaptation in Agrarian Settings: Current Thinking, New Directions, and Research Frontiers. Geography Compass, 8(3), 182-197.

Carter, B., K. Roelen, S. Eneld and W. Avis (2019). Social Protection Topic Guide. Institute of Development Studies International, Development Department, University of Birmingham for UK Government's Department for International Development (DFID, London.

CDPF (2021). Module 1 Models and Thinking about Disability: Implications for Action, Commonwealth Disabled People's Forum, London.

CEIC (2013). Namibia Education Statistics. Retrieved from https://www.ceicdata.com/en/namibia/education-statistics.

Central Bureau of Statistics (2003). 2001 Population and Housing Census, National Planning Commission, Government of the Republic of Namibia, Windhoek.

Central Bureau of Statistics (2010). 2006 Namibia Inter-Censal Demographic Survey Analytical Report. Republic of Namibia.

Central Intelligence Agency (CIA) (2019). The World Fact-book: Africa: Namibia. https://www.cia.gov/library/Publications/the-world-factbook/geos/wa.html

References

Chamber of Mines of Namibia (2016) Annual Report 2016. https://chamberofmines.org.na/wp-content/uploads/2020/06/2016-Chamber_of_Mines_Annual_Review_Web_Final.pdf

Chamber of Mines of Namibia (2019). Annual Review. http://chamberofmines.org.na/wp-content/uploads/2020/08/2019-Chamber-Of-Mines-Annual-Review-Final-web.pdf

Chêne M. (2008). Overview of Corruption in Rwanda. Anti- Corruption Resource Centre's Expert Answer. https://www.u4.no/publications/overview -of-corruption-in-rwanda.pdf - accessed September 9, 2021.

Chichaya, T. F., Joubert, R. W. E. & McColl, M.A. (2018). Analysing disability policy in Namibia: An occupational justice perspective. African Journal of Disability 7(0), a401. https://doi.org/ 10.4102/ajod.v7i0.401

Chief Justice of the Republic of Namibia (2021) Speech on the Occasion of the Virtual Opening of the 2021 Legal Year, Supreme Court, Windhoek, https://ejustice.jud.na/Supreme%20Court/Media/Pages/Speeches.aspx accessed November 28, 2021.

Christelis, Greg and Struckmeier Willem (ed 2001). Groundwater in Namibia: an explanation to the Hydrogeological Map. German technical cooperation project of the Department of Water Affairs, Ministry of Agriculture, Water and Rural Development; the Geological Survey of Namibia, Ministry of Mines and Energy; the Namibia Water Corporation and the Federal Institute for Geoscience and Natural Resources on behalf of the German Ministry of Economic Cooperation and Development. Ministry of Agriculture and Rural Development. Government of the Republic of Namibia.

Christelis, Greg and Struckmeier Willem et al. (ed 2011). Groundwater in Namibia: an explanation to the Hydrogeological Map. Ministry of Agriculture, Water and Rural Development, Windhoek, Namibia.

Christians, F. (2020). Family medicine Country profile- primary Healthcare medicine and family medicine in Namibia. African Journal of PHC and Family medicinedoi10.4/02/phcfm.v12112242

Communication Regulatory Authority of Namibia (2019). Annual Report, Communication Regulatory Authority of Namibia, Windhoek, Namibia

Convention on Biological Diversity ecretariat (2011). Nagoya Protocol on Access and Benefit-sharing. https://www.cbd.int/abs/doc/protocol/nagoya-protocol-en.pdf

Convention on Biological Diversity Secretariat (2020) Addressing Gender Issues and Actions in Biodiversity Objectives. Montreal, Quebec, Canada H2Y 1N9.

Cooperation and Multilateral Investment Guarantee Agency Country Partnership Strategy for The Republic of Namibia for the Period FY 2014 – FY 2017, 26 June 2013. Report Number 77748-NA.

COW (City of Windhoek) (2019). TUMI Global Urban Mobility Challenge Proposal, Windhoek, Namibia.

Daka, E., H. Toivanen (2014). Innovation, the informal economy and development: The case of Zambia, African Journal of Science , Innovation and Development 6, 243-251.

Danish Energy Management (DEM) & Esbensen (2017). Renewable Energy Market Landscape Study Covering 15 Countries in Southern and East Africa. Volume II. Country Profiles, Stakeholder Maps. https://www.entwicklung.at/fileadmin/user_upload/Dokumente/Regionen/Volume_II_Market_Landscape_ -Study_-EEP-SEA_Country - Profiles_StakeholderMaps-1.pdf

DDS (2013). Gender and HIV&AIDS Analysis for TVET for the Agriculture and Roads Construction Sector, prepared by Design and Development Services for ProVET and NTA.

De Villiers, Stephnie N. and A.Tuladhar (2010). Transparency in the Resettlement Process of Namibia. FIG Congress, Sydney, Australia, 11-16 April 2010.

DNA Economics (2019). The Cost of Inaction: ECD in Namibia. Interteam Namibia.

Du Plessis, D. & Keyter, C. (2019). Capacity Building Through Institutions of Higher Learning: A Case Study of Namibia. https://journals.co.za/doi/10.10520/EJC-1a0fc8d44e.

Economic Association of Namibia (2019). Namibia's Ability to be a Logistics Hub Challenged. Retrieved from https://ean.org.na/download/namibias-ability-to-be-a-logistics-hub-challenged/.

Education Management Information System (2015). Education Statistics. Windhoek: Ministry of Education, Arts and Culture, Windhoek, Namibia.

EEC (1998). Guidelines for Compliance with the Affirmative Action Employment Act, Employment Equity Commission, Windhoek, Namibia

References

Egge K. (2014). The United Nations and Namibia since 1990. in Bösl A., du Pisani A. and Zaire D.U (eds.). Namibia's Foreign Relations Historic contexts, current dimensions, and perspectives for the 21st Century. pp. 293 – 316 https://www.kas.de/c/document_library/get_file?uuid=e32a7100-f595-9d8a-daec-e0f3e3c65315&groupId=252038 accessed October 28, 2021

Electricity Control Board (2011). Annual Report, Electricity Control Board, Windhoek, Namibia.

Electricity Control Board (2016). Annual Report, Electricity Control Board, Windhoek, Namibia.

Electricity Control Board (2020). Annual Report, Electricity Control Board. Retrieved from: https://www.ecb.org.na/images/docs/Annual%20Reports/ECB%20Annual%20Report%2020192020%20Final%2025092020.pdf

Energy Voice (2021, January 14). New life for Namibia's long-dormant Kudu, Energy Voice. Retrieved from: https://www.energyvoice.com/oilandgas/africa/offshoreafrica/291370/namibia-kudu-bw-energy/

Energypedia (2010). A Financing Strategy for Solar Technologies in Namibia. https://energypedia.info/wiki/Solar_Revolving_Fund:_A_Financing_Strategy_for_Solar_Energy_Technologies_in_Namibia

Energypedia (2020). Namibia Energy Situation. https://energypedia.info/wiki/Namibia_Energy_Situation#Energy_Security

Entwicklung (2017). Renewable Energy Market Landscape Study covering 15 countries in Southern and East Africa, EEP S&EA, August 2017. https://www.entwicklung.at/fileadmin/user_upload/Dokumente/Regionen/Volume_II_Market_Landscape_-Study_-EEP-SEA_CountryProfiles_StakeholderMaps-1.pdf

Environment Investment Fund (EIF) (2021). http://www.eifnamibia.com/about.html#aim

Erasmus, M. G. (2002). The Impact of the Namibian Constitution on the Nature of the State, Its Politics and Society: A Record After Ten Years. In Hinz M.O., S. Amoo and D. Van Wyk The Constitution At Work: Ten Years of Namibian Nationhood: Proceedings of the Conference. September 11 – 13, 2000, Pretoria: University of South Africa.

ETSIP (2007). Programme Document: Phase I (2006 -2011), February 2007. Education and Training Sector Improvement Programme, Windhoek, Namibia.

European Commission (2001). Namibia EC Country Strategy Paper and Indicative Programme the period 2000-2007. EU, Windhoek, Namibia

European Commission (2002). Namibia National Human Development Report 2019 Addressing Inequality and Disparities. EU, Windhoek, Namibia

European Union Energy Initiative Partnership Dialogue Facility (EUEI PDF) and Regional Electricity Regulators Association of Southern Africa (RERA) (2013), Supportive Framework Conditions for Mini-grids Employing Renewable Energy and Hybrid Generation in the SADC Region. Namibia Case Study: Gap Analysis and National Action Plan. Eschborn, Germany. http://www.euei-pdf.org/sites/default/files/field_publication_file/SADC_RERA_Case_Studies.zip.

FAO (2021). The State of Food Security and Nutrition in the World. Food and Agriculture Organisation of the United Nations, Rome, Italy.

Ferrant Gaëlle, Fuiret Léa and Zambrano Eduardo (2019). The Social Institutions and Gender Index (SIGI) 2019: A revised framework for better advocacy. OECD Working paper on inclusive Societies.https:// www.oecd-ilibrary.org/docserver/022d5e7b-en.pdf?expires=1631444786&id=id&accname=guest&checksum=CB24FE91795305FECE821AA149CDE3B8

Food Agricultural Organisation (FAO) (2011). Namibia Fishery and Aquaculture Country Profiles. UN Food and Agriculture Organization, Rome, Italy.

Food Agricultural Organisation (FAO) (2015). Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the context of Food Security and Poverty Eradication. UN Food and Agriculture Organization, Rome, Italy.

Food Agricultural Organisation (FAO) (2017). Towards Gender Equitable Small-Scale Fisheries Governance and Development. UN Food and Agriculture Organization, Rome, Italy.

Food and Agriculture Organization of the United Nations (2013). Namibia: Bioenergy and Food Security (BEFS) Country Brief, UN Food and Agriculture Organization, Rome, Italy.

Freedom House (2021). Freedom in the World 2021: Namibia. https://freedomhouse.org/country/namibia/freedom-world/2021 - accessed August 15, 2021

GIZ ((2018b). Guidelines for Operationalisation of GIZ Gender Strategy, Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, Windhoek, Namibia

References

GIZ (2006). HIV&AIDS Impact Assessment Study, Ministry of Works, Transport and Communications (MWTC), Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, Windhoek, Namibia.

GIZ (2007). Gender and Urban Transport. Smart and Affordable: Sourcebook for Policymakers in Developing Cities, Module 7a, Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, Berlin, Germany.

GIZ (2013). Gender Analysis of the GIZ Transport Project, Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, Windhoek, Namibia.

GIZ (2014a). Systematic Assessment of HIV Risks and Impacts in the GIZ Road-Transport Programme in Namibia, Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, Windhoek, Namibia.

GIZ (2014b). Tracer Study on Civil Engineering Graduates of the University of Namibia and the Polytechnic of Namibia, Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, Windhoek, Namibia.

GIZ (2017). Support to Community-based Natural Resource Management (CBNRM) Project, Triple Mainstreaming (HIV/Gender & Disability - Inclusion) Study: Lessons Learned, PowerPoint Presentation, Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, Windhoek, Namibia

GIZ (2018). Transformative Urban Mobility Initiative. Transport, Mobility and Logistics in Namibia. A project by GIZ in cooperation with the Ministry of Works and Transport. Retrieved from https://www.transformative-mobility.org/assets/publications/TUMI-Factsheet_Namibia.pdf.

GIZ (2018a). GIZ Gender Strategy, Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, Windhoek, Namibia

GIZ (2018c). Introduction to Mainstreaming of Gender, HIV, Inclusion of People with Disabilities, Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, Windhoek, Namibia.

GIZ (2018d). Introduction to Mainstreaming of Gender, HIV, Inclusion of People with Disabilities, PowerPoint Presentation on November 2018, Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, Windhoek, Namibia.

GIZ (2018e). Results Matrix, Part B of the Programme Proposal, Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, Windhoek, Namibia.

GIZ (2019b). Gender Analysis for the Transport, Mobility and Logistics Project, Namibia, Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, Windhoek, Namibia.

GIZ (2019c). Terms of Reference for the Consultancy Assignment, Triple Mainstreaming Analysis for the Programme 'Transport, Mobility, Logistics' (Processing number: 15.2210.1001.00), Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, Windhoek, Namibia.

GIZ (2019d). The GIZ Namibia Triple Mainstreaming Approach, Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, Windhoek, Namibia.

GIZ (undated-a). Factsheet: Component C -- Transport, Mobility, Logistics – Development of an International Logistics Hub for SADC Countries in the Republic of Namibia, Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, Windhoek, Namibia.

GIZ (undated-b). Factsheet: Component B -- Transport, Mobility, Logistics – Sustainable Transport in Namibia, Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH, Windhoek, Namibia.

Glazebrook Tricia, S. Noll and E. Opoku (2020). Gender Matters: Climate Change, Gender Bias, and Women's Farming in the Global South and North.

Global Climate Fund (GCF) (2021). https://www.greenclimate.fund/ae/eif

Global Initiative Against Transnational Organised Crime (2020). Global Organised Crime Index: Profile for Namibia. https://ocindex.net/assets/downloads/ocindex_profile_namibia.pdf accessed October 22, 2021

Global Innovation Index (2015). The Global Innovation Index: Effective Innovation Policies for Development, Fontainebleau, Geneva, Switzerland.

Global Peace Index (2021) Measuring Peace in A Complex World https://www.visionofhumanity.org/wp-content/uploads/2021/06/GPI-2021-web-1.pdf.

Government of Namibia (2002). NDP 2. National Planning Commission, Government of the Republic of Namibia, Windhoek, Namibia.

References

Government of Namibia (2004). Development Co-operation Report 2003/2004. National Planning Commission, Windhoek, Namibia.

Government of Namibia (2015). Namibia Millennium Development Goals Progress Report, 2015. National Planning Commission . Government of the Republic of Namibia, Windhoek, Namibia.

Government of Namibia (2017). NDP 5: Working Together Towards Prosperity. 2017/182021/22. National Planning Commission, Government of the Republic of Namibia, Windhoek, Namibia. https:// www.npc.gov.na/national -plans-ndp-5/

Government of Namibia (2017). NDP5: Working Together Towards Prosperity. 2017/182021/22, National Planning Commission, Government of the Republic of Namibia, Windhoek, Namibia. https:// www.npc.gov.na/national -plans-ndp-5/

Government of Namibia (2019). Namibia National Human Development Report 2019. National Planning Commission, Windhoek, Namibia.

Government of Namibia (2020). Harambee Prosperity Plan II (2021-2025). State House, Government of the Republic of Namibia, Windhoek, Namibia. https://hppii.gov.na/

Government of Republic of Namibia (2008). Third National Development Plan (NDP3), 2007/8 – 2011/12, Volume 1, National Planning Commission, Government of the Republic of Namibia, Windhoek, Namibia. https:// www.npc.gov.na/national - plans-ndp3.

Government of Republic of Namibia (2012). Namibia's Fourth National Development Plan (NDP4), 2012/13- 2016/17. National Planning Commission, Government of the Republic of Namibia, Windhoek, Namibia. https:// www.npc.gov.na/national - plans-ndp-4/

Government of Republic of Namibia (2017). NDP 5: Working Together Towards Prosperity, 2017/18-2021/22. National Planning Commission, Government of the Republic of Namibia, Windhoek, Namibia. https://www.npc.gov.na/national -plans-ndp-5/

Government of the Rep. of Namibia GRN (2017). Towards Integrated Early Childhood Development Service Delivery in Namibia available on: http://www.mgecw.gov.na/; http://www.moe.gov.na/; www.mhss.gov.na/

Government of the Republic of Namibia (2001). Education Act No. 16 of 2001. Windhoek: Government Gazette.

Government of the Republic of Namibia (2004). Namibia Vision 2030: Policy Framework for Long-Term National Development, Office of the President, Windhoek, Namibia.

Government of the Republic of Namibia (2004). Namibia Vision 2030. Policy Framework for Long-term National Development. Main Document. Windhoek: Office of the President.

Government of the Republic of Namibia (2010). Namibia Millennium Development Goals: Third Report, August 2010 (to the United Nations, NYC), Windhoek.

Government of the Republic of Namibia (2011). Republic of Namibia. Statistics Act 9 of 2011; (Signed by the President on 2 August 2011)

Government of the Republic of Namibia (2016), Harambee Prosperity Plan, 2016/17-2019/20: Namibian Government's Action Plan towards Prosperity for All, Office of the President, Windhoek

Government of the Republic of Namibia (2017). Progress Report on Key Harambee Activities and Outcomes, http:// www.op.gov.na/documents/84084/572904/HPP+Year+End+Statement+2017/214d11ab-d787-4854-be66-37760bc32429

Government of the Republic of Namibia (2018). Implementation of Sustainable Development Goals in Namibia: Voluntary National Review. Windhoek: National Planning Commission

Government of the Republic of Namibia (2018). Namibia Country Report on the Addis Ababa Declaration on Population and Development in Africa Beyond 2014 (AADPD). Prepared for UNFPA by O.O. Arowolo.

Government of the Republic of Namibia (2019). The Namibian Government's Action Plan Towards Prosperity for All: Year 1-3 (2016/17 - 2018/19) Progress Report, Goals and Outcomes April 2019, Government of the Republic of Namibia, Windhoek.

Government of the Republic of Namibia (2020). Fourth National Communication to the United Nations Framework Convention on Climate Change. Government of the Republic of Namibia, Windhoek, Namibia.

Government of the Republic of Namibia (2021). Fourth Biennial Update (BUR4) to the United Nations Framework Convention on Climate Change, Government of the Republic of Namibia, Windhoek, Namibia.

References

Government of the Republic of Namibia (2021). Fourth Biennial Update (BUR4) to the United Nations Framework Convention on Climate Change, Government of the Republic of Namibia, Windhoek, Namibia.

Government of the Republic of Namibia (2021). Namibia's National Determined Contributions (NDC) Update 2021, Government of the Republic of Namibia, Windhoek, Namibia.

Government of the Republic of Namibia (Government of the Republic of Namibia) (1998). Affirmative Action (Employment) Act, 1998 (Act No. 29 of 1998), Government Gazette of the Republic of Namibia, 24 September 1998, No. 1962, Windhoek.

Government of the Republic of Namibia (Government of the Republic of Namibia) (2008). Namibia's Third National Development Plan (NDP3), Windhoek.

GRN (Government of the Republic of Namibia) (2016). Harambee Prosperity Plan 2016/17 - 2019/20: Namibian Government's Action Plan towards Prosperity for All, Windhoek.

GRN-UNICEF Program of Cooperation (2015). 2014-2018 Mid-Term Review UNCT Retreat Summary Report. Government of the Republic of Namibia and UNICEF Namibia, Windhoek, Namibia.

GRN-UNICEF Programme of Cooperation 2014-2018: Mid-Term Review UNCT Retreat Summary Report 2015, Government of the Republic of Namibia and UNICEF Namibia, Windhoek, Namibia

Gubbins M. (2021). Should Namibia Be a Candidate for Demilitarization? https://storymaps.arcgis.com/stories/9d60735f9a514ab1bde17eac2605e576 accessed on October 25, 2021

Hanemann, U. (ed.). (2017). National Literacy Programme, Namibia. UNESCO Institute for Lifelong Learning. https://uil.unesco.org/case-study/effective-practices-database-litbase-0/national-literacy-programme-namibia

Hangula L. (2010). 'The constitutionality of Namibia's territorial integrity' in Bösl A., Horn N. and du Pisani A. (eds.) Constitutional democracy in Namibia: A critical analysis after two decades. Windhoek: Konrad Adenauer Foundation. https://www.kas.de/c/document_library/get_file?uuid=751e0165-4155-d65e-71f6-d04e665b1747&groupId=252038 accessed September 30, 2021

Hangula, L., M. Kamwi, G. Likando & R. Shanyanana (2018). Higher Education Systems and Institutions, Namibia. Encyclopedia of International Higher Education Systems and Institutions; Shin, J., Teixeira, P., Eds, 1-7.

Harper, S., D. Zeller, M. Hauzer, D. Pauly and U. Sumaila (2013). Women and fisheries: contribution to food security and local economies. Marine Policy, 39, 56-63.

Harring, S. and W. Odendaal (2002). "One Day We Will All Be Equal…": A Socio – Legal Perspective on the Namibian Land Reform and Resettlement Process. Windhoek: Legal Assistance Centre

Haub, O. (2009). Understanding of Land Use Planning and its Relevance in Namibia. Land Management Series Number 1. Ministry of Lands and Resettlement Namibia.

Heeks, R., C. Forster and Y. Nugroho (2014). New models of inclusive innovation for development, Innovation and Development 4, 175-185. https://d3rp5jatom3eyn.cloudfront.net/cms/assets/documents/SDG_Baseline_Report_2019.pdf

HelpAge International. (2008). Older People in Africa: A Forgotten Generation. HelpAge International, https://www.helpage.org.

Henry, K. (1996). 'Triple Jeopardy,' in AIDScaptions,II (3), online @ www.fhi.org.

Hope, Christopher (2019). Growth at Home Four Years On: The Need for Better Industrial Policy Implementation. IPPR Special Briefing Report No. 27, Windhoek, Namibia.

Hopwood, Graham (2013). Namibia's New Frontiers: Transparency and Accountability in Extractive Industry Exploration. Institute for Public Policy Research (IPPR), Windhoek, Namibia.

HPP (2016). Harambee Prosperity Plan 2016/17-2019/20. Retrieved from https://www.gov.na/documents/10181/264466/HPP%20page%2070-71.pdf/bc958f46-8f06-4c48-9307-773f242c9338.

Hubbard, D. (2013). A Bouquet and a Brickbat to NDP4: Great for Children, Disappointing for Women, Gender Research & Advocacy Project, Legal Assistance Centre, Windhoek.

IAEA (2021). Small Modular Nuclear Reactors (SMR). International Atomic Energy Agency. https://www.iaea.org/topics/small-modular-reactors

Iikela, S. (2017). Police and NBC licence operation starts today, The Namibian. Insight Namibia. Credibility on the Line: is Namibia's media being undermined by SWAPO politicking?

References

Iikela, Sakeus (2021). Access to Information Bill Resubmitted, The Namibian, 20 September 2021.

IIPR/Hanns Seidel Foundation (2021). Regional Government in Namibia: Is Decentralisation a Reality? https://ippr.org.na/wp-content/uploads/2021/09/IPPR_Decentralisation_WEB.pdf accessed October 20, 2021

ILO (2012). Good Practices and Lessons Learned on the Elimination of the Worst Forms of Child Labour in Namibia. Retrieved from https://www.ilo.org/ipec/Informationresources/WCMS_IPEC_PUB_22817/lang --en/index.htm.

ILO (2020). A Review of Skills Levy Systems in Countries of the Southern African Development Community. Retrieved from: https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_753306.pdf.

IMF (2018). IMF Country Report No. 18/56. Retrieved from https://www.imf.org/en/Publications/CR/Issues/2018/02/28/Namibia-2017-Article-IV-Consultation-Press-Release-Staff-Report-and-Statement-by-the-45665.

IMF (2021). Namibia: Request for Purchase Under the Rapid Financing Instrument-Press Release; Staff Report; and Statement by the Executive Director for Namibia. Retrieved from https://www.imf.org/en/Publications/CR/Issues/2021/04/12/Namibia - Request-for-Purchase-Under-the-Rapid-Financing-Instrument-Press-Release-Staff-Report-50352.

Indexmundi (2021). Facts About Namibia. https://www.indexmundi.com/facts/namibia/indicator/AG.LND.FRST.K2

Institute for Public Policy Research (IPPR) (2013). Namibia's Population by Region. Election Watch.

Integrated Food Security Phase Classification (IPC) (2020). Food Insecurity, Namibia.

International Court of Justice (ICJ) (1999). Report of Judgments, Advisory Opinions and Orders: Case Concerning Kasilili/Sidudu Island. https://www.icj-cij.org/public/files/case-related/98/098-19991213-JUD-01-00-EN.pdf - accessed September 10

International Energy Agency (2019). Namibia-Countries & Regions. International Energy Agency, Paris, France.

International Labour Organization (2018). The Enabling Environment for Sustainable Enterprises in Namibia. International Labour Office, Enterprises Department. https:// www.ilo.org/empent/units/boosting -employment-through-small-enterprise-development/eese/WCMS_634223/lang-en/index.htm

International Organization for Migration. (2015). Migration in Namibia: A Country Profile 2015. .

IPPR (2014). Effective Dispute Resolution Strengthens Electoral Right. Electoral Watch, Issue No. 3. https://ippr.org.na/wp-content/uploads/2014/06/ElectionWatch%203%20web.pdf accessed on October 13, 2021.

IPPR (2017). Access Denied. https://ippr.org.na/publication/access-denied/.

IPPR (2019). Growth at Home four years on: The need for better Industrial Policy implementation. Retrieved from: https://ippr.org.na/publication/growth-at-home-four-years-on/.

IPPR (2021). Procurement Tracker Namibia, Issue 13 – September, https://ippr.org.na/wp-content/uploads/2021/09/PTN13-web-copy.pdf, accessed November 29: 2021

IPU (2020) Women in Parliament in 2020: The Year in Review. https://www.iknowpolitics.org/sites/default/files/2020-women_in_parliament_en.pdf accessed October 20, 2021

IPU (2021). Women in Politics World Ranking. https://IPU_WomenInPolitics_2021_EN_V2.pdf accessed on October 13, 2021

IRENA (2012). Renewable Energy Jobs and Access, IRENA, Abu Dhabi, United Arab Emirates.

Iyambo, A., D. Shatona, E. Nelumbu, E. Haihambo, J. Motinga, H. Sackaria and H. Namakalu (2003). Electronic Commerce Implications for the Financial System, Bank of Namibia Research Department, Windhoek, Namibia.

Iyawa, G. (2017). A Namibian Digital Health Innovation Ecosystem Framework. University of South Africa (Doctor of Philosophy Thesis). http://uir.unisa.ac.za/bitstream/handle/10500/23182/theses_iyawa_ge.pdf.pdf?sequence=3&isAllowed=y

Jauch H, L. Edwards and B. Cupido Inequality in Namibia. Tearing Us Apart: Inequalities in Southern Africa. 2009:181-255 July 6, 2020; page 18 WHO and UNICEF estimates of national immunization coverage - next revision available July 15, 2021 data received as of June 29, 2020.

References

Jemwa Gilbert and M. Martin (2021). The Mineral Sector of Namibia: a nuanced overview of selected key aspects. Southern Africa Resource Watch (SARW) in Partnership with Open Society Initiative for Southern Africa (OSISA). Resource Insight, Issue Number: 20, January 2021.

Kaapama, P. (2007). Commercial Land Reform in Postcolonial Namibia: What Happened to Liberation Struggle Rhetoric? In Henning Melber (ed.), Transitions in Namibia: Which Changes for Whom? Uppsala: Nordic Africa Institute, pp. 29 – 49

Kaapama, P. (2014). The State of Namibia's Constitutional Democratic and Multiparty Politics (1990 2014). Friedrich Ebert Sifting (ed.) Working for Social Democracy in Namibia, Windhoek: FES

Kaira, C. (2017). Energy Ministry Plans 220 MW of Additional Power, Windhoek Observer, 19 October.

Kamara, EN, Kasanda, C and Van Rooy, G. (2018). Provision of Integrated Early Childhood Development in Namibia: Are We on the Right Track?. Educ. Sci. 2018, 8, 117; doi:10.3390/educsci8030117

Kambwale, J.N., C. Chisoro & A. Karodia (2015). Investigation into the causes of small and medium enterprise failures in Windhoek, Namibia, Arabian Journal of Business and Management Review (OMAN Chapter), 7(4):80 –109

Kangmennaang, J., P. Mkandawire and I. Lunginaah (2017). Breast cancer screening among women in Namibia: explaining the effect of health insurance coverage and access to information on screening behaviour. IUHPE-Global Health Promotion Vol.0 No 0 727017 Doi: 10.1177/1757975917727017

Kanime, L. (2019). Media and Technology-the ups and downs in "digitizing" Namibia, New Era, Windhoek, Namibia.

Kapika, J. and A. Eberhard (2013). Power-sector reform and regulation in Africa: Lessons from Kenya, Tanzania, Uganda, Zambia, Namibia and Ghana, Cape Town: HSRC Press. Available at: http://www.gsb.uct.ac.za/files/Powersector.pdf.

Katrina Hanse-Himarwa (2015). Literacy Programme Empowers 500 000 Namibians. New Era (2015-09-02). Retrieved from: https://neweralive.na/posts/literacy-programme-empowers-500-000-namibians.

Kaupa, K. (2020). Student Orientation and Student Satisfaction in Higher Education Institutions: A Case Study of Namibian Public University. Journal of Banking, Insurance and Management Sciences, 67 -83.

Kazauana, B. (2014). The Impact of Namibian Reclassification as an Upper-middle Income Country on Official Development Assistance. Unpublished Thesis. Namibia University of Science and Technology, Windhoek, Namibia

Keyter, Charles. (2002). "Institutional Open and Distance Learning Collaboration in Namibia", Staff and Educational Development International, 6(3), 261-276.

Kgabi, N. A. (2012). Basic Education and Skills Acquisition in Namibia. Available: https://scholar.google.com/scholar?lookup=0&q=Basic+Education+and+Skills+Acquisition+in+Namibia+&hl=en&as_sdt=0,5

Kieck, B. and D. Ayeh, P. Beitzer, N. Gerdes, P. Günther, B. Wiemers (2016). Inclusion Grows: Developing a Manual on Disability Mainstreaming for the German Development Cooperation - Case Study Namibia, Centre for Rural Development (SLE), Berlin, Germany.

Knoema (2019) Namibia-Country Area. https://knoema.com/atlas/Namibia/topics/Land-Use/Area/Country-area

Knoema (2021). Total Area in Namibia Equipped for Irrigation, https://knoema.com/atlas/Namibia/topics/Tourism/Travel -and-Tourism-Total-Contribution-to-GDP

Knoema World Data Atlas (2021). Namibia. https://knoema.com/atlas/Namibia/Kavango -West

Knoema World Data Atlas (2021). Namibia. https://knoema.com/atlas/Namibia/Kavango -East

Konjore, J. Mervyan, D. Remmert and J. Thubelihle (2017). Report on the mapping and scoping exercise to support the integration of ICT in the education sector in Namibia, Unpublished draft, Prepared by Measure Value for UNICEF and MoEAC.

Konopo J. (2020, 23 November). Did Botswana execute 'poachers'?, Mail & Guardian. https://mg.co.za/africa/2020-11-23-botswana-execute-poachers/ - accessed September 10, 2021

KPMG Global Mining Institute (2014). Namibia Country Mining Guide. Strategic Series. KPMG International Cooperative.

Krappmann, O. (2006). Tantalite, tungsten and gold mineralisation suitable for small scale mining in Namibia. A qualitative survey of metal occurrences and assessment project preferences. Windhoek: Goakey Consult CC.

References

Krishnaveni, R., & R. Sujatha (2013). Institutional Capacity Building: A Systematic Approach, SCMS Journal of Indian Management, 10(4). GRN (2004).

Kruger, W., O. Alao and A. Eberhard (2019). Namibia Country Report: Report 3 - Energy and Economic Growth Research Programme. https://energyeconomicgrowth.org/sites/eeg.opml.co.uk/files/2020 -03/Namibia%20Country%20Report.pdf

LAC (2016). Road Safety Proposals. Retrieved from Road Safety Proposals | Seat Belt | Traffic Collision (scribd.com), prepared by the Legal Assistance Centre, Windhoek, Namibia

LAC (2017). Namibia Gender Analysis, Legal Assistance Centre for the Delegation of the European Union to Namibia, Windhoek, Namibia.

LaRRi (Labour Resource and Research Institute) (2018). Phase I: Gender Mainstreaming in the Transport Sector of Namibia, Ministry of Works and Transport and Deutsche Gesellschaft f ür Internationale Zusammenarbeit (GIZ) GmbH, Windhoek, Namibia.

LaRRi (Labour Resource and Research Institute) (2018). Phase II: Gender Dimensions of Urban Access and Mobility in Windhoek and Oshakati, Ministry of Works and Transport and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, Windhoek, Namibia.

Lembani, R.L. (2019). Country Report on Namibian University Education. University of South Africa, Johannesburg, South Africa.

Li G. and W. Wang (2016). Investing in Africa's Agriculture: Solidifying Foundation for Sustainable and Inclusive Development.

Likando, G., Matengu K. and Shihako, M. (2016). Perspectives on adult literacy and livelihood: A review with reference to the National LiteracyProgramme in Namibia (NLPN). Journal for Studies in Humanities and Social Sciences, 5(1). http://webcache.googleusercontent.com/search?q=cache:JrE4gmCq8nIJ:journals.unam.edu.na/index.php/JSHSS/article/download/1027/853/+&cd=10&hl=en&ct=clnk&gl=na

Links F. (2020) Depleting Natural Capital: How Namibia has been losing wildlife, forests and sand through mis-governance and maladministration since 2015. IPPR/Hanns Seidel Foundation Briefing Paper. https://ippr.org.na/wp -content/uploads/2020/10/Depleting-natural-capital-web.pdf accessed November 30, 2021

Liu, C. K. (2018). Policy Brief: the Role of Micro-Small and Medium Enterprises in Achieving SDGs. In Global Symposium on the Role of Micro-, Small-and Medium-Enterprises (MSMEs) in the Achievement of the Sustainable Development Goals (SDGs) (Vol. 5).

Low A, de Coeyere D, Shivute N, Brandt LJ. Patient referral patterns in Namibia: identification of potential to improve the efficiency of the health care system. International Journal of Health PlanningManagement 2001;16(3):243 -57

Low A, Ithindi T, Low A. A step too far? Making health equity interventions in Namibia more sufficient. International Journal for Equity in Health. 2003; 2(1).

Lund, F., M. Noble, H. Barnes & G. Wright (2009). Is there a rationale for conditional cash transfers for children in South Africa?. Transformation: Critical Perspectives on Southern Africa, 70(1), 70-91.

Lundberg, M. & Lam, D. (2007). Harnessing the Demographic Dividend: Lessons from the World Development Report 2007. Wilson Centre, Washington D.C., United States.

Macrotrends (2021). Namibia Literacy Rate 1991-2021. https://www.macrotrends.net/countries/NAM/namibia/literacy-rate

Magnier-Watanabe R. M, and Senoo D. (2008). Organization characteristics as prescriptive factors of knowledge management initiatives, Journal of Knowledge Management; 12(1): 36-21.

Manombencube, A. (2019). Statement by Honourable, Ms Alexia Manombencube, Deputy Minister In The Presidency of Disability Affairs. 12th Session of the Conference of State Parties to the Convention on the Rights of Persons with Disabilities. New York, New York, United States.

Marrero, R. and R. Huete (2013). La opinión pública sobre el empleo turístico en la Comunidad Valenciana, Cuadernos de Turismo, 32: 193-210. https://revistas.um.es/turismo/article/view/

Mash RJ, Ogunbanjo G, Naidoo SS, Hellenberg D. The contribution of family physicians to district health services: A national position paper for South Africa. S Afr Fam Pract. 2015;57(3):54–61. [Google Scholar]

Matengu, K. Likando, G. and Kangumu, B. (2014). Governance and Coordination of the Higher Education System in Namibia: Challenges and Prospects; FIRE: Forum for International Research in Education, Vol1, Issue 2, p 83-97.

Matengu, M., R. Korkeamäki & A. Cleghorn (2018). Conceptualizing Meaningful Education: The Voices of Indigenous Parents of Young Children. Learning, Culture and Social Interaction 22, http://doi.org/10.1016/j.lcsi.2018.05.007

References

MAWRD (Ministry of Agriculture, Water and Rural Development) (2015). Namibia Agriculture Census 2013/2014, Government of the Republic of Namibia, Windhoek, Namibia.

Mazorodze, A. H., and S. Buckley (2019). Knowledge management in knowledge-intensive organizations: Understanding its benefits, processes, infrastructure and barriers, South African Journal of Information Management, 21(1), 1-6.

Mbula, E. and W. Wamae (2010). Innovation and Development Agenda, Organisation for Economic Co-operation and Development, Paris, France.

MCC (No date). Evaluation Design Report ex-post performance evaluations in the education sector; Phase I - Namibia

McGann, Joseph A. (1999). DEA Research Discussion Paper No. 38 @MCG. The Environment Investment Fund.

MEAC (2016). Survey Report: Towards A New Education Act for Namibia, Ministry of Education, Arts and Culture Government of the Republic of Namibia, Windhoek, Namibia.

Mendelson J. and Obeid (2004). Forests and Woodlands of Namibia. Ministry of Environment and Tourism, Windhoek, Namibia.

Meribole, J. The Current Situation of Health Care in Namibia. https://borgenproject.org/healthcare-in-namibia/

Meyer, Danny (2019). 'Position Entrepreneurs to Create Wealth and Jobs,' The Namibian, Thursday 7 November 2019.

Michel, J. (1997). Efforts and Policies of the Members of the Development Assistance Committee. Development Co-operation Report. Organisation for Economic Co-Operation and Development (OECD), Paris, France.

Millennium Challenge Corporation (2020). Addressing Barriers to Education in Namibia: Interventions did not Yield Consistent Improvements in Educational Outcomes. https://data.mcc.gov/evaluations/index.php/catalog/209.

MingYang (2021). MingYang Smart Energy MySE 16.0242 Offshore Wind Turbine. China https://newatlas.com/energy/worlds-biggest-wind-turbine-mingyang

Ministry of Education (2007). Education and Training Sector Improvement Programme (ETSIP), Planning for a Learning Nation. Programme Document Phase1 2006 to 2011. Ministy of Education, Government of Namibia, Windhoek, Namibia.

Ministry of Education (2011). Education Management Information System: Education Statistics, Ministy of Education, Government of Namibia, Windhoek, Namibia.

Ministry of Education (2014). General Education Educator Policy. Ministy of Education, Government of Namibia, Windhoek, Namibia.

Ministry of Education (2017). Education Statistics in Namibia in 2017. Ministy of Education, Government of Namibia, Windhoek, Namibia. http://www.moe.gov.na/files/downloads/d15_EMIS%20Education%20Statistics%202017%20%20web%20quality.pdf.

Ministry of Education and Culture (1993). Toward Education for All: A Development Brief for Education, Culture and Training. Ministy of Education and Culture, Government of Namibia, Windhoek, Namibia.

Ministry of Education and Culture (2009) Education Sector Policy for the Prevention and Management of Learner Pregnancy. Ministy of Education and Culture, Government of Namibia, Windhoek, Namibia. https:// www.moe.gov.na/files/downloads/99b_Learner%20Pregnancy%20policy%20final%20201010-18.pdf

Ministry of Education, Arts and Culture (2005). ICT Integration for Equity and Excellence in Education Policy. Ministy of Education, Arts and Culture, Government of Namibia, Windhoek, Namibia. https://www.moe.gov.na/files/downloads/155_Published%20ICT%20Policy%202005%20-%2015%20March%202005.pdf

Ministry of Education, Arts and Culture (2017). A Public Expenditure Review of the basic Education Sector in Namibia. Ministy of Education, Arts and Culture, Government of Namibia, Windhoek, Namibia

Ministry of Education, Arts and Culture (2017). EMIS Education Statistics 2017. Ministy of Education, Arts and Culture, Government of Namibia, Windhoek, Namibia

Ministry of Education, Arts and Culture (2017). Namibia Fifteen School Day Report 2018. Ministy of Education, Arts and Culture, Government of Namibia, Windhoek, Namibia

Ministry of Education, Arts and Culture (2019). Educational Statistics. Ministy of Education, Arts and Culture, Government of Namibia, Windhoek, Namibia https://www.moe.gov.na/files/downloads/466_EMIS -2019.pdf

References

Ministry of Education, Arts and Culture (2020). Basic Education Act 3 of 2020. Ministry of Education, Arts and Culture, Government of Namibia, Windhoek, Namibia. https://laws.parliament.na/cms_documents/basic-education-f57fa9e810.pdf

Ministry of Education, Arts and Culture. (2017). Strategic Plan 2017/18 - 2021/22. Ministy of Education, Arts and Culture, Government of Namibia, Windhoek, Namibia

Ministry of Education. (2013) Sector Policy on Inclusive Education; Ministry of Education, Government of Namibia, Windhoek, Namibia.

Ministry of Environment and Tourism (2013). National Policy on Community Based Natural Resource Management. Ministy of Environment and Tourism, Government of Namibia, Windhoek, Namibia

Ministry of Finance, (2021) Procurement Policy Unit – Reference Guide to Public Procurement. Minisry of Finance, Government of Namibia, Windhoek, Namibia. https://mof.gov.na/documents/35641/36670/Reference+Guide+to+Public+Procurement+V1.pdf/ec9e6c67-7b38-0bcb-7b3f-064f13fc3ea0, accessed November 29, 2021

Ministry of Higher Education, Training and Innovation (2016). Transformation And Expansion Strategy for Technical and Vocational Education and Training: Building a Skilled Nation. Ministry of Higher Education, Training and Innovation, Windhoek, Namibia. www.mhevti.gov.na

Ministry of Home Affairs and Immigration (2008). Strategic Plan 2009/10-2013/14. Ministry of Home Affairs and Immigration, Government of Namibia, Windhoek, Namibia.

Ministry of Home Affairs and Immigration (2009). Strategic Plan 2009/10-2013/14. Ministry of Home Affairs and Immigration, Government of Namibia, Windhoek, Namibia.

Ministry of Home Affairs and Immigration (2011). Directorate of Immigration and Border Control Report 2010–2011; 2012–2013; 2013–2014. Ministry of Home Affairs and Immigration, Government of Namibia, Windhoek, Namibia.

Ministry of Home Affairs and Immigration. (2011). Directorate of Immigration and Border Control Report 2010–2011; 2012–2013; 2013–2014. Ministry of Home Affairs and Immigration, Government of Namibia, Windhoek, Namibia

Ministry of Industrialisation and Trade (2012). Namibia's Industrial Policy. Ministry of Industrialisation and Trade, Government of Namibia, Windhoek, Namibia.

Ministry of Industrialisation and Trade (2013). Namibia's Industrial Policy Implementation and Strategic Framework 2014 – 2017. Ministry of Industrialisation and Trade, Government of Namibia, Windhoek, Namibia.

Ministry of Industrialisation and Trade (2016). Namibia Occupational Skills Audit Survey (NOSAS 2014). MIT, 2021.

Ministry of Industrialisation and Trade (2021). Mineral Beneficiation Strategy for Namibia: Abridged Promotion Version. Ministry of Industrialisation and Trade, Government of Namibia, Windhoek, Namibia.

Ministry of Mines and Energy (2016). Namibia Electricity Supply Industry National Integrated Resource Plan Review and Update Final Report, Ministry of Mines and Energy, Government of Namibia. http://www.mme.gov.na/files/publications/f74_29a_ELECTRICITY%20SECTOR%20NATIONAL%20INTEGRATED%20RESOURCE%20PLAN%20(NIRP)%202016%20FINAL%20REPORT.pdf

Ministry of Mines and Energy (2007). Implementation of the Off-Grid Energisation Master Plan (OGEMP). Ministry of Mines and Energy, Government of Namibia, Windhoek, Namibia.

Ministry of Mines and Energy (2008). Draft White Paper on the Energy Policy of Namibia, Ministry of Mines and Energy, Government of Namibia, Windhoek, Namibia. http://www.mme.gov.na/files/publications/1e3_energy_policy_whitepaper.pdf

Ministry of Mines and Energy (2011). Geological survey of Namibia brochure. Ministry of Mines and Energy, Government of Namibia, Windhoek, Namibia

Ministry of Mines and Energy (2017). National Energy Policy of July 2017, Ministry of Mines and Energy, Government of Namibia, Windhoek, Namibia. http://www.mme.gov.na/files/publications/fd8_National%20Energy%20Policy%20 - %20July%202017.pdf

Mitchell, R., P. Rose and S. Asare (2020). Education Research in Sub-Saharan Africa: Quality, Visibility, and Agendas. Comparative Education Review, 64(3), 363 -383.

Mo Ibrahim Foundation. Ibrahim Indexes of African Governance. https://iiag.online/ accessed September 15, 2021.

References

MoAWF (2009). A Baseline Assessment of Human Trafficking in Namibia: A Nationally Representative Qualitative Assessment. Ministry of Agriculture, Water and Forestry, Government of Namibia, Windhoek, Namibia.

MoBESC (2003). National Policy on Adult Learning. Namibia Ministry of Basic Education, Sport, and Culture [Print Version], pp 1 – 42. https://planipolis.iiep.unesco.org/sites/default/files/ressources/namibia_adult_educaiton_policy.pdf

MoBESC (2003). The National Policy on Adult Learning, Ministry of Basic Education, Sport and Culture, Government of Namibia, Windhoek, Namibia.

MoBESC (2009). National Policy on Adult Learning. Namibia Ministry of Basic Education, Sport, and Culture [Digitized Version], pp 1 – 48. https://planipolis.iiep.unesco.org/sites/default/files/ressources/namibia_adult_educaiton_policy.pdf

MoE (2009). Education Sector Policy for the Prevention and Management of Learner Pregnancy, Ministry of Education, Government of Namibia, Windhoek, Namibia.

MoEAC (2021). 15th Day School Statistics, 2021. Ministry of Education, Arts and Culture, Government of Namibia, Windhoek, Namibia.

MoEAC and UNICEF (2018). Namibia's National Safe Schools Framework. Ministry of Education, Arts and Culture, Government of Namibia with support from UNICEF/Namibia, Windhoek, Namibia.

MoGECW (2004). National Policy on Orphans and Vulnerable Children, Ministry of Gender Equality and Child Welfare, Government of the Republic of Namibia, Windhoek.

MoGECW (2007a). Monitoring and Evaluation Plan for the Namibia National Plan of Action 2006-2010 for Orphans and Vulnerable Children Volume 1, Ministry of Gender Equality and Child Welfare Government of the Republic of Namibia, Windhoek.

MoGECW (2007b). Monitoring and Evaluation Plan for the Namibia National Plan of Action 2006-2010 for Orphans and Vulnerable Children Volume 2, Ministry of Gender Equality and Child Welfare Government of the Republic of Namibia, Windhoek.

MoGECW (2010). National Gender Policy 2010 – 2020, Ministry of Gender Equality and Child Welfare Government of the Republic of Namibia, Windhoek.

MoGECW (2010). National Gender Policy 20102020. Ministry of Gender Equality and Child Welfare, Government of Namibi.a Windhoek, Namibia.

MoGECW (2017). A Framework for Action Towards Integrated Early Childhood Development Service Delivery in Namibia (2017-2022). Ministry of Gender Equality and Child Welfare, Government of Namibia, Windhoek, Namibia.

MoGEPESW (2020). Directive Relating to Child Protection Response During COVID-19: State of Emergency – COVID-19 Regulations, No.120, Ministry of Gender Equality, Poverty Eradication and Social Welfare, Government of the Republic of Namibia, Windhoek.

Mogotsi, I. et al (2016). Forest Resource Management and Utilisation through a Gendered Lens in Namibia, 6(4) Environment and Natural Resources Research 79, 11 November 2016 at 83-84.

MOHSS (1993). Namibia Demographic and Health Survey. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2004). Report of the 2004 National HIV Sentinel Survey, Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoBESC (2003). National Policy on Adult Learning. Namibia Ministry of Basic Education, Sport, and Culture [Print Version], pp 1 – 42. https://planipolis.iiep.unesco.org/sites/default/files/ressources/namibia_adult_educaiton_policy.pdf

MoBESC (2003). The National Policy on Adult Learning, Ministry of Basic Education, Sport and Culture, Government of Namibia, Windhoek, Namibia.

MoBESC (2009). National Policy on Adult Learning. Namibia Ministry of Basic Education, Sport, and Culture [Digitized Version], pp 1 – 48. https://planipolis.iiep.unesco.org/sites/default/files/ressources/namibia_adult_educaiton_policy.pdf

MoE (2009). Education Sector Policy for the Prevention and Management of Learner Pregnancy, Ministry of Education, Government of Namibia, Windhoek, Namibia.

References

MoEAC (2021). 15th Day School Statistics, 2021. Ministry of Education, Arts and Culture, Government of Namibia, Windhoek, Namibia.

MoEAC and UNICEF (2018). Namibia's National Safe Schools Framework. Ministry of Education, Arts and Culture, Government of Namibia with support from UNICEF/Namibia, Windhoek, Namibia.

MoGECW (2004). National Policy on Orphans and Vulnerable Children, Ministry of Gender Equality and Child Welfare, Government of the Republic of Namibia, Windhoek.

MoGECW (2007a). Monitoring and Evaluation Plan for the Namibia National Plan of Action 2006-2010 for Orphans and Vulnerable Children Volume 1, Ministry of Gender Equality and Child Welfare Government of the Republic of Namibia, Windhoek.

MoGECW (2007b). Monitoring and Evaluation Plan for the Namibia National Plan of Action 2006-2010 for Orphans and Vulnerable Children Volume 2, Ministry of Gender Equality and Child Welfare Government of the Republic of Namibia, Windhoek.

MoGECW (2010). National Gender Policy 2010 – 2020, Ministry of Gender Equality and Child Welfare Government of the Republic of Namibia, Windhoek.

MoGECW (2010). National Gender Policy 20102020. Ministry of Gender Equality and Child Welfare, Government of Namibi.a Windhoek, Namibia.

MoGECW (2017). A Framework for Action Towards Integrated Early Childhood Development Service Delivery in Namibia (2017-2022). Ministry of Gender Equality and Child Welfare, Government of Namibia, Windhoek, Namibia.

MoGEPESW (2020). Directive Relating to Child Protection Response During COVID-19: State of Emergency – COVID-19 Regulations, No.120, Ministry of Gender Equality, Poverty Eradication and Social Welfare, Government of the Republic of Namibia, Windhoek.

Mogotsi, I. et al (2016). Forest Resource Management and Utilisation through a Gendered Lens in Namibia, 6(4) Environment and Natural Resources Research 79, 11 November 2016 at 83-84.

MOHSS (1993). Namibia Demographic and Health Survey. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2004). Report of the 2004 National HIV Sentinel Survey, Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2007). National Policy on HIV&AIDS (approved by the National Assembly on the 14th March 2007). Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2008). Namibia Demographic and Health Survey 2006-07. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MOHSS (2008). Namibia Demographic and Health Survey. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2008). Namibia Health and HIV/AIDS Resource Tracking: 2007/08 & 2008/09; Mister Sister Mobile Health Service. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia. http://www.mistersisterclinics.org

MoHSS (2008). Prevention of Mother-to-Child Transmission of HIV. Biennial Report 2009-2011, Republic of Namibia. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2008). The Republic of Namibia Draft of the Consolidated National Reproductive and Child Health Policy. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2009). Health Facility Census (HFC). Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia

MoHSS (2009a). Guideline on Essential and Emergency Obstetric Care. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia

MOHSS (2009b). Health Facility Census. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MOHSS (2009c). Summary Report of Regional Consultations on Maternal and Child Health. Maternal and Child Health Conference, Namibia. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia

References

MoHSS (2010). Guidelines for Completing the Maternal and Peri/Neonatal Death Review Form. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MOHSS (2010). Namibia Health Facility Census 2009. Windhoek, Namibia. Ministry of Health and Social Services (MOHSS) and ICF Macro, Government of Namibia, Windhoek, Namibia.

MOHSS (2010). Namibia Health Policy Framework. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2010). National Health Policy Framework 2010-2020. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2010). National Strategic Framework for HIV and AIDS Response in Namibia. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2011). Prevention of Mother to Child Transmission of HIV. Biennial Report 2009-2011. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2011). Report of the Survey on the Factors Contributing to Maternal Mortality and Prevalence of Missed Maternal Deaths in Namibia. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2011). Report on Need Assessment: Screening for Reproductive System Cancers. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2011a). National Guidelines for HIV Counselling and Testing in Namibia. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2011a). National Guidelines for HIV Counselling and Testing in Namibia. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2011b). National Standard for Adolescent Friendly Health Services. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2011b). National Standard for Adolescent Friendly Health Services. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2011c). Report of the Survey on the Factors Contributing to Maternal Mortality and Prevalence of Missed Maternal Deaths in Namibia. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia

MoHSS (2011c). Report of the Survey on the Factors Contributing to Maternal Mortality and Prevalence of Missed Maternal Deaths in Namibia. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2011d). Report on Needs Assessment: Screening for Reproductive System Cancers. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2011d). Report on Needs Assessment: Screening for Reproductive System Cancers. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2012). National Policy on Sexual, Reproductive and Child Health. Division of Family Health, Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2013). Annual Report 2012/2013. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2013). Report of the Presidential Commission of Inquiry, Report to the President. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2013a). The Namibia Demographic and Health Survey 2013. ICF International, Windhoek, Namibia, and Rockville, Maryland, USA: MOHSS and ICF International.

MoHSS (2013b). Report of the Presidential Commission of Inquiry, Report to the President. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2013b). Report of the Presidential Commission of Inquiry, Report to the President. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MOHSS (2014). Namibia Demographic and Health Survey. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2014a). Mid-Term Review Report of the National Strategic Framework for HIV and AIDS 2010/11– 2016/17. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

References

MoHSS (2014b). National Coordination Framework for the Multi-sectoral HIV and AIDS Response in Namibia 2013–2017. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2014b). National Coordination Framework for the Multi-sectoral HIV and AIDS Response in Namibia 2013–2017. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2014b). Surveillance Report of the 2014 National HIV Sentinel Survey, 1992014. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MOHSS (2015). Primary Health Care Services. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2015a). EPI Analysis of the Namibia AIDS Epidemic Based on Most Recent Epidemiological Data. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2015b). Namibia HIV Draft Estimates 2000-2014. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2016). Namibia Mortality and Causes of Death Statistics Report, 2016 and 2017. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2016). Tele-medicine centre. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia. http://www.wch.gov.na/tele-medicine-center

MoHSS (2016a). Joint Review of Maternal, Newborn, Child and Adolescent Health and Nutrition Programs in Namibia. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2017). 2014/15 Health Accounts Report. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia. https://www.afro.who.int/sites/default/files/2017-10/Namibia%20Health%20Accounts%20Report%202014-2015%20-%20final%202017.09.07.pdf

MoHSS (2017). National Strategic Framework for HIV and AIDS Response in Namibia 2017/18 to 2021. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (2017). National Strategic Framework for HIV/AIDS 2017/18 to 2021/22). Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS (no date). National Policy on Sexual, Reproductive and Child Health (Draft). Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoHSS and ICF (2011). Namibia Health Facility Census of 2009, Ministry of Health and Social Services and ICF International Windhoek, Namibia and Bethesda, Washington DC, USA.

MoHSS and ICF International (2010). Procedural guideline for the management of housing units provided by the government for independent low-income older people in Namibia. Ministry of Health and Social Services with IFC International, Government of Namibia, Windhoek, Namibia.

MoHSS. (2010). National Guidelines for the Management of Tuberculosis. Ministry of Health and Social Services, Government of Namibia, Windhoek, Namibia.

MoICT (2009). Information Technology Policy for the Republic of Namibia 2008. Ministry of Information, Communications and Technology, Government of Namibia, Windhoek, Namibia with support from Palladium Strategy Consultants.

MoICT (2009). Overarching Information Communications Technology (ICT) Policy for the Republic of Namibia 2009. Ministry of Information, Communications and Technology, Government of Namibia, Windhoek, Namibia https://www.npc.gov.na/downloads/policies%20by%20year/2009/Overarching%20Information%20Communications%20Technology%20%28ICT%29%20Policy%20of%20the%20Republic%20of%20Namibia.pdf

MoITSD (2016). Growth Strategy for the Namibian Jewellery Industry and Coloured Gemstone and Associated Value Chains. Ministry of Industrialisation, Trade and SME Development, Government of Namibia, Windhoek, Namibia. http://www.mti.gov.na/downloads/Jewellery%20and%20Gemstones_Strategies_Web.pdf

MoITSD (2017). Strategic Plan 2017-22. Ministry of Industrialisation, Trade and SME Development, Government of Namibia, Windhoek, Namibia. https://mit.gov.na/documents/41692/64347/MITSMED+Strategic+Plan.pdf/0cf336cb-ae01-1cb7-9441-b68f028881cc?t=1621605670407.

MoITSD (2019). Annual Report, MITSMED Pre-Consultative Workshop. Ministry of Industrialisation, Trade and SME Development, Government of Namibia, Windhoek, Namibia. https://mit.gov.na/documents/41692/109418/MITSMED+2019 1.pdf/dc570087-546f-cbbe-67e2-f74c74151ad8?t=1605176422070.

References

MoLIREC (2010). Namibia Child Activities Surveys of 2010. Ministry of Labour, Industrial Relations and Employment Creation Government of the Republic of Namibia, Windhoek.

MoLIREC (2020). Equitable Employment Commission (EEC) Annual Review: 1st Quarterly Report. Ministry of Labour, Industrial Relations and Employment Creation, Government of Namibia, Windhoek, Namibia.

MoLIREC (n.d.). Careers in Namibia 2019/2019. Windhoek, Ministry of Labour, Industrial Relations and Employment Creation, Government of Namibia, Windhoek, Namibia.

MoLSW (1999). Namibia Child Activities Survey of 1999, Ministry of Labour and Social Welfare, Government of Namibia, Windhoek, Namibia.

MoLSW (2005). Namibia Child Activities Surveys of 2005, Ministry of Labour and Social Welfare, Government of Namibia, Windhoek, Namibia.

MoLSW (2008). Literature and Policy Review on Issues Affecting Child Labour in Namibia, Ministry of Labour and Social Welfare with support from the International Labour Organization, Pretoria and Ministry of Labour and Social Welfare, Windhoek, Namibia. [Written by Terry, M. Elizabeth and Herbert Jauch]

MoLSW (2008a). Discussion Document on Child Labour in Namibia For Consideration by Government Ministries, Parliament, Civil Society and Development Partners, International Labour Organisation, Pretoria and Ministry of Labour and Social Welfare, Government of Namibia, Windhoek, Namibia. [Written by Terry, M. Elizabeth and Herbert Jauch, Dr. David S. Cownie]

MOLSW (2008b). A Rapid Assessment on Child Labour and Commercial Sexual Exploitation of Children in Namibia, including Links to Child Trafficking, International Labour Organisation, Pretoria and Ministry of Labour and Social Welfare, Government of Namibia, Windhoek, Namibia. [Written by Terry, M. Elizabeth]

MOLSW (Ministry of Labour and Social Welfare) (2008d). A Rapid Assessment on Children Used by Adults to Commit Crime in Namibia, International Labour Organization and Ministry of Labour and Social Welfare, Government of Namibia, Windhoek, Namibia. [Written by Terry, M. Elizabeth]

Mooya M. (2009). Real Estate Markets and Poverty Alleviation in Namibia's Urban Informal Settlements: An Institutional Approach, PhD thesis, Faculty of Engineering, Built Environment and Information Technology, University of Pretoria, Pretoria, South Africa.

MoWT (2013). Sustainable Urban Transport Master Plan (SUTMP) City of Windhoek, Ministry of Works and Transport, Government of Namibia, Windhoek, Namibia with support from Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

MoWT (2015). Non-Motorised Road Safety Assessment on Main Roads around Windhoek, Ministry of Works and Transport, Government of Namibia, Windhoek, Namibia with support from Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

MoWT (2017). 2018 Namibian Transport Policy Implementation Period (2018 - 2035). Ministry of Works and Transport, Government of Namibia, Windhoek, Namibia. https://mwt.gov.na/documents/576663/953883/Namibian+Transport+Policy_Print.pdf/2fdd3bc7-dd66-14fd-92d6-ebb777d1ab4d.

MoWT (2018). Namibian Transport Policy (Implementation Period 2018 - 2035), Ministry of Works and Transport, Government of the Republic of Namibia, Windhoek, Namibia.

MoWT, GIZ and Consulting Team (2017). Master Plan for Sustainable Transport for Ohangwena, Omusati, Oshana and Oshikoto Regions, Ministry of Works and Transport and Ministry of Urban and Rural Development, Government of Namibia, Windhoek, Namibia with support from GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH).

MTC (2020). Integrated Annual Report 2020. MTC Namibia, Windhoek, Namibia.

Mufune, P., N. Indongo, N. Nickanor, G. Eiseb and K Stephanus (2009). Youth Migration in Namibia. Baseline Report.

Mukata, C. and E. Swanepoel (2017). Development Support for Small and Medium Enterprises in the Financially Constrained North-Eastern Regions of Namibia, Southern African Business Review, 21.

Munyayi. R., Z. Chiguvare and H. Ileka (2015). Fact Sheet on: Renewable Energy – Shifting Energy Systems in Namibia towards a More Sustainable Path. https://www.thinknamibia.org.na/files/learn-and-engage/jtBTlZQO-YnHdSkT.pdf

Mushelenga, P. (2020). Namibia's Foreign Policy and Its Impact on Peace and Security in the Southern Africa Region: A Framework of Liberalism as a Theory of International Relations Studies. India Quarterly, 76(4), 569-586.

References

Mushelenga, P. (2020). Publication of National Broadband Policy: Communications Act 2009, Ministry of Information and Communication Technology. Government Gazette of the Republic of Namibia. Government Notice, Windhoek, Namibia.

Musiyarira, H., D. Tesh, M. Pillalamarry and N. Namate (2016). Interventions for Ensuring the Sustainability of the Small Scale Mining Sector in Namibia. Geo-Resources Environment and Engineering (GREE), 2, 196–201.

Mustapha, S. and A. Prizzon (2015). Debt Sustainability and Debt Management in Developing Countries. Economic and Private Sector Professional Evidence and Applied Knowledge Service Topic Guide. London: Overseas Development Institute.

Mwaniki, A. (2018). The Biggest Industries In Namibia. Worldatlas, https://www.worldatlas.com/articles/which-are-the-biggest-industries-in-namibia.html

Mwasikakata, M. & P. Martins (2017). Assessment of Public Employment Services and Active Labour Market Policies in Namibia (No. 994974190002676). International Labour Organisation, Geneva, Switzerland.

NAC (2016). Namibia Airports Company Annual Report 2015/16. Namibia Airports Company, Windhoek, Namibia. www.airports.com.na/files/files/Annual report.pdf.

NAC (2020). NAC Integrated Annual Report 2016/17 - 2018/19. Namibia Airports Company, Windhoek, Namibia.

NACSO (2015). The State of Community Conservation in Namibia - A Review of Communal Conservancies, Community Forests and Other CBNRM Initiatives. Namibian Association of CBNRM Support Organisations, Windhoek, Namibia.

NACSO (2017). The State of Community Conservation in Namibia. Namibian Association of CBNRM Support Organisations, Windhoek, Namibia. http://www.nacso.org.na/sites/default/files/The%20State%20of%20Community%20Conservation%20Report%202019%20-%20book.pdf

NACSO (2021). Game Counts (Trends of Key Wildlife Populations). Namibian Association of CBNRM Support Organisations, Windhoek, Namibia.

NACSO and MoET (2019). Biomes and Habitats for Wildlife Community Conservation Namibia. Namibian Association of CBNRM Support Organisations and the Ministry of Environment and Tourism, Windhoek, Namibia. https://communityconservationnamibia.com/the-impact-of-community-conservation/the-expansion-of-community-conservation/biomes-and-habitats-for-wildlife

Nakale, A. (2020). MoU Eases Movement of Impalila Residents to Botswana. New Era. https://neweralive.na/posts/mou-eases-movement-of-impalila-residents-to-botswana – accessed September 10, 2021

Nambinga, V. and L. Mubita (2021). The Impact of Mining Sector to the Namibia Economy. National Planning Commission. Government of Namibia, Windhoek, Namibia.

NAMCOL (2015). NAMCOL Statistical Digest 2013/2014 and 2014/2015. Namibian College of Open Learning, Windhoek, Namibia.

Namibia Statistical Agency (2012). Namibia 2011 Population and Housing Census. Government of Namibia, Windhoek, Namibia.

Namibia Statistical Agency (2019). Sustainable Development Goals Baseline Study. https://d3rp5jatom3eyn.cloudfront.net/cms/assets/documents/SDG_Baseline_Report_2019.pdf

Namibia Statistical Agency (2020). Namibia Trade Statistics Bulletin December 2020. Windhoek: Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia. Trade_Statistics_Bulletin_ -_December_2020.pdf (d3rp5jatom3eyn.cloudfront.net).

Namibia Statistics Agency (2011). Census Regional Profile. Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2011). Namibia 2011 Population and Housing Census Main Report, Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2011). National Household Income and Expenditure Survey 2009/2010, Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2012). Namibia Household Income and Expenditure Survey 2009/2010. Government of Namibia, Windhoek, Namibia.

References

Namibia Statistics Agency (2012). Namibia Household Income and Expenditure Survey 2009/2010. Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2014). Data Collection, Processing and Dissemination Policy and Practice. Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia. https://nsa.org.na/.

Namibia Statistics Agency (2014). Namibia 2011 Census Mortality Report. Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2014). Population Projections 2011 – 2041: Namibia 2011 Census Population Projections 2011 to 2041. Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2014a). Namibia Population Projections 2011–2041 (Namibia 2011 Census Projections 2011 to 2014). Government of Namibia, Windhoek, Namibia

Namibia Statistics Agency (2014b). The Namibia Labour Force Survey 2013 Report. Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2014b). The Namibia Labour Force Survey 2013 Report. Government of Namibia, Windhoek, Namibia

Namibia Statistics Agency (2015). Monthly Tourism Report (Issue 018, 17 August 2015). Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2015). Namibia 2011 Census Migration Report. Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2015). Namibia Social Statistics 2010–2014. Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2015a). Analysis of Youth Employment and Unemployment in Namibia 2012–2013. Government of Namibia, Windhoek, Namibia

Namibia Statistics Agency (2015a). Analysis of Youth Employment and Unemployment in Namibia 2012–2013. Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2015a). Analysis of Youth Employment and Unemployment in Namibia 2012 – 2013. Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia. https://nsa.org.na/page/publications.

Namibia Statistics Agency (2015b). Monthly Tourism Report (Issue 018, 17 August 2015). Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2015b). Monthly Tourism Report. (Issue 018, 17 August 2015). Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2015b). Namibia Social Statistics 2010 – 2014. Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia. https://nsa.org.na/page/publications.

Namibia Statistics Agency (2015c). Namibia 2011 Census Migration Report. Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2015e). The Namibia Labour Force Survey 2014 Report. Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2015e). The Namibia Labour Force Survey 2014 Report. Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2016). Namibia Household Income and Expenditure Survey (NHIES) 2015/2016 Report. Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia. https://nsa.org.na/page/publications.

Namibia Statistics Agency (2016). National Household Income and Expenditure Survey 2015/2016, Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2017). Namibia Financial Inclusion Survey, 2017. Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia. https://nsa.org.na/page/publications.

Namibia Statistics Agency (2017). Namibia Inter-censal Demographic Survey 2016 Report. Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2017). Namibia Inter-censal Demographic Survey 2016 Report. Government of Namibia, Windhoek, Namibia.

References

Namibia Statistics Agency (2017). Namibia Inter-censal Demographic Survey 2016 Report, Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2017). Strategic Plan 2017/2018 – 2021/2022. Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2017).Vital Statistics Report Namibia. Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2018). National Labour Force Survey 2018. Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia. https://nsa.org.na/page/publications.

Namibia Statistics Agency (2019). Key Highlights of the Namibia Labour Force Survey 2018 Report, Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2019). SDG Baseline Report, Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2019). Sustainable Development Goals, Fifth National Development Plan Indicator Framework Namibia, Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2019). Namibia Labour Force Survey 2018 Report. Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia.

Namibia Statistics Agency (2019). Sustainable Development Goals Baseline Study, Government of Namibia, Windhoek, Namibia. https://d3rp5jatom3eyn.cloudfront.net/cms/assets/documents/Press_Statement_-_SDG_Baseline_Namibia_2019_Report.pdf

Namibia Statistics Agency (2020). Namibia Mortality and Causes of Death Statistics Report, 2016 and 2017. Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia. https://nsa.org.na/page/publications.

Namibia Statistics Agency (2020b). Namibia Vital Statistics Report, Births, Deaths and Marriages Registered in 2016 and 2017. Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia. https://nsa.org.na/page/publications.

Namibia Statistics Agency (2021). Media Release of Economic Statistics (2020 Economic Performance, Government Wage Index & Sectorals). Government of Namibia, Windhoek, Namibia. https://d3rp5jatom3eyn.cloudfront.net/cms/assets/documents/Media_Release_-_Economic_Statistics_-_31_March_2021.pdf

Namibia Statistics Agency (2021). Namibia National Accounts Times Series, 1980-2020. Government of Namibia, Windhoek, Namibia. https://nsa.org.na/page/publications/

Namibia Statistics Agency (2021a). Media Release: Errata on 2015/2016 NHIES Report. Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia. Media_Release_-_Errata_on_2015-2016_NHIES_Report_-_24_June_2021.pdf (d3rp5jatom3eyn.cloudfront.net).

Namibia Statistics Agency (2021b). Namibia Multidimensional Poverty Index Report 2021. Namibia Statistics Agency, Government of Namibia, Windhoek, Namibia UNICEF-Namibia-Multidimensional-Poverty-Index-2021.pdf.

Namibia Statistics Agency and the World Bank (2017). Does Fiscal Policy Benefit the Poor and Reduce Inequality in Namibia: The Distributional Impact of Fiscal Policy in Namibia. Shereno Printers, Gauteng, South Africa.

Namibia Statistics Agency and UNFPA (2010). Namibia 2011 Population and Housing Census Indicators. Government of Namibia, Windhoek, Namibia with support from the United Nations Population Fund.

Namibia Tourism Board (NTB) (2021). Namibia Tourism Satellite Account 5th Edition. Ministry of Environment, Forestry and Tourism, Government of Namibia, Windhoek, Namibia. http://www.namibiatourism.com.na/

Namibia Training Authority (2015). Health Care and Social Services Sector Skills Plan, Namibia Training Authority, Government of Namibia, Windhoek, Namibia.

Namibian Chamber of Environment (2018). Mining Sector Strengthens Environmental Management. Ministry of Environment, Forestry and Tourism, Government of Namibia, Windhoek, Namibia.

Namibian Statistics Agency (2019). Sustainable Development Goals Baseline Study. https://d3rp5jatom3eyn.cloudfront.net/cms/assets/documents/SDG_Baseline_Report_2019.pdf

References

Nampa (2018). Namibia's ICT Policies Futuristic– Kamutuezu, The Namibian. https://www.namibian.com.na/182436/archive-read/Namibias-ICT-policies-futuristic-%E2%80%93-Kamutuezu

Namport (2019). Namport Annual Report 2018/19. Namport, Walvis Bay, Namibia.

NamPower (2017). REFiT Progress Report. NamPower, Windhoek, Namibia

Nande P. (2017). Corporate Social Responsibility: The Need for Legislation in the Namibian Mining Sector. http://www.mlia.uct.ac.za/news/corporate-social-responsibility-need-legislation-namibian-mining-sector

National Commission on Research, Science and Technology (2014). The National Programme on Research, Science Technology and Innovation (NPRSTI) 2014/15 to 2016/2017. National Commission on Research, Science and Technology, Windhoek, Namibia. http://www.ncsrst.na/files/download/ee9_NSRST_NPRSTI%202014%20to%202017.pdf

National Council for Higher Education (2016). Namibia 2016 Higher Education Statistical Yearbook, December 2017. National Council for Higher Education, Windhoek, Namibia.

National Council of Higher Education (2013). Namibia Higher Education Statistical Yearbook. National Council for Higher Education, Windhoek, Namibia. www.nche.org.na

National Council of Higher Education (2013). Public Lecture: The Higher Education Landscape in Namibia with Particular Reference to "Increasing Access, While Improving Quality" and "Increasing Institutional Diversity". National Council for Higher Education, Windhoek, Namibia. www.nche.org.na

National Council of Higher Education (2018). Namibia Higher Education Statistical Yearbook. National Council for Higher Education, Windhoek, Namibia. www.nche.org.na

National Council of Higher Education (2018). Namibia Higher Education Indicators 2012 – 2016. National Council for Higher Education, Windhoek, Namibia. www.nche.org.na

National Council of Higher Education (2019). National Graduate Survey Report. National Council for Higher Education, Windhoek, Namibia. www.nche.org.na

National Council of Higher Education (2020). Namibia Higher Education Statistical Yearbook. National Council for Higher Education, Windhoek, Namibia. www.nche.org.na

National Institute for Educational Development (2018). Basic Education Reform: The Statement About the Curriculum Reform for Basic Education. National Institute for Educational Development, Okahandja, Namibia.

National Planning Commission (1993). National Programme of Action for the Children of Namibia: Annual Report 1993, National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (1995). First National Development Plan (NDP1): 1995/1996-1999/2000, National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (1998). Poverty Reduction Strategy for Namibia, National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (2000). National Human Resource Plan 2000-2010, National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (2004). Namibia Vision 2030: Policy Framework for Long-term National Development, National Planning Commission, Government of Namibia, Windhoek, Namibia. https://www.npc.gov.na/vision-2030/

National Planning Commission (2008). Country Report for the Fifteenth Year (1994-2009). Review and Assessment of the Implementation of the Dakar/NGOR Declaration and the ICPD Programme of Action. National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (2008). The Third National Development Plan 2007/2008-2011/12. National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (2010). Environmental Situation Analysis and Code of Practice for the Small-scale Mining Sector in the Erongo Region. National Planning Commission, Government of Namibia, Windhoek, Namibia.

References

National Planning Commission (2012). National Human Resources Plan 2010-2025. National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (2012). National Human Resources Plan 2010 – 2025. National Planning Commission, Government of Namibia, Windhoek, Namibia. https:// www.npc.gov.na/vision -2030/

National Planning Commission (2012). TheFourth National Development Plan 2012/13 to 2016/17. National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (2013). Energy Demand and Forecasting in Namibia. National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (2013). Energy Demand and Forecasting in Namibia – Energy for Economic Development. National Planning Commission, Government of Namibia, Windhoek, Namibia. http://www.npc.gov.na/?wpfb_dl=229

National Planning Commission (2013). Millennium Development Goals. Interim Progress Report Number 4. Prepared by the National Planning Commission with support from the United Nations Development Programme, Windhoek, Namibia. https:// wwwundp.org>dan >doc>MDGS Reports>

National Planning Commission (2015). Fiscal Policy and the National Economy - Aligning Public Expenditure with the Medium-Term Development Plan for Socio -Economic Development. National Planning Commission, Government of Namibia, Windhoek, Namibia. www.npc.gov.na/?wpfb_dl=234.

National Planning Commission (2015). Harambee Prosperity Plan 2016/17-2019/20. National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (2015). Namibia MDG Report Draft 2015. National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (2015). Namibian Index of Multiple Deprivation. National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (2017). Republic of Namibia NDP4 Terminal Report 2012/13 - 2016/17. National Planning Commission, Government of Namibia, Windhoek, Namibia. https:// www.npc.gov.na/national -plans/.

National Planning Commission (2017). The Fifth National Development Plan. National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (2018). Implementation of Sustainable Development Goals in Namibia. National Planning Commission, Government of Namibia, Windhoek, Namibia. www.npc.gov.na

National Planning Commission (2018). Implementation of Sustainable Development Goals, Voluntary National Review 2018. National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (2018). Namibia's First Voluntary National Review Report to the HLP on the Implementation of Sustainable Development Goals. National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (2018). Namibia's Second Voluntary National Review of the Implementation of the Sustainable Development Goals. Towards Agenda 2030, Office of the President, National Planning Commission, Government of Namibia, Windhoek, Namibia. https://sustainabledevelopment.un.org/content/documents/279462021_VNR_Report_Namibia.pdf

National Planning Commission (2018). NDP5 Implementation Plan. National Planning Commission, Government of Namibia, Windhoek, Namibia. https:// www.npc.gov.na/national -plans/

National Planning Commission (2018). Voluntary National Review Namibia, Implementation of the Sustainable Development Goals. National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (2019). Namibia Labour Market Outlook Report. National Planning Commission, Government of Namibia, Windhoek, Namibia. https:// www.npc.gov.na/?wpfb_dl=400.

National Planning Commission (2019). NDP5 Annual Progress Report April 2018 – March 2019. National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (2020). Namibia's 30 Years Developmental Journey. National Planning Commission, Government of Namibia, Windhoek, Namibia. www.npc.gov.na

National Planning Commission (2020). The Root Causes of Unemployment and Possible Policy Interventions. National Planning Commission, Government of Namibia, Windhoek, Namibia. https:// www.npc.gov.na/?wpfb_dl=401.

References

National Planning Commission (2020). The Root Causes of Unemployment and Possible Policy Interventions. National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (National Planning Commission) (1996). The Intercensal Demographic Survey, National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (National Planning Commission) (1998a). Mid-Term Review of First National Development Plan (NDP1) Report. National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (nd). Namibia's 30 Years Developmental Journey. National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Planning Commission (nd). Poverty Mapping Report. National Planning Commission, Government of Namibia, Windhoek, Namibia.

National Road Safety Council (NRSC). (2013). Road Accidents in Namibia: Statistical Report 2009. National Road Safety Council, Windhoek, Namibia. https://silo.tips_road-accidents-in-namibia.pdf

National Training Authority (2018). TVET Graduate Survey Report 2015- 2017. National Training Authority, Government of Namibia, Windhoek, Namibia. www.nta.com.na

NCRST (2016). Media release: NCRST Partners with NSFAF. National Commission on Research Science and Technology, Windhoek, Namibia. 3b1_Media release_ NSFAF MoU.pdf (ncrst.na)

NCRST (2017). Annual Report 2016 – 2017. National Commission on Research Science and Technology, Windhoek, Namibia. https://www.ncrst.na/files/files/NCRST Annual Report Final_2016-17.pdf.

Nelson, K. (2004). Mechanisms of Poverty Alleviation: Anti-poverty Effects of Non-means-tested and Means-tested Benefits in Five Welfare States. Journal of European Social Policy, 14(4), 371-390.

Nembwaya, Helina (2021). 'Namibia loses 21 Healthcare Workers to COVID-19,' The Namibian, Friday 27 August 2021.

Network for Information and Digital Access (2011). Supporting Societies` Needs: A Model Framework for Developing Library Policy. Case Study -Namibia in a Knowledge-Based Economy: A Renewed Policy Towards Vision 2030. Network for Information and Digital Access and MDR Partners, Windhoek, Namibia.

Neumayer, E. and T. Plumper (2007). The Gendered Nature of Natural Disasters: The Impact of Catastrophic Events on the Gender Gap in Life Expectancy, 1981-2002, in Annals of the Association of American Geographers, 97(3), 2007, pp. 551-556.

New Era (2nd September, 2015). "Literacy Programme Empowers 500,000 Namibians", New Era. https://neweralive.na/posts/literacy-programme-empowers-500-000-namibians

Nfila, R., P. Jain (2011). Managing Indigenous Knowledge Systems in Botswana Using Information Communication Technologies, In: Proceedings of 1st International Annual Conference of the Faculty of Communication and Information Science. National University of Science & Technology (NUST), Islamabad, Pakistan, 23-24 August, 2011.

Ngatjiheue, C. (2020, April 20). Baynes Power Plant Construction Slated for 2023, The Namibian. https://www.namibian.com.na/200244/archiveread/Baynes-power-plant-construction-slated-for-2023.

Ngololo K., C. Kasanda & G. Van Rooy (2018). Provision of Integrated Early Childhood Development in Namibia: Are We on the Right Track? Educ. Sci., 8, 117 - 126.

Ngololo, E., N. Conteh and G. Nhinda (2019). 1st Statistical Report for Tracer Study for Civil Engineering Graduates in Namibia, GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit), Windhoek.

Nonaka, I. and H. Takeuchi (1995). The Knowledge Creating Company: How Japanese Companies Create the Dynamics of Innovation, Oxford: Oxford University Press.

Nott K., A. Nott and D. Newton (2019). Critical Assessment of the Economic and Environmental Sustainability of the Namibian Indigenous Forest/Timber Industry (With Reference to Zambia and Angola). TRAFFIC Southern Africa Regional Programme Office, Pretoria, South Africa. https:// www.traffic.org/site/assets/files/12756/namibia-timber-final-vweb.pdf accessed November 30, 2021

Nott, Karen, A. Nott and D. Newton (2019). Sustainability of Namibian Indigenous Timber Industry: A Critical Assessment of the Economic and Environmental Sustainability of the Namibian Indigenous Forest/ Timber Industry with Reference to Zambia and Angola. TRAFFIC Southern Africa Regional Programme Office, Pretoria, South Africa. https://www.traffic.org/site/assets/files/12756/namibia-timber-final-vweb.pdf

Nunuhe, M. (2019). 'Female MPs Failing the Gender Fight,' Southern Times Africa, April 28 2019.

References

Nwagboso, G. (2019). Feasibility Study for the Establishment of Roadside Wellness Clinics on the Trans-Kalahari Corridor (TKC) and Trans-Oranje Corridor (TOC) in Namibia, Walvis Bay Corridor Group (WBCG), Windhoek, Namibia.

Nyambe J. and T. Amunkete (2009). Small-Scale Mining and Its Impact On Poverty in Namibia: A Case Study of Miners in the Erongo Region. Namibia Economic Policy Research Unit, Windhoek, Namibia. http://www.tips.org.za/files/SSM_NEPRU_project_Final.pdf

Odendaal, W. and W. Werner (2010). Financing Resettlement and Securing Tenure: Are Leasehold Agreements the Key to Success? Livelihoods after land reform. Legal Assistance Centre, Windhoek, Namibia. https://www.lac.org.na/projects/lead/Pdf/livelihoods_brief_2.pdf

OECD (1997). Namibia Development Co-operation Report, Organisation for Economic Cooperation and Development, Paris, France.

Office of the Prime Minister (2015). Child Care and Protection Act, 2015 (Act No. 3 of 2015). Office of the Prime Minister, Government of Namibia, Windhoek, Namibia.

Office of the Prime Minister (2020). Namibia Basic Education Act. No. 3 of 2020 (2020). Government Gazette of the Republic of Namibia No. 7257. Windhoek: Government Notice. Vocational Education and training Act, 2008 (Act No. 1) of the Parliament (G.N. No. 105). Office of the Prime Minister, Government of Namibia, Windhoek, Namibia

Ombudsman Namibia (2013). 2013 Baseline Study Report on Human Rights in Namibia, Ombudsman Namibia, Government of Namibia, Windhoek, Namibia

OYHTF (2015). Handbook of Experiences and Tools from a Project in Ohangwena Region. Ohangwena Youth Health Task Force, prepared by Dr. M. Terry with financing from Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH (GIZ), Windhoek, Namibia.

OYHTF (2016). Multi-Stakeholder Cooperation on Sexual and Reproductive Health for Young People: Handbook of Experiences and Tools from a Project in the Ohangwena Region in Namibia as an Example for the Implementation of the ESA Commitment at a Local Level. Ohangwena Youth Health Task Force, prepared by Dr. M. Terry with financing from Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH (GIZ), Windhoek, Namibia.

PEPFAR. (2020). Namibia Country Operational Plan (COP) 2020: Strategic Direction Summary. https://www.state.gov/wp-content/uploads/2020/07/COP-2020-Namibia-SDS-FINAL.pdf - accessed September 16, 2021

Petersen, Shelleygan (2021). Ombudsman Walker Claims 80% Success. The Namibian, Friday 10 September 2021.

Phelan, K., F. Li, I. Mensah, A. Omari-Sasu and M. Musah (2021). "Knowledge-based economy capacity building for developing countries: A panel analysis in Southern African Development Community", Sustainability, 13(1), 2890. DOI: 10.3390/su13052890.

Privacy Shield Framework (2021). Namibia - Travel and Tourism. U.S. Department of Commerce, EU-U.S. & Swiss-U.S. Privacy Shield, Washington, D.C. 20230. https:// www.privacyshield.gov/article?id=Namibia-Travel-and-Tourism

Quadri M.O. and Thomas E.K. (2018). "Women and Political Participation in Namibia and Nigeria: A Comparative Analysis of Women in Elective Positions". Journal for Studies in Humanities and Social Sciences Vol. 7 (2). https://repository.unam.edu.na/bitstream/handle/11070/2426/quadri_women_2018.pdf?sequence=1&isAllowed=y accessed on October 13, 2021

Reed, M.G. and J. Varghese (2007). "Gender Representation on Canadian Forest Sector Advisory Committees". The Forestry Chronicle, 83(4), 515-525.

Remmert, D. (2019). Namibia's Media: Facing the Digital Challenge. Windhoek: IPPR https://ippr.org.na/wp-content/uploads/2019/04/Media_Report-small.pdf - accessed August 15, 2021

Remote Sensing | Free Full-Text | Mapping and Monitoring Fractional Woody Vegetation Cover in the Arid Savannas of Namibia Using LiDAR Training Data, Machine Learning, and ALOS PALSAR Data | HTML (mdpi.com)

Republic of Namibia (2004). Namibia Vision 2030, Namibian Framework for Long-Term National Development, Office of the President, Government of Namibia, Windhoek, Namibia. https:// www.npc.gov.na/vision-2030/?wpfb_dl=36

Republic of Namibia (2010). The Constitution of The Republic of Namibia, 1990 (as amended up to 2010), Government of Namibia, Windhoek, Namibia.

Republic of Namibia. (2019). FY2018/19 Budget Statement Presented By Calle Schlettwein, MP, Minister of Finance, Government of Namibia, Windhoek, Namibia.

References

Roads Authority (2014). Road Transport Sustainability Plan for Namibia. Retrieved from http://www.ra.org.na/Documents/Namibia_Road%20Transport%20Sustainability%20Plan%20For%20Namibia.pdf.

Roads Authority (2018). Strategic Plan 2018/19 – 2022/23. http://www.ra.org.na/.

Ruppel, O. and B. Althusmann (2016). Perspectives on Energy Security and Renewable Energies in Sub-Saharan Africa Practical Opportunities and Regulatory Challenges. Second Revised and Expanded Edition, KAS (Chapter 2: Zivayi Chiguvare & Helvi Ileka).

Ruppel, Oliver and Ruppel-Schlichting(eds) (2016). Environmental Law and Policy in Namibia: Towards Making Africa the Tree of Life. Third Edition. Hanns Seidel Foundation. Solitaire Press (Pty) Ltd, Windhoek, Namibia.

SADC (2019). Status of Integration in the Southern African Development Community. Southern African Development Community, Gaborone, Botswana. https:// www.sadc.int/.

Saruchera, F. (2017). "Rail Freight Transportation Concerns of Developing Economies: A Namibian Perspective". Journal of Transport and Supply Chain Management, 11(1), 1-9.

Sauvé, P. (2020). "Gendered Perspectives on Services Trade and Investment". Journal of World Trade, 54(4).

Savage, C., L. Fransman and A. Jenkins (2013). "Logistics in Namibia: Issues and Challenges". Journal of Transport and Supply Chain Management, 7(1), 1-8.

Schade, K., J. La and A. Pick (2019). Financing Social Protection in Namibia, OECD Development Policy Papers April 2019 – No. 19, OECD Publishing, Paris, France.

Schick, A. and P. Ibisch (2021). Namibian 'Bush Encroachment' in Context: An Ecological Perspective on Current and Future Dryland Greening, its Causes and Consequences. Deutsche Umwelthilfe.

Schmidt, M. (2009). Poverty and Inequality in Namibia. An overview. Institute for Public Policy Research (IPPR), Windhoek, Namibia.

Schneider, G. (2000). "The History of the Geological Survey of Namibia". Communs geol. Surv. Namibia, 12 (2000), 1-14.

Schöneburg-Schultz, D. and R. Schultz (2006). Small and Medium Enterprises in Namibia – A Brief Situational Analysis, Integrated Southern Africa Business Advisory.

Schwab, K. (ed.) (2019). The global competitiveness report 2018-2019. World Economic Forum.

Sen, A. (2001). "The many faces of gender inequality". New Republic, 35-39.

Shafika I. (2007). Survey of Education and ICT in Africa – Namibia Country Report, http://www.infodev.org/infodev -files/resource/InfodevDocuments_420.pdf

Shaketange, L. and J. Nitschke (2008). A Country Report: Republic of Namibia. Sixth International Conference on Adult Education (CONFINTEA VI). Windhoek, Namibia.

Shalyefu, K. (2012). Youth and Adult Learning and Education in Namibia. Faculty of Education of the University of Namibia, Namibia Literacy Trust and Open Society Initiative for Southern Africa. https:// www.researchgate.net/publication/309606832

Sheehama A. (2019) "Underdevelopment haunts Impalila Island", The Namibian July 19, 2019. https://www.namibian.com.na/190974/archive-read/Underdevelopment-haunts-Impalila-Island

Shejavali N. (2018). Though a Leader in Gender Representation, Namibia Still has Work to ensure full equality. Afrobarometer Dispatch No. 224. https://afrobarometer.org/sites/default/files/publications/Dispatches/ab_r7_dispatchno224_gender_equality_in_namibia.pdf accessed on October 13, 2021

Ruppel, Oliver and Ruppel-Schlichting(eds) (2016). Environmental Law and Policy in Namibia: Towards Making Africa the Tree of Life. Third Edition. Hanns Seidel Foundation. Solitaire Press (Pty) Ltd, Windhoek, Namibia.

SADC (2019). Status of Integration in the Southern African Development Community. Southern African Development Community, Gaborone, Botswana. https://www.sadc.int/.

Saruchera, F. (2017). "Rail Freight Transportation Concerns of Developing Economies: A Namibian Perspective". Journal of Transport and Supply Chain Management, 11(1), 1-9.

References

Sauvé, P. (2020). "Gendered Perspectives on Services Trade and Investment". Journal of World Trade, 54(4).

Savage, C., L. Fransman and A. Jenkins (2013). "Logistics in Namibia: Issues and Challenges". Journal of Transport and Supply Chain Management, 7(1), 1-8.

Schade, K., J. La and A. Pick (2019). Financing Social Protection in Namibia, OECD Development Policy Papers April 2019 – No. 19, OECD Publishing, Paris, France.

Schick, A. and P. Ibisch (2021). Namibian 'Bush Encroachment' in Context: An Ecological Perspective on Current and Future Dryland Greening, its Causes and Consequences. Deutsche Umwelthilfe.

Schmidt, M. (2009). Poverty and Inequality in Namibia. An overview. Institute for Public Policy Research (IPPR), Windhoek, Namibia.

Schneider, G. (2000). "The History of the Geological Survey of Namibia". Communs geol. Surv. Namibia, 12 (2000), 1-14.

Schöneburg-Schultz, D. and R. Schultz (2006). Small and Medium Enterprises in Namibia – A Brief Situational Analysis, Integrated Southern Africa Business Advisory.

Schwab, K. (ed.) (2019). The global competitiveness report 2018-2019. World Economic Forum.

Sen, A. (2001). "The many faces of gender inequality". New Republic, 35-39.

Shafika I. (2007). Survey of Education and ICT in Africa – Namibia Country Report, http://www.infodev.org/infodev -files/resource/InfodevDocuments_420.pdf

Shaketange, L. and J. Nitschke (2008). A Country Report: Republic of Namibia. Sixth International Conference on Adult Education (CONFINTEA VI). Windhoek, Namibia.

Shalyefu, K. (2012). Youth and Adult Learning and Education in Namibia. Faculty of Education of the University of Namibia, Namibia Literacy Trust and Open Society Initiative for Southern Africa. https:// www.researchgate.net/publication/309606832

Sheehama A. (2019) "Underdevelopment haunts Impalila Island", The Namibian July 19, 2019. https://www.namibian.com.na/190974/archive-read/Underdevelopment-haunts-Impalila-Island

Shejavali N. (2018). Though a Leader in Gender Representation, Namibia Still has Work to ensure full equality. Afrobarometer Dispatch No. 224. https://afrobarometer.org/sites/default/files/publications/Dispatches/ab_r7_dispatchno224_gender_equality_in_namibia.pdf accessed on October 13, 2021

Shejavali, Nangula and M. Weylandt (2018). 3 Years of Geingob: Harambee at Halftime, Democracy Report, Institute for Public Policy Research, Windhoek, Namibia.

Sherbourne, R. (2004). "A Rich Man's Hobby", in Hunter J. (ed.) Who Should Own the Land? Analysis and Views on Land Reform and The Land Question in Namibia and Southern Africa. (Windhoek: Konrad Adenauer Sifting/Namibia Institute for Democracy), pp. 8 – 10

Shidhika F. (2018). Proceedings of the Conference on Solar Power Systems for Namibia. Solar Energy for Rural Development Namibia Energy Institute, 16 –18 May 2018 http://unam.edu.na/sites/default/files/proceedings_of_spsn_2018_-_presentations.pdf

Shikalepo, E. E. (2019). "Sustainability of Entrepreneurship and Innovation among TVET Graduates in Namibia". International Journal of Innovation Education and Research, 7 (5): 133-145.

Shikangalah, Rosemary N. and B. Mapani (2020). "A Review of Bush Encroachment in Namibia: From a Problem to an Opportunity?", Journal of Rangeland Science, 2020, Vol. 10 No.3. www.rangeland.ir

Shimanda, P., H. Amukugo and F. Norstrom (2020). "Socio-Economic Factors Associated with Anaemia Among Children Aged 6-59 months in Namibia", April 2020 Journal of Public Health in Africa Doi:10;4081/jphia.2020.1131 cc.BY-NC

Shumba, T. and I. Moodley (2018). "Implementation of Disability Policy Framework in Namibia: A Qualitative Study", South African Journal of Physiotherapy 74(1), a400. https://doi.org/10.4102/sajp.v74i1.400. https://pdfs.semanticscholar.org/f577/e27f514e61e6a1b40dd26214557c0c69db0b.pdf

SIAPAC (2000). The Education Sector: Issues and Option Paper, SIAPAC for the National Planning Commission, Government of Namibia, Windhoek, Namibia.

SIAPAC (2010). Impact Assessment Report for the SADC Region: Assessing the Impact of HIV&AIDS on the SADC Tourism Sector, Southern African Development Community (SADC), Gaborone, Botswana.

References

Siririka, P. (2021). Namibian Youth Address Escalating Pregnancy New Era 20/01/2021

Skinner, E. (2011). Gender and Climate Change: Overview Report. BRIDGE Cutting Edge Pack on Gender and Climate Change, Institute of Development Studies, Brighton.

SNV (2015). Annual Report.

Southern Africa Customs Union (2007). Annual Report. SACU. Windhoek, Namibia.

Southern Africa Customs Union (2009). Annual Report. SACU. Windhoek, Namibia.

Southern Africa Customs Union (2012). Annual Report. SACU. Windhoek, Namibia.

Southern Africa Customs Union (2020). Annual Report. SACU. Windhoek, Namibia.

Southern Africa Customs Union (2021). SACU Institutions Information Brochure. Windhoek, Namibia.

Southern Africa Development Community (2003). SADC Mutual Defence Pact. Southern African Development Community (SADC), Gaborone, Botswana. https://www.sadc.int/files/2913/5333/8281/SADC_Mutual_Defence_Pact2003.pdf

Southern Africa Development Community (2005). Protocol On the Facilitation of the Movements of People. Southern African Development Community (SADC), Gaborone, Botswana. https:// www.sadc.int/files/9513/5292/8363/Protocol_on_Facilitation_of_Movement_of_Persons2005.pdf

Southern Africa Development Community (2019) Integration in the Southern African Development Community Report. Southern African Development Community (SADC), Gaborone, Botswana.

Southern Africa Development Community (2019). SADC Selected Economic and Social Indicators 2019. Southern African Development Community (SADC), Gaborone, Botswana. https://www.sadc.int/files/2916/0102/7136/Selected_Indicators_2020_September_11v2.pdf.

Spencer-Smith, G. and N. Roberts, et al (2016). Namibian Examination and Assessment System Review. Kelello, Johannesburg, South Africa.

Spier, E., M. Morey and A. Toungui (2019). Measuring School Readiness Amongst Pre-Primary Learners in Namibia Results of a National Study MIA. Available: www.air.org

Stanford University (2017). Small Nuclear Reactors: Background, Potential Applications and Challenges. http://large.stanford.edu/courses/2017/ph241/harber1/

Steinitz, L. and D. Aston (2007). 'The Face of HIV is a Woman: Recommendations for Action' in LaFont, S. and D. Hubbard, eds. 2007. Unravelling Taboos: Gender and Sexuality in Namibia, Gender Research and Advocacy Project (GR&AP), Legal Assistance Centre (LAC) and HIVOS, Windhoek.

Survey Warehouse (2017). Afrobarometer Round 6: Summary of Results for Namibia. https://afrobarometer.org/sites/default/files/publications/Summary%20of%20results/nam_r7_sor_en.pdf

Survey Warehouse (2018). Afrobarometer Round 7: Summary of Results for Namibia. https://afrobarometer.org/sites/default/files/publications/Summary%20of%20results/nam_r6_sor_en.pdf

Survey Warehouse (2019). Afrobarometer Round 8: Summary of Results for Namibia. https://afrobarometer.org/sites/default/files/publications/Sommaire%20des%20r%C3%A9sultats/nam_r8_sor_2019.pdf - accessed July 19, 2021

Terry, E. (2010). 'Chapter 2: Overview of HIV&AIDS in the SADC Region' in SIAPAC (Social Impact Assessment and Policy Analysis Corporation). 2010. Assessing the Impact of HIV and AIDS on the SADC Tourism Sector, Southern African Development Community (SADC), Gaborone, Botswana.

Terry, M. (1999). The Economic and Social Significance of the Handicraft Industry in Botswana, PhD Thesis, The School of Oriental and African Studies, University of London, London.

Terry, M. (2002). Namibia Vision 2030 Project, Consultancy Report, Group 1: Inequalities and Social Welfare, National Planning Commission (NPC) and Social Impact Assessment and Policy Analysis Corporation (SIAPAC), Windhoek, Namibia.

Terry, M. (2005). The Need for a Coordinated Approach to Facilitate Access to Education: A Key Finding of the Research into Child Labour in Namibia. International Labor Organization, Pretoria and Ministry of Labour and Social Welfare, Windhoek, Namibia.

Terry, M. (2007). Lironga Eparu: Good Practices and Lessons Learned, INTRAC, USAID, PACT, Windhoek, Namibia.

References

Terry, M. (2007). Case Study on Lironga Eparu, INTRAC, USAID, PACT, Windhoek, Namibia.

Terry, M. (2007). Case Study on Namibia Network of AIDS Service Organisations (NANASO), INTRAC, USAID, PACT, Windhoek, Namibia.

Terry, M. (2007). Case Study on Namibian Business Coalition on AIDS (NABCOA), INTRAC, USAID, PACT, Windhoek, Namibia.

Terry, M. (2007). Human-Interest Stories for the Government of Namibia and UNICEF Education for HIV Prevention and Mitigation (EHPM) Programme, Government of Namibia and UNICEF, Windhoek, Namibia.

Terry, M. (2008). Human-Interest Stories for the Government of Namibia and UNICEF Country Programme of Cooperation 2006-2010, the Maternal and Child Survival Development Component, Government of Namibia and UNICEF, Windhoek, Namibia.

Terry, M. (2009). Children's Input into the Child Care and Protection Bill: Opinions and Ideas Generated from Children's Participation Workshops and the Contest in the Children's Factsheet Booklet for the Children's Participation Programme of the Child Care and Protection Bill Consultation Project, Legal Assistance Centre, Ministry of Gender Equality and Child Welfare and UNICEF, Windhoek, Namibia.

Terry, M. (2009). You Can Help Government to Write the New Child Care and Protection Bill, Legal Assistance Centre, Ministry of Gender Equality and Child Welfare and UNICEF, Windhoek, Namibia.

Terry, M. (2010). 'Children's Contributions to the Child Care and Protection Bill', Sister Namibia. April 2010, 22(1): 10-11.

Terry, M. (2013). Analysis of Gender and HIV&AIDS Mainstreaming in the Vocational and Education Training (VET) Field for Agriculture and Roads Construction Sectors, ProVET, Integration, Gesellschaft für Internationale Zusammenarbeit (GIZ), Windhoek, Namibia.

Terry, M. (2016). 'Chapter 5: Social Services Infrastructure' in Aurecon, Bicon and DDS Joint Venture. 2016. Revision of the Oshikoto, Oshana, Omusati Ohangwena and Kavango Roads Master Plans, Roads Authority, Windhoek, Namibia.

Terry, M. (2016). 'Chapter 6: Economic Development' in Aurecon, Bicon and DDS Joint Venture. 2016. Revision of the Oshikoto, Oshana, Omusati Ohangwena and Kavango Roads Master Plans, Roads Authority, Windhoek, Namibia.

Terry, M. (2020). Triple Mainstreaming Analysis for the Programme: Transport, Mobility, Logistics, Gesellschaft für Internationale Zusammenarbeit (GIZ), Windhoek, Namibia.

Terry, M. Elizabeth (2007). NANASO Good Practices and Lessons Learned, INTRAC, USAID, PACT, Windhoek, Namibia.

The Namibian (05/03/2018). Government Needs 470 Doctors to Meet Standard, The Namibian, https://wwwNamibian.com.na>read>Govt-needs-

Tibinyane, N (2017). Briefing Paper: What is Access to Information? Action Now: Access to Information Namibia Project, Windhoek, Namibia. https://action-namibia.org/wp-content/uploads/2018/11/What-is-ATI.pdf.

Tjiho, K. (2000). Empowering Out-of-School Youth Through Non-Formal Education: Challenges and Imperatives for SADC, The Rössing Foundation, Windhoek, Namibia.

Tjombe, N. (2008). "Appointing Acting Judges to the Namibian Bench: A Useful System or A Threat to the Independence of the Judiciary". In Horn N. and A. Bosl (eds.) The Independence of the Judiciary in Namibia. Windhoek: Macmillan Education Namibia

Todtling, F. and M. Trippl (2005). "One Size Fits All? Towards a Differentiated Regional Innovation Policy Approach", Research Policy 34, 1203-1219.

TransNamib (2019). Integrated Annual Report 2017/18. TransNamib, Windhoek, Namibia.

Transparency International (2019). Corruption Perception Index. https://www.transparency.org/en/news/cpi -2019-trouble-at-the-top - accessed September 6

Transparency International (2020). Corruption Perception Index Electronic Databases. https://www.transparency.org/en/cpi/2020/index/nzl - accessed September 9, 2021

Tshabangu, I., V. Matakala, & A. Zulu (2013). "Equitable Access to Higher Education: Trends, Commodification and Quality Dimensions in Namibia". International Journal of Education, 5(1), 120-36.

Tweya, K. (n.d.). Policy Statement: ICT as a Driver of Sustainable Development, Ministry of Information and Communication Technology, Government of Namibia, Windhoek, Namibia.

References

U.S. Department of Labour (2018). Child Labor: Namibia Moderate Advancement, Washington, D.C., United States.

U.S. Departmentof State (2018). Trafficking in Persons Report- 2018: Namibia,Washington,D.C., United States.

U.S. Global Health Programs (2015). Namibia Global Health Initiativehttp://www.ghi.gov/wherewework/docs/namibiastrategy.pdf

U.S. Global Health Programs (2015). Where We Work Namibia. Available fromhttp://www.ghi.gov/wherewework/profiles/namibia.html - .VfCQEtJViko

UN (2013). Report of the Special Rapporteur on extreme poverty and human rights, Ms Magdelena Sepulveda Carmona, Mission to Namibia (1 to 8 October 2012), UN General Assembly A/HRC/23/36/Add.1

UN (2015) Sustainable Development Goals (SDGs). Department of Economic and Social Affairs, New York, New York, United States.

UN (2015). Transforming Our World: Agenda 2030 for Sustainable Development, United Nations, New York, New York, United States.

UN (2019). Disability-Inclusive Language Guidelines, United Nations, New York, New York, United States.

UNAIDS (2015). Namibia's City of Windhoek Collaborates to Strengthen HIV Response 2012. Joint United Nations Programme on HIV/AIDS, Geneva, Switzerland. http://www.unaids.org/en/resources/presscentre/featurestories/2012/octob

UNAIDS (2018). Miles to go: AIDS update, Joint United Nations Programme on HIV/AIDS, Geneva, Switzerland.

UNAM (2014). Health, Safety and HIV Education, Student Manual for the Module Society and the Engineer (Second Edition), University of Namibia, Windhoek, Namibia.

UNAM (2014). Health, Safety and HIV Education, Student Resource Guide) for the Module Society and the Engineer (Second Edition), University of Namibia, Windhoek, Namibia.

UNAM (2015). Workshop Report: Removing Barriers in Transportation for People with Disabilities, University of Namibia with T4P, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, SLE, Windhoek, Namibia.

UNDESA (2020). Report on MSMEs and the Sustainable Development Goals. Micro-, Small-, and Medium-Enterprises (MSMEs) and their role in realizing the Sustainable Development Goals (un.org).

UNDP (2004). Namibia Millennium Development Goals Report. United Nations Development Programme, Windhoek, Namibia. http://www.undp.org>namibia_mdgreport_2004

UNDP (2015) Nationally Appropriate Mitigation Action: Rural Development In Namibia. United Nations Development Programme, Windhoek, Namibia. https://www.undp.org/content/dam/undp/library/Environment%20and%20Energy/MDG%20Carbon%20Facility/NAMA%20Final%20Namibia%202.pdf

UNDP (2020). Human Development Report 2020. United Nations Development Programme, Windhoek, Namibia. http://www.hdr.undp.org/en/content/2020-human-development-report-next-frontier-human-development-and-anthropocene.

UNDP. 2016. Human Development for Everyone: Briefing note for countries on the 2016 Human Development Report. United Nations Development Programme, Windhoek, Namibia.

UNESCO (2020). Data for the Sustainable Development Goals. United Nations Educational, Scientific and Cultural Organisation, Paris, France. http://uis.unesco.org/.

UNFPA (2012). Handbook: How to Design and Conduct a Country Programme Evaluation at UNFPA. Revised and updated edition, October 2013; New York, New York, United States.

UNFPA (2017). Curbing Teenage Pregnancy in Namibia. The Protective Role of Social Institutions and Family Planning, United Nations Population Fund, Windhoek, Namibia.

UNFPA (2018). Assessment of the Government of Namibia/United Nations Population Fund (GRN/UNFPA) 5th Country Programme 2014 –2018, prepared for GRN/UNFPA by Oladele O. Arowolo, United Nations Population Fund, Windhoek, Namibia.

UNFPA (2020). Namibia Teenage Mother Tells Her Story. United Nations Population Fund, Windhoek, Namibia. unfpa.org

References

UNFPA, Namibia (2018). Assessment of the Government of Namibia/United Nations Population Fund (GRN/UNFPA) 5th Country Programme 2014 –2018, prepared for GRN/UNFPA by Oladele O. Arowolo, United Nations Population Fund, Windhoek, Namibia.

UNICEF (2005). National Integrated Plan for Early Childhood Development in South Africa. Pretoria, Handmade Communications.

UNICEF (2014). Namibia Child Survival Strategy 2014-2018. United Nations Children's Fund, New York, New York, United States.

UNICEF (2016). GRN-UNICEF Programme of Cooperation 2014-2018: Mid-Term Review. United Nations Children's Fund and the Government of Namibia, Windhoek, Namibia.

UNICEF (2020). Country Office Annual Report 2020. United Nations Children's Fund, Windhoek, Namibia https://scholar.google.com/scholar?hl=en&as_sdt=0%2C5&q=Country+Office+Annual+Report+2020&btnG=

UNICEF (2020). Education Budget Brief 2020/21. United Nations Children's Fund and the Government of Namibia, Windhoek, Namibia. www.unicef.org

UNICEF (2021). Quantifying Heckman: Are Governments in Eastern and Southern Africa Maximizing Returns in Investments in Early Childhood Development? https://www.unicef.org/esa/documents/quantifying -heckman

UNICEF and the Academy for Educational Development (2009). The Facilitators' Manual for 'Talking to Your Learners about Sex and HIV&AIDS: A Film and Discussion for Teachers', Ministry of Education, Government of Namibia with UNICEF Namibia and the Academy for Educational Development, Windhoek, Namibia. [Text by M. Elizabeth Terry and Kaarina Amutenya. Photographs by Simon Wilke and M. Elizabeth Terry. Layout by M. Elizabeth Terry]

UNICEF and the AED (2009). The Facilitators' Manual for 'Talking to Your Children about Sex and HIV&AIDS: A Film and Discussion for Caregivers', UNICEF Namibia and the Academy for Educational Development, Windhoek, Namibia. [Text by M. Elizabeth Terry and Kaarina Amutenya. Photographs by Simon Wilke and M. Elizabeth Terry. Layout by M. Elizabeth Terry]

UNICEF, Knowledge, Attitudes, Practices: A Behaviour Study in Namibia: Key findings August 2006. United Nations Children's Fund, Windhoek, Namibia.

UNICEF/Namibia. (2011). Improving Quality and Equity in Education in Namibia: A Trend and Gap Analysis. United Nations Children's Fund, Windhoek, Namibia.

United Nations (UN) (2018). Country Programme Document for Namibia (2019 - 2023). Presented to the Second Regular Session of the Executive Board of the UNDP, UNFPA and the UN Office for Project Services, September 4 – 7, New York, USA. United Nations Children's Fund, New York, New York, United States.

United Nations Children's Fund (2012). A Rapid Overview of Birth Registration Systems in Namibia: Taking Stock. MHAI and UNICEF Namibia, Windhoek, Namibia.

United Nations Country Team and Government of Namibia (2013) United Nations Partnership Framework 2014-2018. Jointly issued by the United Nations in Namibia and the Government of Namibia, Windhoek, Namibia.

United Nations Development Programme (2010). Human Development Index Report. The Real Wealth of Nations: Pathways to Human Development. United Nations Children's Fund, New York, New York, United States.

United Nations Development Programme (2010b). Human Development Report. The Real Wealth of Nations: Pathways to Human Development. United Nations Children's Fund, New York, New York, United States

United Nations. (2017). Common Country Assessment 2017 Namibia. United Nations, Windhoek, Namibia.

University of Namibia (2016). English Language Proficiency Programme. End of Project Report. University of Namibia, Windhoek, Namibia

UNPAF (2019). A Partnership for Eradication of Poverty and Increased Equality (2019 – 2023). United Nations Partnership Framework, United Nations, New York, New York, United States.

UNPFA (2013). Mid-Term Review Report 2014-18. United Nations Population Fund, New York, New York, United States.

USAID (2012). Assessment of National Health Information Systems. United States Agency for International Development http://ghpro.dexisonline.com/

Uwamahoro T. (2013). Bringing Primary Health Care to Remote Populations through Public-Private Partnerships: the SHOPS Mister Sister Experience. United States Agency for International Development (USAID), Washington D.C., United States.

References

Velyvis, K., A. Mamun, A. Dumitrescu & A. Khan (2017). Findings from an Evaluation of the Namibia Compact's Investments in the National Training Fund (Issue Brief No. 976a1d518e364ff680ccb0d8a2aa5312). Mathematica Policy Research.

Von Doepp, P. (2008). "Politics and Judicial Decision – Making in Namibia: Separate or Connected Realms". In Horn N. and A. Bosl (eds.) The Independence of the Judiciary in Namibia, Windhoek. Macmillan Education Namibia

Von Oertzen, Detlof (2010). Namibian National Issues Report on the Key Sector of Energy with a Focus on Mitigation. Government of Namibia, Windhoek, Namibia.

Von Wietersheim, Erika (2021). This Land is my Land! Motions and Emotions Around Land Reform in Namibia. Friedrich-Ebert-Stiftung (FES), Namibia Office. John Meinert Printing (Pty) Ltd, Windhoek, Namibia. http://library.fes.de/pdf-files/bueros/namibia/18144.pdf

Walker, S. P., S. Chang, M. Vera-Hernández & S. Grantham-McGregor (2011). "Early Childhood Stimulation Benefits Adult Competence and Reduces Violent Behaviour". Paediatrics, 127(5), 849-857. Donlad et al (2014).

Walters, S., Yang, J. and Roslander, P. (2014). Key Issues and Policy Considerations in Promoting Lifelong Learning in Selected African Countries: Ethiopia, Kenya, Namibia, Rwanda and Tanzania. UNESCO Institute for Lifelong Learning. https://files.eric.ed.gov/fulltext/ED560506.pdf

WBCG (2018). Namibia State of Logistics 2018 Report. Walvis Bay Corridor Group, Windhoek, Namibia. http://www.wbcg.com.na/wp-content/uploads/2019/03/2018-Namibia_of_State_of_Logistics-Report.pdf.

WBCG (2020). Namibia State of Logistics 2020 Report. Walvis Bay Corridor Group, Windhoek, Namibia .https://www.giz.de/de/downloads/NGCL_Namibia-State-of-Logistics_Report2020-1.pdf.

Wessels, Konrad, R. Mathieu, N. Knox, R. Main, L. Naidoo and K. Steenkamp (2019). "Mapping and Monitoring Fractional Woody Vegetation Cover in the Arid Savannas of Namibia Using LiDAR Training Data", Machine Learning, and ALOS PALSAR Data. MDPI Journal of Remote Sensing.

WFP (2017). Namibia Country Strategic Plan (2017–2022). World Food Programme, Rome, Italy. https://documents.wfp.org/stellent/groups/public/documents/eb/wfp291597.pdf accessed on October 1, 2021

WFP (2017). Winning the Peace: Hunger and Instability. World Food Program USA, Washington, D.C., United States. https://www.wfpusa.org/wp-content/uploads/2019/03/2017-Winning-the-Peace-Hunger-and-Instability.pdf accessed on October 1, 2021

Whiteman, A., J. Esparrago, S. Rueda, S. Elsayed & I. Arkhipove (2019). Renewable Energy Statistics, 2019. https://www.irena.org/-/media/Files/IRENA/Agency/Publication/2019/Mar/IRENA_RE_Capacity_Statistics_2019.pdf

WHO (2009). Maternal and Child Health in Namibia, World Health Organisation, Geneva, Switzerland.

WHO (2015). Namibia Factsheets of Health Statistics 2014. World Health Organisation, Geneva, Switzerland.

WHO (2015). Namibia Noncommunicable Diseases (NCD) Country Profiles. World Health Organisation, Geneva, Switzerland. http://www.who.int/nmh/countries/nam_en.pdf?ua=1

WHO (2016). Africa, Analytical Summary: Maternal and Newborn Health. World Health Organisation, Geneva, Switzerland. http://www.aho.afro.who.int.

WHO (2018). Biennial Report 2016 – 2017. World Health Organisation, Geneva, Switzerland. https://www.afro.who.int/sites/default/files/201810/WHO%20Namibia%20Biennial%20Report%202016-2017%20-%20Final%20-%20web%20quality.pdf

WHO (2019). Country Cooperation Strategy III 2018-2022 Accelerating Progress Towards Universal Health Coverage. World Health Organisation, Geneva, Switzerland. https://www.afro.who.int/sites/default/files/2019-12

WHO (nd) Analytical summary – Maternal and new born health, World Health Organisation, Geneva, Switzerland. www.aho.afro.who.int

Wikipedia (2021). Water Supply and Sanitation in Namibia. Wikipedia.

Wikipedia (2021). World Nuclear Association. Wikipedia.

Willems, S. and K. Baumert (2003). Institutional Capacity and Climate Actions. Organisation for Economic Cooperation and Development and the International Energy Agency. https:// www.oecd.org/env/cc/21018790.pdf

Women in Cleantech and Sanitation (Wisc) (2016). Diagnostic Assessments: Assess Prior Knowledge (wisc.edu). https://courses.dcs.wisc.edu/design-teaching/plandesign_fall2016/2-online-course-design/3_learning-assessments/5_assessment_diagnostic,html

References

World Bank (2011). Promoting Entrepreneurship in Namibia: Constraints to Microenterprise Development. World Bank, Washington D.C., United States. https://documents1.worldbank.org/curated/en/907951468061142124/pdf/597950ESW0P1180mality0Survey0and0TA.pdf.

World Bank (2012). World Bank Knowledge Economic Index, World Bank, Washington D.C., United States.

World Bank (2015). Antiretroviral Therapy Coverage. The World Bank Group, Washington D.C., United States. http://data.worldbank.org/indicator/SH.HIV.ARTC.ZS

World Bank (2016). Namibia's Road Safety Country Profile. Road Safety in Namibia | Traffic accidents, crash, fatalities & injury statistics | GRSF (roadsafetyfacility.org).

World Bank (2017). Does Fiscal Policy Benefit the Poor and Reduce Inequality in Namibia?. World Bank, Washington D.C., United States. https://elibrary.worldbank.org/doi/abs/10.1596/27538.

World Bank (2017). Does Fiscal Policy Benefit the Poor and Reduce Inequality in Namibia? World Bank, Washington D.C., United States.

World Bank (2017). Macro-Economic Poverty Outlook. World Bank, Washington D.C., United States.

World Bank (2018). Namibia: Country Overview. The World Bank Group, Washington D.C., United States. https://www.worldbank.org/en/country/namibia/overview

World Bank (2021). Literacy Rate, Adult Total (% of people ages 15 and above) – Namibia. World Bank, Washington D.C., United States. https://data.worldbank.org/indicator/SE.ADT.LITR.ZS?end=2018&locations=NA&start=1991&view=chart

World Bank (2021). Namibia - Total Fisheries Production (metric tons) - Actual Values, Historical Data, Forecasts and Projections. World Bank, Washington D.C., United States September 2021.09.16 http:// data.worldbank.org/

World Bank (2021). World Development Indicators. https://datatopics.worldbank.org/world-development-indicators/

World Bank (2006). World Development Report. World Bank, Washington D.C., United States.

World Data Atlas (2021). Namibia - Adult (15+) literacy rate. World Bank, Washington D.C., United States. https://knoema.com/atlas/Namibia/topics/Education/Literacy/Adult-literacy-rate

World Economic Forum (2016). The Global Information Technology Report 2016. https://www.weforum.org/reports/the-global-information-technology-report-2016.

World Economic Forum (2019). The Global Competitiveness Report 2019. https://www.weforum.org/reports/how-to-end-a-decade-of-lost-productivity-growth.

World Nuclear Association (2021). The Nuclear Fuel Report: Global Scenarios for Demand and Supply Availability 2021-2040. World Nuclear Association, London, England.

WTO (2019). Aid for Trade at a Glance 2019: Economic Diversification and Empowerment, Chapter 5: Economic Diversification, Lessons from Practice. World Trade Organisation, Geneva, Switzerland. https:// www.wto.org/english/res_e/booksp_e/aid4trade19_chap5_e.pdf

WTTC (2016). Travel & Tourism Global Economic Impact & Trends 2016. https://wttc.org/Research/Economic-Impact. World Travel and Tourism Council, London, England.

WTTC (2021). Travel & Tourism Global Economic Impact & Trends 2021. https://wttc.org/Research/Economic-Impact. World Travel and Tourism Council, London, England

WWF (2019). Conservation of Wildlife in Namibia's National Parks and other Wildlife on Land (CBNRM). World Wildlife Fund, Windhoek, Namibia. https://conservationnamibia.com/other/wildlife-on-land-2019.php

Zelezny, L.C., P. Chua and C. Aldrich (2000). "Elaborating on Gender Differences in Environmentalism". Journal of Social Issues, 56 (3). 443-457.

Zere E., D. Oluwole, J. Kirigia, C. Mwikisa, T. Mbeeli (2011). "Inequities in skilled attendance at birth in Namibia: A Decomposition Analysis". BMC Pregnancy Childbirth. 11:34.

ANNEX C- Consultancy Teams and Responsibilities.

Introduction to the consultants

There was a total of nine teams of consultants, one Lead Consultant and eight Thematic Consultants. The Lead Consultant was SIAPAC. SIAPAC was first established in Namibia in 1991, and in the course of over three decades, conducted hundreds of consultancies in the social development arena in Namibia. This included preparing two of the thematic reports for the 2003 Vision 2030 exercise, comprising Inequality and Social Welfare and Population, Health and Development.

The team comprised Dr. David Cownie (siapacinternational@gmail.com), who served as the Team Leader and main author, and Mr. Robin Weeks (robinweeks56@gmail.com), Quality Control Officer.

Five consultants have been appointed to conduct the thematic reviews, with four consultancy firms covering four thematic areas, one consultancy firm covering three thematic areas, and one individual consultant covering one thematic area. This is indicated in the following table:

Table 48: Consultants, Managers and Thematic Areas Covered

Consultants, Managers and Thematic Areas Covered			
Consultants		**Thematic Area**	**Manager**
Lead	**Agency**		
Dr. Elizabeth Terry dds@iafrica.com	Design and Development Services	**1.** Inequality and Social Welfare	**Dore Anne Van Wyk** DVanWyk@npc.gov.na
Mr. Phanuel Kaapama info@bfs.com.na	Business Financial Solutions	**2.** Peace and Political Stability	**Ms. Martha Tsheehama** mtsheehama@npc.gov.na
Dr. Hertha Pomuti hpomuti@gmail.com	Individual Consultant	**3.** Human Resources Dev. and Institutional Capacity Building	**Ms. Habani Munyungano** hmunyungano@npc.gov.na
Mr. Rowland Brown rowland@cirrus.com.na	Cirrus Capital	**4.** Macroeconomic Environment	**Mr. Mubusisi Mabuku** mmabuku@npc.gov.na
Prof. O. Arowolo o.arowolo@ium.edu.na	International University of Management consort.	**5.** Population, Health and Development	**Ms. Itah Ndjarakana** indjarakana@npc.gov.na
Mr. Nelson Kisaka nejkis@gmail.com	Namibia National Cleaner Production & Sustainable Consumption Centre	**6.** Natural Resources and Environment	**Mr. Manongwa Sikanda** msikanda@npc.gov.na
Prof. Kingo Mchombu k.mchombu@ ium.edu.na	Business Financial Solutions	**7.** Knowledge, Information and Technology	**Sylvanus Nambala** SNambala@npc.gov.na
Dr. Anna Kangombe info@bfs.com.na	Business Financial Solutions	**8.** External Environment	**Mr. Ned Sibeya** nsibeya@npc.gov.na
		Overall Manager	Mr Roux Sampati
		Coordinator	Mr Sylvester Mbangu

Prosperity, Harmony, Peace and Political Stability

REPUBLIC OF NAMIBIA

NATIONAL PLANNING COMMISSION

Government Office Park, Luther Street

Private Bag 13356

Windhoek, Namibia

www.npc.na

ISBN: 978-99945-0-199-1