

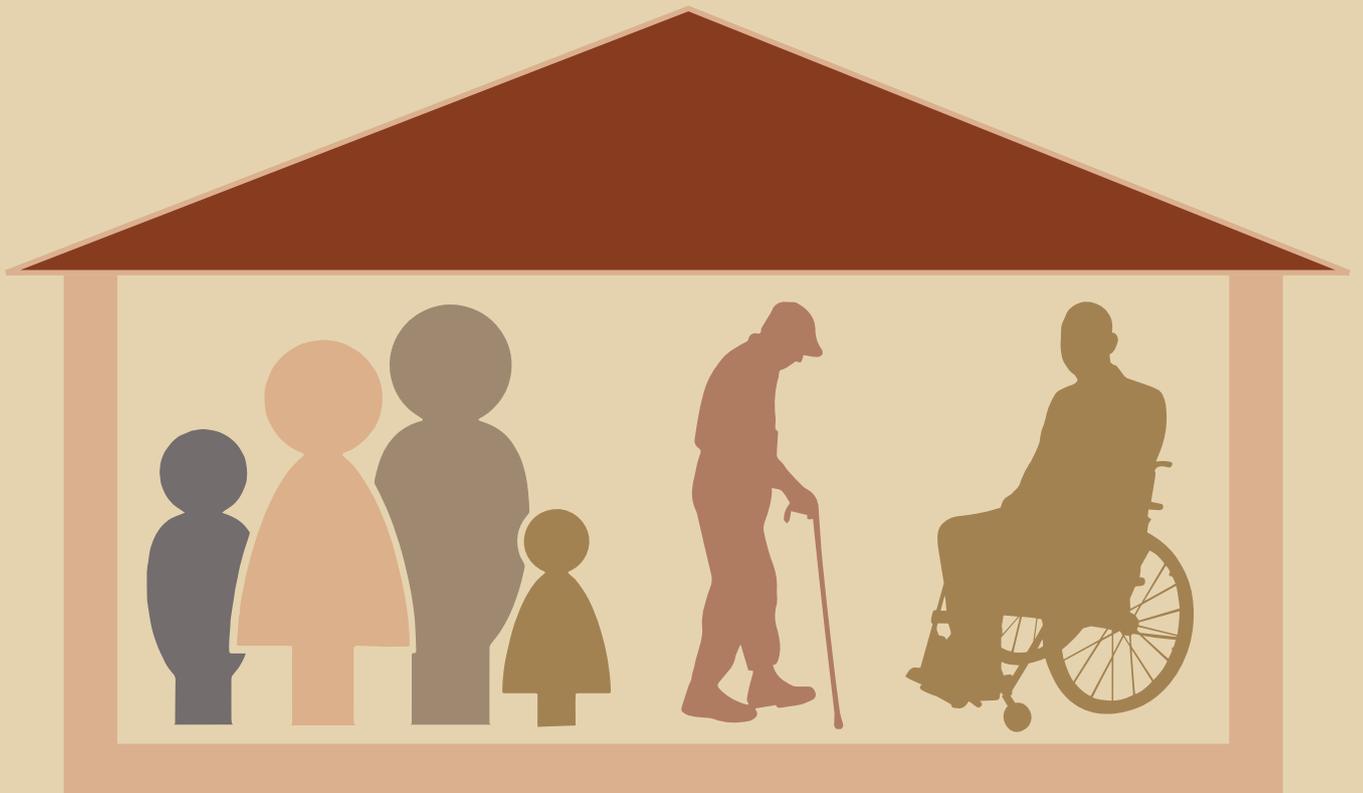


Republic of Namibia

Ministry of Gender Equality, Poverty Eradication and Social Welfare

SOCIAL PROTECTION POLICY

2021 - 2030



CABINET DECISION NO. 4th/23.03.21/009 • MARCH 2021



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Executive Director

The development of the Social Protection Policy is a result of a multi-pronged consultative and interactive process involving national and regional stakeholders.

Hon. Bishop (Emeritus) Dr Zephania Kameeta, the then Minister of Poverty Eradication and Social Welfare (MPESW), oversaw the general process of developing this Policy with assistance from the deputy minister in the ministry, Hon. Reverend Aino Kapewangolo.

The Policy formulation process was initiated by the Core Team, led by Mr I-Ben Nashandi, who was the executive director of MPESW.

The technical supervision was led by Ms Esther Lusepani, the executive director of the Ministry of Gender Equality, Poverty Eradication and Social Welfare (MGEPEWS).

The Core Team on social protection was composed of representatives of various Offices, Ministries and Agencies (OMAs) and development partners with a mandate for social protection services – and it includes the Office of the President; Office of the Prime Minister; the MGEPEWS; Ministry of Home Affairs, Immigration, Safety and Security; Ministry of Higher Education, Technology and Innovation; Ministry of Labour, Industrial Relations and Employment Creation; Ministry of Agriculture, Water and Land Reform; Ministry of Education Arts and Culture;

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Esther Lusepani
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FOREWORD

Hon. Doreen Sioka (MP)
Minister

It is my pleasure to present to you this Social Protection Policy, which demonstrates the Government of the Republic of Namibia's commitment to ensuring equal opportunity for women, childcare, protection of persons with a disability, support for unemployed people, decent remuneration for workers, and regular pensions for the elderly.

This is in accordance with the constitution, which mandates equality, social justice and dignity for all. The Policy seeks to actualise the aspirations of Article 95 of Namibia's Constitution.

The President of the Republic of Namibia, His Excellency Dr Hage G. Geingob, has laid forth a vision for unifying Namibians to develop an inclusive nation where all can prosper.

The protection afforded to Namibia's poor and vulnerable people characterises our country's greatness. As a result, this Policy brings together the efforts of OMAs into a unified and coordinated plan to address people's vulnerabilities throughout their life cycle.

The Social Protection Policy outlines the interventions, expected outcomes and costs associated with achieving social transformation to meet the development goals as outlined in international, regional and national frameworks (legal instruments) and conventions.

The Policy aims to build a comprehensive social protection system that addresses risks and vulnerabilities throughout a person's life cycle, ensuring that no one is left behind.

The 2016 Namibia Household Income and Expenditure Survey data revealed that the government's social assistance programmes significantly reduce poverty. However, certain programmes face challenges in achieving maximum coverage.

As a result, the Social Protection Policy takes a strategic approach to expand coverage by implementing relevant social protection measures to address life-specific risks.

To improve programme efficiency, an Integrated Management Information System for social protection will be implemented. This will be linked to the National Population Register and other enabling databases to ensure all social protection programmes use the rich data in Government systems for identification and verification, as well as for the management of registration, approval, payments and monitoring.

To meet the Policy's objectives, all programmes must be well coordinated, implemented, monitored and evaluated. I am optimistic that the Policy will meet its goal and improve the lives of Namibians

Hon. Doreen Sioka (MP)
Minister

ACRONYMS



AG	Attorney General
AIDS	Acquired Immuno-Deficiency Syndrome
ART	Anti-Retroviral Therapy
AU	African Union
BPWRPE	BluePrint on Wealth Redistribution and Poverty Eradication
CBET	Competency Based Education and Training
CPBN	Central Procurement Board of Namibia
CTSP	Core Team on Social Protection
COSDEC	Community Based Skills Development Centers
COHA	Cost of Hunger Assessment
DBTP	Decentralised Build Together Programme
DBN	Development Bank of Namibia
DHS	Demographic and Health Survey
DMC	Division of Marginalised Communities
DVA	Department of Veterans Affairs
E-NPRS	Electronic National Population Registration System
EU-SPS	European Union-Social Protection Systems
FGT	Foster Greer Thorbecke
GDP	Gross Domestic Product
GIZ	Gesellschaft für International Zusammenarbeit
GRN	Government of the Republic of Namibia
HALE	Health Adjusted Life Expectancy
HIV	Human Immuno-Deficiency Virus
HPP	Harambee Prosperity Plan
HRH	Human Resources for Health
MAWF	Ministry of Agriculture, Water and Forestry
MoEAC	Ministry of Education Arts and Culture
MGECW	Ministry of Gender Equality and Child Welfare
MGEPEWSW	Ministry of Gender Equality, Poverty Eradication and Social Welfare
MHAI	Ministry of Home Affairs and Immigration
MoHSS	Ministry of Health and Social Services
MLIREC	Ministry of Labour Industrial Relations and Employment Creation
MLR	Ministry of Land Reform
MOF	Ministry of Finance
MOV	Ministry of Veterans
MURD	Ministry of Urban and Rural Development
MSYNS	Ministry of Sports, Youth and National Services
MPESW	Ministry of Poverty Eradication and Social Welfare
MTSMED	Ministry of Industrialisation, Trade and SME Development
M & E	Monitoring and Evaluation
N/A	Not Applicable
NDP	National Development Plan
NEET	Youth Not in Employment, Education or Training
NHE	National Housing Enterprise
NHIES	Namibia Household Income and Expenditure Survey
NPC	National Planning Commission
NQA	Namibia Qualification Authority

NSA	Namibia Statistics Agency
NSFAF	Namibia Students Financial Assistance Fund
NCTSP	National Core Team for Social Protection
NTA	Namibia Training Authority
NUST	Namibia University of Science and Technology
NYS	National Youth Services
OMAs	Offices, Ministries and Agencies
OPM	Office of the Prime Minister
OVP	Office of the Vice President
OOP	Out-Of-Pocket
PPU	Procurement Policy Unit
PSEMAS	Public Service Employees Medical Aid Scheme
SACU	Southern African Customs Union
SADC	Southern African Development Community
SDG	Sustainable Development Goal
SMS	Short Message Service
SME	Small and Medium Sized Enterprise
SSC	Social Security Commission
SSC-DF	Social Security Commission Development Fund
TFR	Total Fertility Rate
THE	Total Health Expenditure
TVET	Technical and Vocational Education and Training
VTC	Vocational Training Centre
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNAM	University of Namibia
UNICEF	United Nations Children's Fund
WFP	World Food Programme



GLOSSARY OF TERMS

Adequacy: The proportion of the total consumption of a person that derived from a social transfer or benefit.

Benefits: A term adopted by the Policy to refer to grants in line with new terminology in social protection.

Benefit-cost ratio: Computed as the amount of money needed to be consumed by all people below the poverty line to reach it, divided by the total amount spent on a social protection programme for all people, including those not below that poverty line expressed in monetary units.

Concentration coefficient: Cumulative percentage of total transfer received by individuals, plotted against the cumulative percentage of the corresponding population, and ranked from the poorest to the wealthiest. When the transfer is concentrated more among the rich than the poor, it will have a positive value less than 1 and lie below the line of equality. When it is concentrated more among the poor than the rich, the concentration coefficient will have a negative value and lie above the line of equality.

Coverage: Proportion of the population in each group that receives social protection transfer or support.

Disability: Persons with disability include those who have long-term physical, mental, intellectual or sensory impairments, which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others.

Grant: Non-repayable funds or products disbursed or given by the Republic of Namibia to specific beneficiaries for a specified time.

Gini coefficient: The area circumscribed by the Lorenz curve as a proportion of the area below the line of equality of income or consumption, being a positive number between 0 and 1, with 1 representing complete inequality and 0 representing complete equality in income or consumption. The extent to which the curve sags below a straight diagonal line indicates the degree of inequality of distribution.

Hazards: Are events that adversely affect welfare by reducing people's income and putting additional financial burdens on them.

Household: A household is a person or group of persons, related or unrelated, who live together in the same homestead/compound, but not necessarily in the same dwelling unit. They have a common catering arrangement (cook and eat together) and are answerable to the same head.

Labour market intervention: Policy action in the labour market to improve skills, mandate benefits or provide payment for work.

Lorenz curve: A graph depicting the cumulative percentage of total income or consumption of individuals, plotted against the cumulative percentage of the corresponding population, and ranked from the poorest to the wealthiest.

Means test: An official investigation to determine whether a person qualifies for a state grant or transfer, intended to include those in need and exclude those who are more capable.

Marginalised communities: Ethnic groups that are excluded from the mainstream in terms of social, economic, educational, political and/or cultural life, and who continue to experience disproportionate high rates of poverty; they live below margins of society. In the Namibian context, they are identified and recognised as the San, Ovaherero and Ovambo.

Normalised Difference Vegetation Index anomaly: The difference between the current value and long-term average value of normal growing conditions for vegetation in a region, estimated from satellite data on how plants absorb visible sunlight during the growing season, thus photosynthesising more and being productive (and vice versa).

Poverty: The state of being unable to command sufficient resources to satisfy basic needs.

Precipitation anomaly: Current precipitation in a region, compared to long-term average precipitation.

Pension Test: Excludes individuals who have some other form of pension – often incrementally.

Poverty Gap or Foster-Greer-Thorbecke 1 (FGT1): Minimum amount of money needed to lift all people below the poverty line to reach it, arrived at by summing up the amount of consumption expenditure each person is short of the poverty line amount.

Preservation funds: A fund besides a pension, provident or benefit fund solely for preserving amounts derived from a pension fund or provident fund until retirement age is reached.

Provident funds: Funds to which members contribute and can draw down the entire benefit at retirement for a cash lump sum – one third is tax-free in Namibia.

Quintiles: Five equal groups into which a population is divided according to the distribution of consumption or income.

Retirement annuities: A fund besides a pension, provident or benefit fund solely for providing life annuities as regular payments after retirement.

Risk: Refers to uncertain events that can damage the well-being – the risk of becoming ill, or the risk that a drought will occur.

Shock: The state of a household when a hazard materialises.

Shock-responsive: The ability of the social protection systems to respond to a sudden/severe crises that often impact many households simultaneously in addition to addressing longer-term poverty and social vulnerability.

Squared Poverty Gap or Foster-Greer-Thorbecke 2 (FGT2): The average of the square of poverty gap for each individual below the poverty line as a proportion of the poverty gap, which gives more weight the further a less privileged person's observed consumption falls below the poverty line, thus measuring inequality among people living in poverty.

Social assistance: Transfer of money or in-kind items received by individuals or households from the state – not being in exchange for any consideration, contribution or payment.

Social insurance: Benefits received from the state or private entities based on a contribution from the recipient and/or employers – whether subsidised by the state or not.

Social protection: A set of policies and strategies to enable people to cope with risks and vulnerability to shock across the life cycle.

Unemployed person: A person who has not been working for the past seven days and had no job, business or subsistence farming, but he/she is ready to work (NLFS 2013).

Vulnerability: The likelihood of a decline in well-being as a result of hazards.

EXECUTIVE SUMMARY

The Social Protection Policy is anchored on Article 95 of Namibia's Constitution, which compels the Government to actively promote equal opportunity and the well-being of all citizens. Namibia's long-term policy framework, Vision 2030, aims to create a high-income, industrialised, politically stable, harmonious and successful society with income equity and equitable opportunity.

It specifies that individuals who are disadvantaged should be provided with social security that ensures a decent quality of life. Furthermore, the Policy is compliant with international, regional and national legal and regulatory frameworks – all of which emphasise the need to strengthen social protection systems to better respond to the risks and vulnerabilities that all people face throughout their life cycle, thereby increasing their contribution to societal and national development.

The Social Protection Policy was developed based on consultations with Offices, Ministries and Agencies (OMAs) responsible for social protection at national and regional level. It establishes a comprehensive framework for the provision of efficient, effective and equitable social protection in Namibia, thereby contributing to poverty and inequality reduction.

Beyond addressing the longer-term poverty and social vulnerability, the Policy seeks to ensure that the social protection system is shock-responsive and better prepared to respond to sudden/severe shocks that frequently affect several households at the same time.

The specific objectives of the Policy are increase coverage and access to social protection services for all Namibians; improve coordination and integration mechanisms to strengthen and enhance the efficiency and effectiveness of social protection interventions; enhance the institutional framework for the delivery of social protection; improve government's ability to respond to sudden/severe shocks that may affect many households simultaneously and food security, and improve monitoring and evaluation of social protection.

To achieve its objectives, the Policy aims to address current challenges in providing social protection, such as fragmentation, poor coordination, limited coverage and inadequacy of benefits as well as the lack of integrated management information systems for social protection – all of which influence the overall impacts of the current social protection programmes.

The Policy puts emphasis on the life cycle approach, ensuring the various vulnerabilities faced by people from childhood to old-age are addressed through the following measures: strengthen, sustain and increase existing grants; improve the inclusion of marginalised communities and people with disabilities; create employment and empower women and youth; improve TVET and tertiary education financial assistance; increase poor and vulnerable people's access to affordable housing; establish the Integrated Management Information System; improve coordination; strengthen shock responsiveness, and improve monitoring and evaluation for social protection.

The activities, outputs and associated performance indicators as well costs of strategies are outlined in the Implementation Plan of this Social Protection Policy.

1. INTRODUCTION

Namibia's government-funded social protection system is one of the most developed in Africa. The Government has affirmed its commitment to social protection by significantly expanding its financial commitment to social protection programmes over time, with overall spending growing to 7.72% of total expenditure and 2.90% of GDP in 2020/21.

This, in part, has contributed to a decrease in inequalities from a Gini Coefficient of 0.63 in 2003/14 to 0.56 in 2015/16, as well as a decrease in monetary poverty from 37.5% in 2003/04 to 17.4% in 2015/16. The country's old-age and child grants are among the key cash transfer programmes that have had the greatest impact in reducing poverty.

While the country's social protection system has had an impact, poverty and inequality challenges remain. Namibia continues to be Africa's third most unequal country, with significant poverty levels, particularly in rural areas, reaching 50% (2015/16, NHIES). To address these challenges and achieving of the country's Fifth National Development Plan (NDP5) development targets of a Gini Coefficient of below 0.5 and poverty levels of less than 5%, require a combination of sustained high economic growth that create quality jobs, while also strengthening the social protection system.

The main goal of the Social Protection Policy (SPP) is to provide a solid framework for the delivery of social protection in a way that is coherent, consistent, effective, and efficient in support of Namibia's development goals of eradicating poverty, reducing inequality, upholding the dignity of all people and ensuring prosperity as a united nation.

Beyond addressing long-term poverty and lifecycle vulnerabilities, the Policy aims to make the social protection system is shock-responsive and is better prepared to respond to sudden/severe crises that often impact many households simultaneously.

In pursuant to this goal, the Policy aims to improve efficiencies and consolidate gains made under existing social protection programmes. Specifically, the Policy seeks to address current challenges in the delivery of social protection, namely: (i) fragmentation and inadequate coordination, which hamper the effective implementation of social protection interventions; (ii) unintegrated management information systems; (iii) low value and coverage of social transfers, particularly the child grant; and (iv) lack of effective monitoring arrangements.

The Policy defines social protection as a set of policies and strategies to enable people to cope with risks and vulnerabilities across the life cycle. It takes a broad view of social protection as composed of social assistance, social insurance, social welfare services and labour market policies as well as a broad range of public, and sometimes private, instruments to eradicate poverty, address vulnerability and addressing social exclusion through managing related risks.

By adopting a lifecycle approach, the Policy seeks to ensure a comprehensive and effective response to the risks and vulnerabilities faced by Namibians at different stages of life from birth through to old-age.

This Social Protection Policy is aligned to both global and national priorities, including the Sustainable Development Goals (SDGs) and African Union Agenda 2063, the Harambee Prosperity Plan, the Fifth National Development Plan and the BluePrint on Wealth Redistribution and Poverty Eradication.

The Policy is the result of collaboration between various Offices, Ministries, and Agencies (OMAs) involved in the delivery of social protection services. The Policy was formulated through the coordination of the National Core Team on Social Protection based on analysis of data as well as consultations with OMA's, civil society organizations and development partners. Expert reviews during a workshop held in September 2019 aided the Policy development as well.

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The remaining sections of the Policy are organised as follows: Chapter 2 gives the Background of Social Protection in Namibia; Chapter 3 gives an evaluation of the performance of the various Social Protection programmes in Namibia; Chapter 4 outlines the Rationale of the Social Protection Policy; Chapter 5 provides an overview of how the Social Protection Policy is aligned with international and national goals.

The Policy's guiding principles are presented in Chapter 6, while the Policy's vision and mission are outlined in Chapter 7. Chapter 8 outlines the Policy objectives, whereas Chapter 9 outlines the reforms and strategies. Chapter 10 focuses on the Policy implementation arrangements/framework, before concluding the Policy.



2. BACKGROUND

2.1 Social Protection in the Namibian Context

Namibia has experienced remarkable economic and per capita growth, leading to the country attaining an Upper Middle-Income Country (UMIC) status in 2009. This has resulted in a significant decrease in poverty from an absolute incidence of 37.5% in 2003 to 17.4% in 2015 on the upper-bound poverty line. Similarly, inequalities also decreased, with the Gini Coefficient dropping from 0.63 in 2003 to 0.56 by 2015. Despite the declining poverty and inequality trends, Namibia remains one of the world's most unequal countries, with poverty levels among rural and marginalised people remaining high.

To address this and ensure all Namibians have equal opportunities, a combination of high economic growth that creates quality jobs, and strengthening the effectiveness and efficiency of social security programmes is required.

As a result, this Policy serves as an important framework for improving harmonisation of social protection, coordination, efficiency and effectiveness as a tool for reducing inequalities, poverty and ensuring equitable opportunities for all Namibians.

Namibia's social protection is based on its history with a strong sense of social cohesiveness. In traditional practices and recent history, Namibian communities have found ways to promote care for children, support the frail and respect for the elderly to advance collective community interests. The long and difficult struggle for independence succeeded due to solidarity among Namibians. This unity is the anchor of post-independence Namibia and its policies.

Article 95 of the Constitution of Namibia requires the State to actively promote and maintain the welfare of people, and to create equal opportunities. The Constitution exhorts the State to safeguard the dignity of people, create equal opportunities for women, protect children, support the unemployed and indigent, ensure decent work and provide regular pensions to the elderly.

Although there are numerous definitions of social protection, the unifying theme is how policies and strategies may help people cope with risks, vulnerabilities and shocks throughout their life cycle. The ultimate purpose of social protection is to build the resilience of vulnerable people and achieve equity by enabling them to cope with life's vulnerabilities, such as those caused by natural disasters and climate change.

Social protection helps children, youth, women, men, marginalised communities, people with disabilities and the elderly cope with shocks associated with poverty, illness, hunger, lack of income and inability to access education, health, sanitation, housing and other public services.

As a result, the Policy defines social protection as a set of policies and strategies that enable people to cope risks and shock vulnerability throughout their life cycle.

In this context, social protection encompasses social assistance, social insurance, social welfare services, labour market policies, as well as a wide range of public and private instruments aimed at eradicating poverty, addressing vulnerability and combating social exclusion through risk management.

Social protection continues to gain global recognition as an effective policy tool for sustainable human development through its positive impacts on reducing poverty, inequalities, vulnerabilities and risk faced by people across the life cycle. Namibia has committed to pursuing social protection measures in accordance with the United Nations Sustainable Development Goals (SDGs) and the African Union Agenda for 2063.

Similarly, The International Labour Organisation (ILO) Recommendation 202 calls on the Member States to develop effective and inclusive national Social Protection Floors (SPFs) to ensure basic social security guarantees for everyone. These policy actions contribute to the elimination of extreme poverty, ending of hunger, gender equity, elimination of inequality as well as improved access to education, health, sanitation, nutrition and housing for all people.

In line with this, Namibia's long-term policy framework, Vision 2030, envisions a high-income, industrialised, politically stable, harmonious and prosperous nation with equity in incomes as well as equality for opportunity for all people.

All Namibians who are able and willing to work should have employment or access to productive resources and earn an income to live well above the poverty level. Those at a disadvantage should be afforded social security that ensures a decent quality of life.

The first Harambee Prosperity Plan (HPP I) had the goal of uniting Namibians and building an inclusive nation where everyone may reach their full potential and prosper. This is reaffirmed in the Second Harambee Prosperity Plan (HPP II) (2021-2025), which outlines the following five goals towards achieving Social Progression:

- (a) Zero deaths from hunger poverty.
- (b) Delivery of urban land, housing & sanitation.
- (c) Improved access to healthcare.
- (d) Improved access to quality education & sports.
- (e) Arresting gender based violence and violence against children.

In line with the above, the Fifth National Development Plan (NDP5) lays out the outcomes that must be achieved by 2022 for the country to become wealthier and stable.

The following are some of the NDP5 objectives:

- (a) Macroeconomic stability and structural transformation of the economy by adding value to products in Namibia, expansion of physical infrastructure, strengthening of export capacity, greater regional integration and an inclusive financial system.
- (b) Social transformation by improving the productivity of young Namibians through investment in education, healthcare and skills training as well as promoting entrepreneurship by women and youth. Strengthened social safety nets, articulation of a legal framework for poverty and inequality reduction as well as improved coordination of sectoral initiatives shall also contribute to social transformation. This is intended to reduce severe poverty from 11% in 2016 to no more than 5% by 2022.
- (c) Conserving and using the abundant wildlife, fisheries, forestry, mineral, solar and wind resources of Namibia sustainably; and
- (d) Good governance through responsive, transparent and accountable institutions as well as an engaged citizenry to ensure rule of law, security, peace and improved service delivery.

Furthermore, the BluePrint on Wealth Redistribution and Poverty Eradication was formulated in 2016 to promote coordination of policy and programme implementation to eradicate poverty and reduce inequality.

It set out Strategic Priority Areas such as:

- (a) Strengthening and expanding social safety nets to support those who are vulnerable through increased coverage and establishment of a more effective and efficient social protection system;
- (b) Ending hunger through food banks and other food assistance as well as improving agricultural productivity;
- (c) Increasing access to water, sanitation, housing, electricity, education, skills development and health services;
- (d) Ensuring the empowerment of women by creating equal opportunities for them to use resources;
- (e) Assisting poor people to graduate from poverty and live sustainable livelihoods; and
- (f) Creating employment opportunities for inclusive growth.

Social protection is an important commitment of the Government of the Republic of Namibia and a significant amount of resources are committed towards it every year. In 2020/21, the Government allocated N\$4,97 billion to social assistance transfers, constituting 7.72% of total expenditure excluding statutory commitments, or 2.90% of GDP.

Table 1: Allocations for Social Protection in Namibia's Government Budget (2020-21)

Social Assistance Programme	Amount (N\$)	The proportion of total expenditure (excl. statutory commitments) (%)	As the proportion of Gross Domestic Product (GDP) (%)
Old-age Grant	2 975 106 000,00	4,62	1,74
Funeral Benefit	45 001 000,00	0,07	0,03
Disability Grant	545 811 000,00	0,85	0,32
Children grants (all)	1 049 510 000,00	1,63	0,61
Marginalised communities	45 132 000,00	0,07	0,03
Disaster relief	101 389 000,00	0,16	0,06
Social housing	57 000 011,83	0,09	0,03
Food Bank	69 631 000,00	0,11	0,04
Veterans grants	4 843 000,00	0,01	0,00
School feeding	75 369 322,00	0,12	0,04
Total Social Assistance (Non -Contributory Programmes)	4 968 792 334	7,72	2,90
Total government expenditure (excl. statutory commitments)	64 328 899 000	100	2,90

Source: Computations based on the Ministry of Finance 2020 Budget and Medium-Term Expenditure Framework 2020/21-2022/23.

2.2 Risks and Vulnerability in Namibia

2.2.1 Food and Nutrition Insecurity

Changes in weather conditions, compared to the long-term average rainfall, indicate that significant precipitation and Normalised Difference Vegetation Index anomalies occur in Namibia. These indicators generally show a worsening and less predictable pattern of rain, drought and atmospheric temperature.

This causes agricultural stress, reducing pasture quality and lowering yields significantly. This contributes to poverty, as the quality of the land is reduced, affecting animals and labour. As a result, it is important to ensure the social protection systems are shock-responsive and better prepared to respond to a sudden/severe crises that often impacts many households simultaneously.

Food and nutrition insecurity in Namibia is exacerbated by low productivity from local commercial farmers as well as lack of access to markets by smallholder farmers in communal areas due to the Veterinary Cordon Fence (Red Line), ostensibly used to control the spread of animal diseases but which, in practice, acts as a market barrier, leaving the most lucrative market opportunities to South African and other foreign farmers.

With poor access to markets for most farmers, value addition to livestock and crop products is limited in due to low incomes of small-holder farmers who cannot afford to invest in improved production and processing technology. This is a major driver of poverty among small-holder farmers in Namibia.

Due to high survival deficits to fulfil calorific needs and livelihood protection deficits to afford other minimum needed expenditures, 595 839 persons in rural parts of Namibia received food relief and other assistance in 2016 because of an El Niño. During the 2017/18 season, an estimated 214 170 persons in rural areas were food insecure.

About 15 158 households in urban areas were projected to receive food assistance in 2018/19. School feeding reached 365 854 learners in 1 456 primary schools in 2018. Stunting prevalence among children under the age of five, an indicator of chronic malnutrition, stood at 24% in 2013, with the poorest households having the highest prevalence.

2.2.2 Poverty and Inequality

People living in poverty in Namibia are mostly women, young people, and rural inhabitants, as well as their dependents such as children, according to information acquired from the NHIES and programs. This is aggravated by high unemployment, participation in low-wage activities, and limited access to services.

In 2015, about 6.1% of Namibians lived below the poverty line of N\$293.10 per adult equivalent per month, unable to meet their daily calorific requirements of 2,100 kilocalories (8,820 kilojoules). However, from 11% in 2003, the percentage of people living in extreme poverty has been cut in half.

Absolute poverty, on the other hand, was 17.4% in 2015 – down from 37.5% in 2003. Poverty is widespread among the San, Ovaherero, Ovambo and other marginalised communities. In 2014, the unemployment rate among the San was 77%.

In 2016, the mean annual consumption per adult equivalent was only N\$3 654 for the poorest as compared to N\$84 729 for the richest. This illustrates the stark inequality that needs to be addressed through social protection and other policies.

Table 2: Who is poor in Namibia?

	Quintiles of per adult equivalent consumption					Poverty Status		
	Q1	Q2	Q3	Q4	Q5	Foodpoor	Moderatepoor	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

Source: Computations based on the Namibia Household Income and Expenditure Survey 2015/16 micro-data.

Namibia has high rates of youth and female unemployment, with 46% and 38% respectively. Women constitute 60% of vulnerable workers when the sum of own account and unpaid family work is considered. Approximately 66.5% of Namibian workers have no pension, medical insurance or social security.

Wages have not kept pace with inflation, thereby exacerbating poverty. For example, the average monthly wage was N\$6 759 in 2016, barely changing from N\$6 626 in 2014, despite a rise in the cost of living, owing to inflation of 5% per year throughout that time. In 2016, the professional, scientific and technological sector paid the highest average monthly income of N\$19 907 per month, while workers in private households earned the lowest at N\$1 334 per month.

Namibia's urban population is rapidly increasing, and this creates the need for policy responses to challenges such as unemployment, food insecurity, malnutrition and poverty. The growth in Namibia's urban population has given rise to an increase in the number of people living in improvised housing in urban areas at 29.6% of households. In rural areas, 48% of households are without electricity, while 45% of the population do not have toilets. About 360 912 of the 544 655 dwellings do not have a title deed, leasehold certificate or land right certificate in Namibia, indicating significant land tenure insecurity.

Poverty contributes to risky behaviour and HIV infection, making young women, jobless people and children particularly vulnerable. According to UNAIDS data, HIV prevalence among people aged 15 to 49 years old was 12.1% in 2017. HIV prevalence was at 14.5% among women in that age group and 9.5% among men. Young women have a substantially greater rate of HIV infection and new infections than young men. Since 2010, the number of new HIV infections decreased by 24%.

In Namibia, the 90:90:90 targets for diagnosis, initiation on Antiretroviral Therapy (ART) and sustained viral suppression in individuals living with HIV were met for women, but men trail behind in viral suppression and ART. 90% of persons living with HIV are aware of their status, 74% of people living with HIV have suppressed viral loads, whereas 84% of adults and children are taking antiretroviral therapy. With 12 000 children aged 0 to 14 years living with HIV, coverage of paediatric treatment remains a barrier. Approximately 34 000 children have been orphaned as a result of HIV.

Inequality is entrenched in Namibia such that despite the impact of policies resulting in poverty reduction, 60% of the population who are less wealthy receive around 18% of total consumption, whereas the wealthiest

10% command 47% of consumption. The Gini coefficient has declined from 0.70 in 1993 to 0.56 in 2015, about 20% reduction in 22 years. The continuing disparity is a structural legacy of discriminatory policies of colonialism and apartheid, which dispossessed many Namibians of their resources, denied them equal access to public services and made it difficult for them to earn incomes from their labour and resources.

To provide equitable chances and considerably reduce inequality in Namibia, more robust social protection measures are required in addition to other government interventions to redistribute land and natural resources to disadvantaged people.

2.2.3 High Cost of Healthcare

Since independence, Namibia has seen improvements in child and adult health outcomes; however, some challenges require policy responses and effective implementation. One is that the infant and maternal mortality rates have declined in Namibia. In 2013, 54 deaths per 1 000 live births occurred among children under the age of five, with 39 of those deaths happening between birth and their first birthday. In the ten years leading up to the 2013 Demographic and Health Survey, the maternal mortality rate was 385 deaths per 100 000 live births.

Maternity, while a time of great joy for families, it is also a time of great risk for women and unborn children, particularly those who are unemployed or have low incomes and are unable to afford pre- and post-natal care due to high costs and long distances to health facilities.

Employed women who take maternity leave lose a portion of their remuneration if their pay exceeds the Maternity, Sick Leave and Death Benefit Fund ceiling of N\$13 000 per month, as employers are not required to pay or make up the full earnings of female employees on maternity leave. This necessitates a policy decision in Namibia to establish a maternity grant, reconsider maternity leave and ensure that women on maternity leave earn their full salary.

Healthcare expenditures have risen faster than inflation, indicating that more Namibians are unable to afford private healthcare. A mandatory National Medical Benefit Fund as well as increased state investment in public health facilities and personnel will improve the affordability of healthcare in Namibia and assist vulnerable people who currently cannot afford quality healthcare by ensuring low out-of-pocket payments and equity in health coverage for all.

2.2.4 Inadequate Health Insurance

Only 18% of the population is insured by PSEMAS or private medical aid funds, which accounted for 26% of Total Health Expenditure (THE) in 2014/15. The remaining 82% of the population did not have health insurance and had to rely on public health or personal out-of-pocket expenditures, which accounted for 64% and 10% of THE, respectively.

Currently, there is no mandatory health insurance to meet health costs by individuals. The Maternity Leave, Sick Leave and Death Benefit Fund, established under Part V of the Social Security Act (34 of 1994), is a mandatory contributory scheme for all employers, employees and self-employed persons to cover maternity leave and loss of income when an employee is certified to be off work by a medical practitioner for 30 or more consecutive days, and has exhausted paid sick leave days as provided under Section 24 of the Labour Act (11 of 2007) or contract of employment. This, however, does not address healthcare expenses, which can be much higher.

In 2016, there were 190 436 members and dependents on the ten licensed medical aid funds. Overall, only 47% of employees in Namibia had contracts that guaranteed paid sick leave, with women being less likely to have paid sick leave than men

2.2.5 Age

Children continue to be one of Namibia's most vulnerable groups. Diseases, impairments, orphanhood, hunger, high school dropout rates, abuse, and neglect are just some of the dangers and vulnerabilities they confront, all of which have significant implications in later life. According to the 2013 Demographic and Health Survey, 24% of children under the age of five were stunted, 6% were wasted and 13% were underweight.

Orphanhood is still prevalent in Namibia, as evidenced by the NHIES (2015), which found that the number of households with one or more orphaned members under the age of 18 is higher (66.6%) in rural areas compared to urban areas (33.4%), limiting these children's ability to equitably access social services necessary to break the cycle of poverty.

2.2.6 Disability

Adults and children with disabilities face limited livelihood and income opportunities as well as limited access to social services, putting them in a vulnerable position. In 2016, the prevalence of self-reported disability was 4.7%. The most common types of disability were limb and visual impairments. As evidenced by the growth in medically certified applications for both child and adult disability grants, disability may be on the rise or it is being better reported.

2.2.7 Retirement Insecurity and Reliance on Old-age Pension

Because there is no legal duty for employers to contribute to a pension scheme for all employees, many persons in low-income jobs rely exclusively on an old-age pension when they retire. Private pension schemes are expensive for many individuals.

Namibia's universal old-age pension for all people aged 60 and over is a best practice that is rare in the world. According to the NHIES 2015/16, the old-age pension has a significant impact on poverty reduction, and its distribution is progressive in absolute terms, with more going to the less privileged people than to the wealthy.

The Namibia Financial Institutions Supervisory Authority (NAMFISA) recorded 91 active local pension funds in 2016. Of that, 89 were defined as contribution funds. Only two benefit funds were identified, with the Government Institutions Pension Fund being one of them. Civil servant pensions accounted for around 65% of the retirement funds, while private pensions accounted for about 25%. The rest of the retirement funds were held in retirement annuities, provident funds and preservation funds.

With a total of 634 826 employed persons, aged 15 to 59 years, around 349 212 employed persons or 55% of Namibia's active working population did not have a workplace pension plan, assuming that there was no duplication between various funds.

Informal employment – that is employees who were not supplied with at least a pension scheme, medical aid or social security by their employers, accounted for 66.5% of the employed population in 2016.

2.3 Challenges for Social Protection Programmes

2.3.1 *Fragmentation and Inadequate Coordination*

Social protection programmes are spread across many OMAs. Coordination is therefore important for the effective and efficient performance of these programmes, as it would enable sharing of resources, exchanging information and avoid duplication. Currently, there is inadequate coordination in planning, information sharing, execution and monitoring of social protection programmes by OMAs.

2.3.2 *Lack of an Integrated Management Information System (MIS)*

Most processes for social assistance registration, verification, approval, payment and monitoring processes are manual, and databases are not integrated across Government. This causes delays in granting help, and employees spend time on data entry – manual form processing – and other non-core tasks.

Manual techniques leave possibilities for errors, document loss and the inability to appropriately register beneficiaries or remove those who are no longer eligible for services or have died.

In cases where programmes have MISs, the systems have remained either programme-specific, unintegrated or grossly under-utilised, which has an impact on transparency, accountability and programme monitoring and evaluation. As a result, it is necessary to strengthen MIS, especially through integration, to minimise costs and improve the efficiency, effectiveness and accuracy of the programmes.

2.3.3 *Lack of Identity documents*

Despite the fact that Namibia has a high rate of birth registration, some would-be social security beneficiaries still lack identifying records. In 2016, only 77.6% of children aged 0 – 5 years had a birth certificate. About 82.9% of people aged 16 years and older had a Namibian identification document (ID).

However, some people are still not registered due to marginalisation, lack of information, difficulty accessing administrative services and challenges in outreach to where these people reside. Therefore, there is a need to address the key challenges affecting the effective and efficient operation of the e-National Population Register System, to ensure that everyone has an identity document.

2.3.4 *Funding and Human Resource Constraints*

Most social protection programmes experience limited funding for operations, coverage expansion, outreach, as well as monitoring and evaluation. As social protection has grown, there have been both staffing and capacity constraints, exacerbated by cumbersome procedures and use of manual administrative systems that occupy social workers as well as programme and administrative staff with clerical tasks at the expense of core welfare, case management and monitoring tasks.

Due to manual methods and an excessive number of applicants with limited staff, processing and issuing decisions on grant applications takes a long time, thereby compromising the effectiveness and quality of services.

2.3.5 *Inadequate Coverage and Adequacy of Social Protection*

Low coverage of potential beneficiaries, such as vulnerable children and young people in need of skills training and employment reduces the effectiveness of social protection in reducing poverty and inequality. Because of substantial exclusion and low grant amounts that have been significantly degraded by inflation, some programmes, such as child grants, are insufficient to significantly reduce poverty and inequality.

3. PERFORMANCE OF SOCIAL PROTECTION PROGRAMMES

This section provides a summary of the performance of existing social protection programmes.

3.1 Impact on Poverty Reduction

The existing social protection programmes have had a considerable influence on poverty reduction, according to the NHIES (2015/16). The combined social protection programmes reduced the poverty gap by 36.8%. As demonstrated in Table 3, the old-age pension had the greatest influence on closing the poverty gap and reducing inequality among the poor. The veterans, child maintenance and child foster care grant also helped reduce inequality among the poor – even though to a smaller extent than the old-age pension.

Table 3: Impact of social protection on poverty

	Poverty Gap {Foster- Greer-Thorbecke (FGT1)}	Squared Poverty Gap {Foster-Greer-Thorbecke (FGT2)}
Post-transfer Indicators	0.060	0.029
Indicators without listed transfer		
All social protection	0.100	0.063
All social insurance	0.065	0.033
Workman's compensation or similar	0.062	0.030
Work pension	0.063	0.032
All social assistance	0.095	0.059
Old-age pension	0.080	0.045
Veterans' grant	0.063	0.031
Disability grant (16 yrs old & above)	0.064	0.032
Child maintenance grant	0.064	0.032
Child foster care grant	0.063	0.032
Disability grant (below 16 yrs old)	0.061	0.029

Source: Computations based on the Namibia Household Income and Expenditure Survey 2015/16 micro-data.

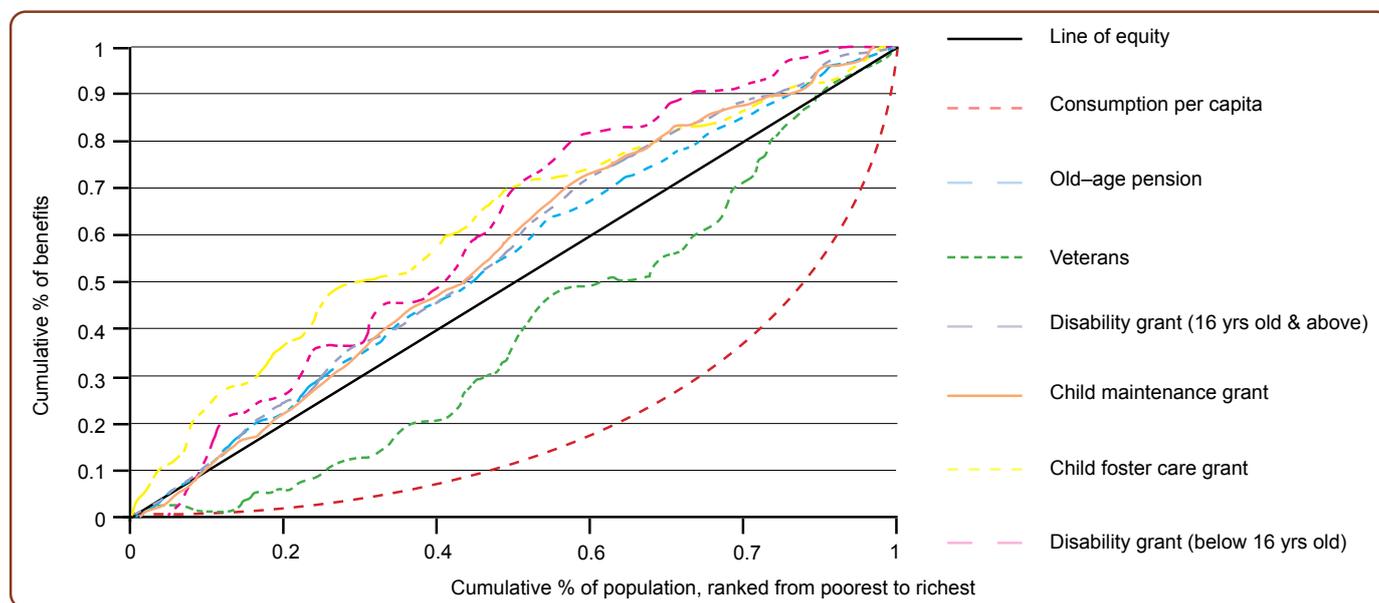
3.2 Impact on Inequality

An analysis of grant amounts received by beneficiaries' shows that all social assistance transfers except the veterans' grants have negative concentration coefficients and their concentration curves are above the line on equality. This means that the distribution of the social assistance transfers, such as war veterans' grants, are progressive in absolute terms with more of the transfers going to the poor than the wealthy persons in Namibia.

For instance, the poorest 40% received 51% of the child disability grants, 48% of child maintenance grants and 47% of the old-age pension.

Notably, the old-age pension, which is a universal transfer for all Namibians aged 60 and over, regardless of income, is just as progressive as the means-tested child maintenance grant, which is targeted at poor children whose parents or care givers earn less than N\$1,000 per month. The veterans' benefits are also progressive in relative terms with the poorest 40% receiving 21% of the veterans grants (Figure 1).

Figure 1: Concentration curves of social assistance and the Lorenz curve of Namibia



Source: Computations based on the Namibia Household Income and Expenditure Survey 2015/16 micro-data.

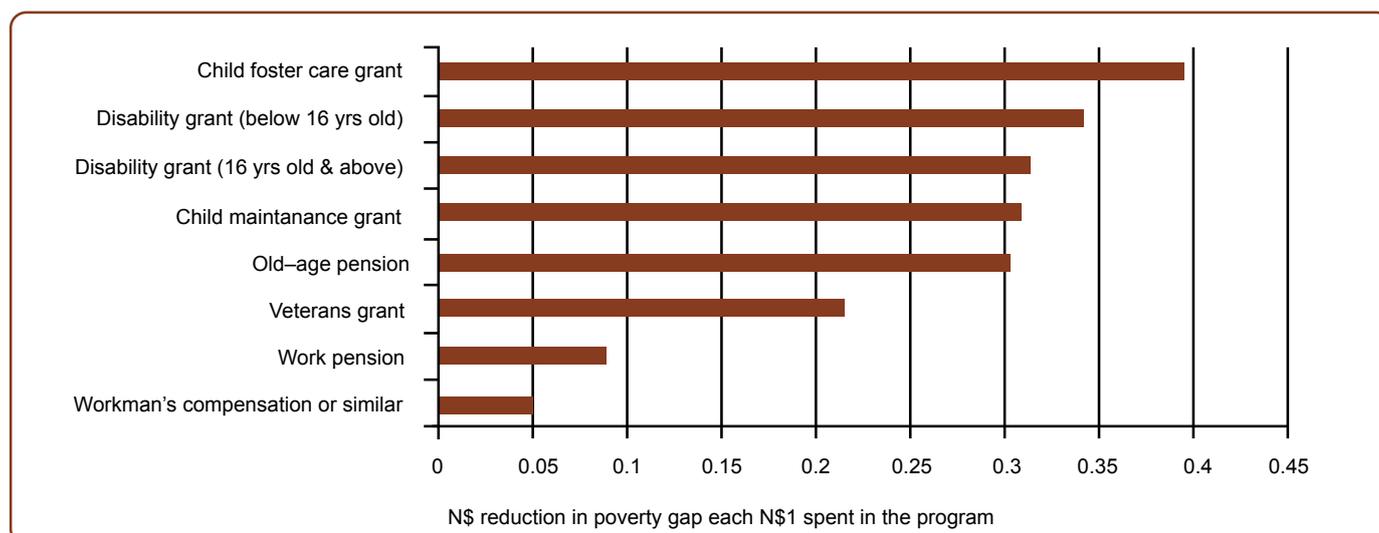
3.3 Cost Effectiveness

The Benefit-cost ratio shows that despite the low amounts of these payments, at N\$250 per child per month, the child benefit was the most cost-effective, reducing the poverty gap by N\$0.39 for every N\$1 spent. For every N\$1 spent on child disability benefits, the poverty gap was narrowed by N\$0.34. For every N\$1 spent on disability benefits for people aged 16 and up, as well as child maintenance benefits, lowered the poverty gap by N\$0.31.

For every N\$1 spent on the programs, the poverty gap was narrowed by N\$0.31. Disability benefits for people aged 16 and up, as well as child maintenance benefits, lowered the poverty gap by N\$0.31.

Old-age pension reduced the poverty gap by N\$0.30 for every N\$1 spent. Social insurance programmes such as workman's compensation and work pension had very low cost-effectiveness given that they accrued largely to employed persons above the poverty lines (Figure 2).

Figure 2: Benefit-cost ratio (poverty gap reduction on the upper-bound poverty line)



Source: Computations based on the Namibia Household Income and Expenditure Survey 2015/16 micro-data.

3.4 Adequacy

Adequacy is defined as the mean transfer amount received by a particular group as a percentage of the whole welfare aggregate, in this example, the beneficiaries' consumption expenditure.

As indicated in Table 4, the old-age pension has the best adequacy, covering 65% of the extremely poor consumption expenditure (below the food poverty line). It also accounted for 34% of the consumption of individuals who were moderately poor.

Child foster care and veterans' benefits accounted for a major portion of the expenditures of extremely poor recipients, accounting for 60% and 54%, respectively. Due to limited coverage and targeted ineffectiveness, the means-tested child maintenance grant did cover the consumption of the poor, but to a far smaller level, covering only 19% of the consumption of the severely poor. Given the considerable youth dependency in most households, work pensions cover a significant part of the consumption of the poor at 55%.

Table 4: Transfer as a proportion of total consumption by poverty status (%)

	Extremely poor	Moderately poor	Non-poor
Workman's compensation or similar	3.2	25.5	12.2
Work pension	54.6	26.4	13.2
Old-age pension	65.4	34.1	8.4
Veterans grant	54.4	30.7	20.4
Disability grant (16 yrs old & above)	38.3	20.8	7.5
Child maintenance grant	18.6	12.8	3.8
Child foster care grant	60.1	23.2	4.0
Disability grant (below 16 yrs old)	13.7	8.6	2.9

Source: Computation based on the Namibia Household Income and Expenditure Survey 2015/16 micro-data.

4. RATIONALE OF SOCIAL PROTECTION POLICY

This Policy seeks to harmonise and promote effective coordination and implementation of the various social protection interventions to minimise the life cycle risks and empower people to meaningfully contribute to personal and national development. Furthermore, it aims to address vulnerabilities, inequalities and poverty. It also promotes gender equality, social solidarity and a right to a dignified life for everyone.

Moreover, it seeks to promote the development and implementation of Integrated Management Information Systems for social protection, to enhance transparency and accountability, while also facilitating information flows across programmes for analysis and decision-making.



5. ALIGNMENT WITH LEGISLATIVE FRAMEWORKS

The Social Protection Policy is aligned with international, regional, and national legal and regulatory frameworks.

5.1 International Frameworks

The Social Protection Policy is aligned to significant international obligations at the global level, such as the Universal Declaration of Human Rights (1948), which guarantees the right to social security for all across the life cycle; the UN Convention on Elimination of all forms of Discrimination Against Women (1979); the UN Convention on the Rights of the Child (1989); the UN Convention on the Rights of Persons with Disabilities (2006); the ILO Recommendation R202 on Social Protection Floor (2012); the ILO Convention on Employment Policy No.122 (1976); the Social Security Minimum Convention 102 (1952); International Covenant on Economic Social and Cultural Rights (1966); UN Declaration on the Rights of Indigenous Peoples (2007); the ILO Recommendation R205 on Employment and Decent Work for Peace and Resilience (2017), and the Sustainable Development Goals.

5.2 Regional Frameworks

At the regional level, the Policy is aligned to the African Union Agenda 2063, African Charter on the Rights and Welfare of the Child (1999), and all the applicable SADC Protocols.

5.3 National Policy Frameworks

The Social Protection Policy is aligned to Chapter 4 of Namibia's Vision 2030 on people's quality of life, the social transformation pillar of the fifth National Development Plan (NDP5) and the social progression pillar of the Harambee Prosperity plans (I & II).

Furthermore, the policy is aligned to all the strategies in the Zero Hunger Road Map (2016-2020), the BluePrint on Wealth Redistribution and Poverty Reduction (2017/18-2019/20), National Health Policy Framework (2010-2020), Education Sector Plan (2017/18-22), National Climate Change Strategy (2013-2020), Namibian National Gender Policy (2010-2020), and Cabinet Resolution 9th/17.06.14/001, which abolished compulsory payment by parents to the School Development Fund.

In addition, there are specific laws that are important to the implementation of the SSP, as they provide for various aspects of social protection, including the following:

- i. The **National Pensions Act, 1992 (No. 10 of 1992)**, provides for national pensions to be paid to aged, visually impaired and persons with disability, and to provide for matters incidental thereto.
- ii. The **Child Care and Protection Act, 2015 (No. 3 of 2015)**, gives effect to the rights of children as contained in the Namibian Constitution and international agreements binding on Namibia to set out principles relating to the best interests of children.

- iii. The **Social Security Act, 1994 (No. 34 of 1994)**, provides for the establishment, constitution and powers, duties and functions of the Social Security Commission to provide for social security benefits.
- iv. The **Veterans Act, 2013 (No. 3 of 2013)**, provides for the establishment of a Veterans Fund for the provision of assistance to veterans and dependants of veterans.
- v. The **Disaster Risk Management Act, 2012 (No. 10 of 2012)**, provides for an integrated and coordinated disaster management approach that focuses on preventing or reducing the risk of disasters, mitigating the severity of disasters, emergency preparedness, rapid and effective response to disasters and post-disaster recovery.
- vi. The **Basic Education Act, 2020 (No. 3 of 2020)**, promotes and regulates free and compulsory basic education to ensure equitable inclusive quality education and lifelong learning, and to promote and protect the right of learners to education.
- vii. The **Flexible Land Tenure Act, 2012 (No. 4 of 2012)**, creates new forms of title to immovable property; to create a register for these forms of title and registrars to register these forms of title; to provide for the nature of the rights conferred by these forms of title; and to provide for matters incidental thereto.
- viii. The **Identification Act, 1996 (No. 21 of 1996)**, provides for the compilation and maintenance of a population register in respect of the population of Namibia, for the issue of identity documents to persons whose names are included in the population register; and for matters connected therewith.
- ix. The **Births, Marriages and Death Registration Act, 1963 (No. 81 of 1963)**, consolidates the laws relating to the registration of births, marriages and deaths; it provides for registration of birth, marriages and deaths to enable government planning and programming.
- x. The **National Youth Service Act, 2005 (No. 6 of 2005)**, provides for the establishment of the National Youth Service and the Youth Service Fund, to provide for youth services.



6. GUIDING PRINCIPLES

The following are the specific guiding principles of the Social Protection Policy:

(a) Inclusiveness

The Policy commits to increase service coverage to reach all potential beneficiaries, as well as equal access to services to address risks and vulnerabilities across the life cycle. Risks and vulnerabilities experienced by people with disabilities, marginalised communities, persons with ill health, children, youth, the elderly, women and men are specifically addressed to reach those who require assistance. Cash transfers will be gradually expanded inclusively.

(b) Adequacy

The Policy strives to ensure that social protection is adequate to provide sufficient support and resources to bring people out of poverty, allowing them to address risks and cope with vulnerabilities specific to their circumstances.

(c) Gender responsiveness

Gender norms, roles, and relationships, as well as gender inequalities, are addressed through the Policy's interventions. Furthermore, gender is mainstreamed in all social protection interventions to ensure equality of opportunity in addressing high risks and vulnerabilities encountered by people, particularly children and women, as a result of low income, unemployment, and significant family care responsibilities.

(d) Fiscal Sustainability

The Policy takes into account the government's fiscal sustainability goal through increasing efficiency, creating a well-coordinated system, gradual implementation required, reforms and constructing an integrated management information system. This will help to achieve value-for-money by eliminating wastage and delays, and reducing administrative expenditures.

(e) Coordination

The Policy seeks to improve coordination amongst all OMAs and stakeholders for improved performance in the delivery of services.

(f) Integration

The Policy aims to integrate all fragmented social protection management information systems to improve inter-operability, and to safeguard the integrity of data.

(g) Transparency and Accountability

Openness and accountability shall be key principles in the provision of social protection services.

(h) Equity

The Policy is committed to ensuring that all Namibians have access to social protection services on an equitable basis.

(i) Human Dignity

Regardless of colour, sex, cultural, religious or socioeconomic status, all beneficiaries of social protection interventions shall be treated with respect and dignity.

(j) Shock Responsiveness

The Policy endeavors to ensure that the social protection system is shock responsive to support vulnerable people exposed to sudden/severe shock.

7. POLICY DIRECTION

7.1 VISION

To be a prosperous nation with a comprehensive and shock responsive social protection system that is efficient and effective in addressing risks and vulnerabilities faced by all Namibians across the life cycle.

7.2 MISSION STATEMENT

To provide social protection for all people, particularly the poor and vulnerable.



7.3 GOAL

To reduce poverty and inequalities in order to improve the livelihoods of the people, particularly the poor and vulnerable.

8. OBJECTIVES OF THE POLICY

The objectives of the Policy are to:

- Increase coverage and access to social protection services by all Namibians;
- Improve coordination and integration mechanisms to strengthen and enhance the efficiency and effectiveness of social protection interventions;
- Enhance the institutional framework for the delivery of social protection;
- Improve government's ability to respond to sudden/severe shocks that may affect many households simultaneously, and ensure food security; and
- Improve monitoring and evaluation of social protection.



9. SOCIAL PROTECTION POLICY STRATEGIES

To achieve the set vision and objectives of this Policy, the Government will focus on the following strategies.

9.1 Objective: Increase coverage and access to social protection services by all Namibians

9.1.1 Strategy 1: Strengthen and increase child grant coverage

The Child Grant System will be updated through undertaking of regular data cleaning processes and the targeting criteria of the grants will be reviewed to strengthen coverage. In addition, adjustments will be made to the existing amount of the Child Grants to account for inflationary losses over time.

9.1.2 Strategy 2: Sustain and strengthen Old-Age Grant

The Policy calls for the maintenance of the effective coverage of eligible persons and the provision of the universal old-age grant to all citizens and permanent residence of Namibia, aged 60 years and above. Furthermore, in the event that a beneficiary of an old-age grant dies, the funeral cover shall be maintained.

9.1.3 Strategy 3: Maintain coverage and adequacy of Veterans' grants

The Veterans' grant, in its current form will be maintained and sustained. The strategy provides for among other things; the secretariat functions for the veterans' board and veterans Appeal board, which deals with the assessment of applications for recognition and registration of veterans and their dependents.

9.1.4 Strategy 4: Sustain and strengthen Disability related programmes

The Policy commits to maintain the disability grant for people aged 16 to 59, that access to services and funding for higher education, awareness and individual support programmes be improved, and that the child disability grant be increased to strengthen support for children with disabilities.

9.1.5 Strategy 5: Enhance the inclusion of the marginalised communities into mainstream socio-economy

In order to enhance the inclusion of the marginalised communities, particular attention will be given to their rights and special needs. Through rigorous monitoring and facilitation, the strategy will ensure members of existing marginalised communities are identified and registered for national documents, and that they have equal access to quality education, health, housing, land, employment and social grants.

The existing policies and legislative frameworks affecting indigenous people/marginalised communities will be reviewed and amended or new provisions enacted to promote and preserve the cultural heritage and prohibit discrimination against them in accordance with African Charter and UNDRIP.

9.1.6 Strategy 6: Create employment and empower women and youth

To empower women and youth, opportunities will be provided to them to improve skills, obtain capital, promote domestic products growth, access public procurement opportunities and have decent earnings. Moreover, the government will create an enabling environment that ensures youth employment.

In implementing the strategy, Youth Enterprise Funding schemes will be expanded with increased seed capital from Government, and sustained with loan recovery and interest income. Public procurements from women and youth-owned businesses, people with disabilities and marginalised communities will be encouraged.

A national incentivised apprenticeship, entrepreneurship and internship programme will be introduced and scaled up to address the issue of skills mismatch, psychometric testing and career guidance, and skills gap surveys will be undertaken. The National Integrated Employment Information System (NIEIS) will be streamlined to produce real-time Labour Market Information.

9.1.7 Improve Technical and Vocational Education and Training (TVET) and Tertiary Education Financial Assistance

This strategy provides for the expansion of financial assistance to trainees and students, pursuing accredited programmes with the support of the National Training Fund (NTF) and Namibia Students Financial Assistance Fund (NSFAF) respectively. Loan recovery processes will be strengthened, TVET and Tertiary Education made more accessible, and grants to marginalised communities and people with disability will be made available. Industrial attachment opportunities for VTCs and NYS will be promoted through their production units.

9.1.8 Enhanced access to affordable housing for the poor and vulnerable

Financial help will be offered to speed up the construction of affordable housing. The government's allocation of funds to self-help groups will be improved in order to make homes affordable to low-income persons. A revolving credit fund, public-private partnerships, and subsidies will be used to improve the situation. In addition, even servicing and access to urban land would be regulated.

9.1.9 Towards Comprehensive Social Protection

The Policy tasks the implementing OMAs to explore and implement solutions such as a National Medical Benefit Fund (Universal Health Coverage), National Pension Fund, a non-contributory Maternity Grant and Unemployment Insurance.

In addition, the Policy will implement integrated social protection (cash plus) approaches, thereby facilitating greater linkages between cash grants to both care and the provision of complementary services linked to multiple dimensions of poverty such as education, nutrition, WASH, health, sexual reproductive health, early childhood development, nutrition and child protection.

9.2 Objective 2: Improve coordination and integration mechanisms to strengthen and enhance the efficiency and effectiveness of social protection interventions

9.2.1 Develop and implement Integrated Management Information System (IMIS)

To protect beneficiary information, the government will enact legislation and regulations for enhancing data privacy and security. In addition, the Policy will ensure the necessary protocols and Memorandum of Understanding are in place to facilitate information sharing across programmes and other key databases, operationalise IMIS, strengthen NPRS and link it to other key databases as needed, strengthen case managements and build operational staff capacity.

In addition, the IMIS will have inbuilt case management as well as grievances and a complaints management module to effectively respond to appeals, complaints and compliments submitted by enrolled and potential beneficiaries, received from the various social protection programme Integrated Management Information System.

9.2.2 Coordination of Social Protection Interventions

The mandate to coordinate social protection rests with the Ministry Gender Equality, Poverty Eradication and Social Welfare (MGEPEWSW). The Ministry will provide leadership to the Core Team, comprising technical experts from different sectors to monitor and evaluate the Policy progress as per objectives. The Core Team will ensure the different OMAs are held accountable for executing policy activities in line with their mandates.

9.3 Objective 3: Enhance the institutional framework for the delivery of social protection

9.3.1 Establish the Coordinating Frameworks

The MGEPEWSW will establish a High-level National Social Protection Steering Committee which will be made up of senior managers from the identified OMAs responsible for the different facets of social protection. In addition, the National Core Team will be established comprising of technical experts representing the various OMAs.

9.3.2 Execution of the Implementation Plan

By monitoring progress on a quarterly basis, the National Core Team will ensure that the implementation of social protection programmes is on track. As the lead Ministry, the MGEPEWSW, in consultation with the established structures will address the defaulting OMAs.

9.4 Objective 4: Improve government's ability to respond to sudden/severe shocks that may affect many households simultaneously and food security

9.4.1 Strengthen the national disaster risk management response

The Vulnerability Assessment will be conducted to strengthen resilience in social and natural calamities, and the preparedness response will be strengthened by streamlining of the early warning systems. Furthermore, the Contingency Fund for disaster response will be increased.

9.4.2 Food Security

Food security and malnutrition measures will be sustained and strengthened through the National School Feeding Programme and increasing the food production across various sectors through input supply, knowledge, and extension services. Food security strategies and programmes will have measures to prevent and eliminate malnutrition across the life cycle. To determine the long-term economic and social effects of malnutrition, the Cost of Hunger Assessment (COHA) will be conducted.

Furthermore, the Policy undertakes to put in place measures to revise and convert in-kind food assistance programmes for Food Bank and Marginalised special feeding programmes into a monthly cash transfer, as a first step to phase in a Conditional Basic Income Grant, in line with the HPP II.

9.5 Objective 5: Improve monitoring and evaluation of Social Protection Policy

9.5.1 Develop and Implement Monitoring and Evaluation Tools

At the policy and programme implementation levels, monitoring and evaluation will be carried out. This will require the development and use of appropriate formats for OMAs. Quarterly reports on the Implementation Plan will be prepared and submitted to the Social Protection National Core Team.

Through collaboration with the Namibia Statistics Agency, universities, development partners and experts, capacity building interventions in monitoring and evaluation will be conducted for all OMAs and the National Core Team. In addition, an impact evaluations will be conducted every five years to assess the policy's implementation.



10. IMPLEMENTATION ARRANGEMENTS/ FRAMEWORK

10.1 Institutional Arrangements/Framework

Various OMAs are responsible for the management and coordination of social protection in Namibia, making it imperative to spell out clear Institutional Arrangements to improve the overall sector and programmes coordination and implementation.

Institutions	Roles
1. Ministry of Gender Equality, Poverty Eradication and Social Welfare (MGEPEW/NDC)	<ul style="list-style-type: none"> To coordinate the implementation/monitoring and evaluation of the SPP.
2. Ministry of Defence and Veteran Affairs (MoDVA)	<ul style="list-style-type: none"> To provide subvention/grants to veterans/beneficiaries.
3. Ministry of Education, Arts and Culture (MoEAC)	<ul style="list-style-type: none"> To provide access to quality education and strengthen the Namibia School Feeding Programme.
4. Ministry of Higher Education, Training and Innovation (MHETI/NSFAF/NTA)	<ul style="list-style-type: none"> To provide access to Finance and training to disadvantaged, marginalised and students with disability at tertiary education and TVET.
5. Ministry of Urban and Rural Development (MURD)	<ul style="list-style-type: none"> To provide access and affordable housing to the poor and vulnerable people.
6. Ministry of Labour, Industrial Relations and Employment Creation (MLIREC)	<ul style="list-style-type: none"> To fast track the implementation of Decent Work Programme. To improve the National Integrated Employment Information System.
7. Social Security Commission (SSC)	<ul style="list-style-type: none"> To strengthen coverage and access to existing social insurance schemes and labour market interventions. To explore the introduction of new social protection schemes.
8. Ministry of Sports, Youth and National Services (MSYNS/NYS)	<ul style="list-style-type: none"> To economically empower the youth and to facilitate their human development.
9. Ministry of Industrial and Trade (MIT)	<ul style="list-style-type: none"> To provide access to business opportunities to the poor and vulnerable.
10. Banking Institutions	<ul style="list-style-type: none"> To provide financial supports to the poor and vulnerable.
11. Ministry of Finance (MoF- Central Procurement Board)	<ul style="list-style-type: none"> To increase participation of women and youth government procurement of good and services. Support resource mobilisation efforts to expand social protection and preserve value of grants.
12. Ministry of Home Affairs, Immigration and Social Security (MHAISS)	<ul style="list-style-type: none"> To intensify timely issuance of national documents through targeted outreaches.
13. Office of the Prime Minister (OPM)	<ul style="list-style-type: none"> To facilitate the development of IMIS. To strengthen the disaster risk management.
14. Ministry of Health and Social Services (MoHSS)	<ul style="list-style-type: none"> To provide timely notification for birth and death registration. To strengthen coverage and access to the essential health care services. To explore the best options towards the introduction of universal health coverage.
15. Ministry of Agriculture, Water and Land Reform (MAW & LR)	<ul style="list-style-type: none"> To increase agricultural production and support to households. To resettle the vulnerable groups.
16. Namibia Statistics Agency (NSA)	<ul style="list-style-type: none"> To provide for timely and quality statistical data for analysis and to inform social protection programming.
17. National Planning Commission (NPC)	<ul style="list-style-type: none"> To facilitate the evaluation and monitoring of the SPP in collaboration with MGEPEW. To facilitate resource mobilisation through development partners.

Steering Committee on Social Protection

The Executive Directors of the following OMA's will make up the steering committee – Office of the Vice President, OPM, NPC, NSA, MGEPEWS, MLIREC, MURD, MEAC, MHETI, MYSNS and MOF.

The executive directors of the MGEPEWS and OPM will co-chair the Committee, which will report to the MGEPEWS. The Steering Committee shall be a permanent coordination mechanism of the Social Protection Policy with the following responsibilities:

- To supervise the implementation and reviews of the Policy and its Implementation Plan
- To provide guidance and direction to facilitate the development of sector policies and strategies aligned with the Social Protection Policy.

The National Core Team

The National Core team will be constituted from the following OMA's:

- Office of the Prime Minister (Co-chair)
- National Planning Commission
- Ministry of Defence and Veteran Affairs
- Ministry of Home Affairs, Immigration and Social Security
- Ministry of Finance
- Ministry of Labour, Industrial Relations and Employment Creation
- Ministry of Education, Arts and Culture
- Ministry of Urban and Rural Development
- Ministry of Higher Education Training and Innovation
- Ministry of Sports, Youth and National Services
- Ministry of Industrialisation and Trade
- Namibia Training Authority
- Ministry of Health and Social Services
- Ministry of Agriculture, Water and Land Reform
- Namibia Statistics Agency
- Social Security Commission
- World Food Programme
- United Nations Children's Fund

Other members such as development partners, civil society and the private sector shall be incorporated into the committee as and when necessary.

The National Core Team will be a permanent coordination mechanism of the Social Protection Policy responsible for:

- Coordinated multi-sectoral social protection interventions and financing options;
- Guiding legal, regulatory and institutional frameworks necessary for the delivery of social protection;
- Conducting quarterly reviews and preparing reports on the implementation of social protection interventions, and ensure feedback to their respective Ministers and the National Steering Committee.

10.2 Legal and Regulatory Arrangements

The implementation of social protection requires a strong legal framework. As indicated in Chapter 2, the Policy is guided by the country's Constitution and aligned with the various pieces of legislation governing different aspects on social protection. The Public Financial Management Act, Internal Audit and Public Procurement Legislations are all significant laws in the administration of social protection.

- Enactment of a Social Protection Act with data privacy and security to protect beneficiary information and facilitate information-sharing across social protection programmes and relevant government data bases;
- Amendments to the Social Security Act, 1994 (No. 34 of 1994), to improve operational efficiencies and introduce unemployment insurance;
- Development of regulation for the implementation of provisions of the Social Security Act, 1994 (No. 34 of 1994), for the operationalisation of the National Medical Benefit Fund and National Pension Fund;
- Review of the Vocational Educational and Training Act, 2008 (No. 1 of 2008), to allow the use of the Vocational Education and Training Levy for more comprehensive skills developments, such as training, apprenticeships and advanced training, and
- Review and harmonise of the National Housing Policy of 2009 and the National Housing Development Act, 2000 (No. 28 of 2000), with national development goals to increase affordable serviced land and housing in Namibia.

10.3 Resource Mobilisation

The Government recognises that the benefits of increased spending on social protection are significant for individuals and national development through addressing costly socio-economic ills such as poverty, inequality, malnutrition among children, infant and maternal mortality, and unemployment among women and youth. The Policy will adopt a mix of efficiency savings and additional measures to expand the revenue base and create additional fiscal space to finance the programmes.

10.4 Dissemination and Communication Strategy

The Policy will be launched at the national level, with participation from government, civil society, the private sector and development partners to raise awareness among diverse stakeholders and the general public. Copies will be printed and distributed to all key national and regional stakeholders.

The launch will be supplemented by broader distribution across multiple media, including television, radio and government websites. A simplified and user-friendly version of the policy will be created to raise stakeholder awareness and encourage active engagement in the policy's implementation and service demand. The simplified version of the Policy will be translated into braille and a few local languages.

Government will employ electronic channels such as social media and build a feedback link on the MGEPESW's webpage to encourage comment on the Policy. The Policy's Implementation Action Plan contains details on the Dissemination Plan.

11. CONCLUSION

Social protection is a fundamental human right that promotes social stability and economic prosperity. The Government of the Republic of Namibia strives to maintain the dignity of all people and share in the nation's success through social assistance, social insurance and labour market interventions. The Policy outlines measures to assist people in managing risks in their lives and to address vulnerabilities of women, children, youth, unemployed individuals, persons with disabilities, marginalised communities and retirees.

The reforms outlined in this Policy are based on what has worked well in Namibia as well as international best practices, which has been embraced to ensure social protection for all Namibians throughout their life cycle. While the Ministry of Gender Equality, Poverty Eradication and Social Welfare has taken the lead in developing this Policy, its success will require the full commitment and collaboration of all key organisations, ministries and agencies managing different programmes and aspects of social protection in Namibia.



12. IMPLEMENTATION PLAN



ANNEXURE

NATIONAL SOCIAL PROTECTION POLICY IMPLEMENTATION PLAN 2021-2026

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year						Budget (NAD '000)			Actors/ Responsible Entity		
					2021/22	2022/23	2023/24	2024/25	2025/2026	2021/22	2022/23	2023/24	2024/25		2022/23	
Policy Objective 1: Increase coverage and access to social protection services by all Namibians																
Strengthen and increase child grant coverage	Data Cleaning, Review & update the child grants system	Improved registration to target child that met the criteria	Number of children under age 18 years receiving child grants	330 000 (2020)	330 000	330 000	330 000	330 000	330 000	330 000	990 000	990 000	990 000	1 094 711	1 209 863	GEPEWSW
	Adjust the value of the child grant benefit to compensate for inflationary losses	Child grant benefit level increased	Monthly child grant per child (N\$)	250 (2020)	250	300	350	400	990 000	990 000	1 188 000	1 386 000	1 584 000	GEPEWSW		
Sustain and strengthen Old-age Grant	Maintain effective coverage of eligible persons	Sustained adequacy of old-age pension	Monthly old-age pension per person (N\$)	1 300 (2020)	1 300	1 350	1 350	1 350	2 851 461	2 851 461	2 960 102	2 960 102	2 960 102	2 960 102	GEPEWSW	
	Sustain funeral coverage of old-age beneficiaries	Sustained monthly disbursement of funeral benefits	Monthly disbursement of funeral benefits (%)	96	96	96	96	96	45 001	45 001	45 001	45 001	45 001	45 001	GEPEWSW	
Maintain coverage and adequacy of Veterans' grants.	Maintain effective coverage of eligible persons	Sustained adequacy of War Veteran Subventions	Monthly veteran grant (subvention) per person (N\$)	N\$2200 (2019)	2 200	2 200	2 200	2 200	376 833	376 833	376 833	376 833	376 833	376 833	MDVA	

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Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year							Budget (NAD '000)					Actors/ Responsible Entity
					2021/22	2022/23	2023/24	2024/25	2025/2026	2021/22	2022/23	2023/24	2024/25	2022/23			
					2021/22	2022/23	2023/24	2024/25	2025/2026	2021/22	2022/23	2023/24	2024/25	2022/23			
		War veteran's subvention maintained	Number of Veterans receiving subvention	25 744	25 744	25 744	25 744	25 744	25 744	25 744	25 744	-	-	-	-	-	
Sustain and strengthen Disability related programmes	Increased benefit level for disability grants	Disability grants for people who are 18 to 59 ages increased	Amount of monthly payment per beneficiary	250	250	1300	1430	1573	693 794	801 333	925 539	1 068 997	1 234 692	GEPEWS			
		Disability grants for children under the age of 18 increased	Amount of monthly payment per beneficiary	250	250	1300	1300	1300	19 884	20 243	103 397	103 397	103 397	GEPEWS			
	Strengthen awareness on the rights of persons with disabilities	Awereness on the rights of people with Disability undertaken at different platforms (Home visits, school visits, community meetings, social media platform, Commemoration of National and International days etc)	# of awereness platforms undertaken	10	20	20	20	20	34	40	46	53	61	GEPEWS/ Disability Council			
	Strengthen individual support programme	In-kind social assistance to people with severe disability provided	% of people with severe disabilities assisted	200	350	300	250	1 000	1 000	2 000	3 000	3 000	3 000	GEPEWS			
	Expansion and sustaining education grants to students with disabilities	Increased access for students with disabilities to tertiary institutions funding	% of students with disabilities supported through the student education grant programme	37	60	80	120	120	4 000	4 000	5 000	6 000	7 000	GEPEWS/ NASFAF			

NATIONAL SOCIAL PROTECTION POLICY IMPLEMENTATION PLAN 2021-2026

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year						Budget (NAD '000)					Actors/ Responsible Entity
					2021/22	2022/23	2023/24	2024/25	2025/2026	2021/22	2022/23	2023/24	2024/25	2022/23		
	Review and amend existing policies and legislative frameworks relevant to persons with disabilities	Policies and legislative frameworks reviewed and amended	# of Policies and legislative frameworks reviewed and amended	TBC	-	-	-	-	-	-	1	-	-	-	1	GEPEWS
Enhance the inclusion of the marginalised people into mainstream socio-economy	Identification and registration of marginalised children and students in need	Increased enrolment in early childhood, primary, secondary and tertiary education students from marginalised communities	Total number of students from marginalised communities supported with education grants	829 (2018/19)	1 200	1500	2 000	2 500	3000	14 000	17 000	18 000	18 000	18 000	18 000	GEPEWS (lead) MEAC, NSFAF, NTA, MHETI
	Assess early childhood needs and status. Design enrolment strategy.	Increased enrolment of marginalised children in early childhood education	Per cent increase in enrolment in early childhood education of marginalised children (%)	TBC	15	20	25	30	40	0	200	200	200	200	200	GEPEWS (lead) MEAC
	Administer the inclusion of the marginalised people	inclusion of the marginalised people administered sufficiency	% towards the inclusion of the marginalised	TBC	-	-	-	-	-	700	860	910	910	910	910	GEPEWS
Enhance the inclusion of the marginalised communities into mainstream socio-economy	Identification and registration of marginalised children and students in need	Increased enrolment in early childhood, primary, secondary and tertiary education students from marginalised communities	Total number of students from marginalised communities supported with education grants	829 (2018/19)	1 200	1 500	2 000	2 500	3 000	14 000	17 000	18 000	18 000	18 000	18 000	GEPEWS (lead) MEAC, NSFAF, NTA, MHETI

NATIONAL SOCIAL PROTECTION POLICY IMPLEMENTATION PLAN 2021-2026

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget (NAD '000)					Actors/ Responsible Entity		
					2021/22	2022/23	2023/24	2024/25	2025/2026	2021/22	2022/23	2023/24	2024/25	2022/23			
Assess early childhood needs and status Design enrolment strategy Administer the inclusion of the marginalised people	Increased enrolment of marginalised children in early childhood education	Per cent increase in enrolment in early childhood education of marginalised children (%)	TBC	TBC	15	20	25	30	40	0	200	200	200	200	200	200	GEPEWSW (lead) MEAC
					-	-	-	-	-	700	860	910	910	910	910	910	GEPEWSW
					-	-	-	-	-	-	-	-	-	-	-	-	-
Create employment to empower women and youth	Develop modalities for funding, incentives, coordination and monitoring of apprenticeship and work integrated learning. Psychometric testing, upskilling and job placements for the youth	Youth skills internship and apprenticeship created	Proportion of youth aged 18 - 35 years not in employment, education or training engaged in paid skills apprenticeship (%)	TBC	TBC	50	50	50	50	1 073 621	1 073 621	1 073 621	1 073 621	1 073 621	1 073 621	MLIREC (Lead), MHETI, NTA, SSC- DF, NUST, UNAM, MITS MEDWYNS	
					-	-	-	-	-	-	-	-	-	-	-	-	-

NATIONAL SOCIAL PROTECTION POLICY IMPLEMENTATION PLAN 2021-2026

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget (NAD '000)				Actors/ Responsible Entity	
					2021/22	2022/23	2023/24	2024/25	2025/2026	2021/22	2022/23	2023/24	2024/25		2022/23
			Proportion of youth aged 18 - 35 years in education or training engaged in paid skills internship and apprenticeship (%)	TBC	50	50	50	50	50	-	-	-	-	-	MLIREC (Lead), MHETI, NTA, SSC-DF, NUJST, UNAM, MITSMED, MYNS
	Youth Enterprise Fund expanded with increased seed capital from Government and sustained with loan recovery and interest income.	Loans disbursed to youth-owned enterprises	Number of young people aged 18 - 35 years receiving loans from Youth Enterprise Fund	TBC	5 000	5 200	5 400	5 000	5 000	32	50	50	52	54	MSYNS (Lead) MITSMED, DBN, Agribank
		Loans recovered.	Loan recovery rate (%).	TBC	40	50	60	70	90	0	500	300	300	200	
	Increase participation of youth in Government procurement of good and services	% of Government allocated tenders to youth organizations (Companies) and institutions at national and regional levels	10% of tenders to be allocated to youth firms at national and regional level	TBC	2	2	2	2	2	-	-	-	-	-	MOF, CPB, NYS, OMA
	Employment opportunities granted for artisans and graduates from various VTCs	% of artisan deployed by OMAs at national and regional level	10% of OMAs projects tenders assigned	TBC	2	2	2	2	2	-	-	-	-	-	MLIREC (Lead), OMA

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Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year						Budget (NAD '000)				Actors/ Responsible Entity
					2021/22	2022/23	2023/24	2024/25	2025/2026	2021/22	2022/23	2023/24	2024/25	2022/23	
	Capacitate TVET and NYS to develop production units	Number of production units established. Goods and services sourced from production units by OMAs	% of production units established	-	2	-	1	-	2	9 000	-	9 000	-	9 000	NYS, NTA, MHETI
	Operationalize recruitment quotas in uniformed forces (Police, Prison Services and Defence) as per NYS Act. No. 6 of 2005	% increase of NYS civic/skills graduates employed in security clusters	5% NYS of youth employed per cluster	-	1	1	1	1	1	3 200	3 200	3 200	3 200	3 200	NYS, NAMPOL, NDF, NCS
	Earmark public sector procurement contracts for firms owned or controlled by women and youth, people with disability and marginalised communities with specified product, service and value criteria.	Increased access to public procurement opportunities for firms owned by women, youth, people with disability and marginalised communities	Proportion of public sector procurement contracts by value awarded to firms owned or controlled by women and youth, people with disability and marginalised communities (%)	TBC	20	25	30	35	40	200	200	100	100	-	MOF (Lead) CPBN,PPU
	Funding for tertiary grants and loans to cover more students including the disavantaged, marginalised communities, and people with disability allocated	Increased funding for tertiary students for loans and grants.	Number of tertiary students receiving grants and loans	7 769 (2016)	9 680	10 648	11 700	12 700	13 700	201 573	201 667	201 767	201 767	201 767	MHETI (lead) NSFAF

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Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year						Budget (NAD '000)				Actors/ Responsible Entity	
					2021/22	2022/23	2023/24	2024/25	2025/2026	2021/22	2022/23	2023/24	2024/25	2022/23		
	University student loan repayment terms improved and loan recovery increased	Increased university loan fund.	Loan recovery rate (%)	TBC	50	60	70	80	90	100	100	100	100	100	100	MHETI (lead) NSFAF
	Financial assistance to cover more trainees in TVET including the disavantaged, marginalised communities, and people living with disability	Vocational skills training enrollment increased	Number of TVET trainees receiving grants	32 120 (2018)	35 000	40 000	45 000	50 000	53 000	346 996	471 996	596 996	596 996	596 996	596 996	MHETI (lead) NTA
Catering for marginalised groups and persons with disabilities to access TVET programmes	Identify and profile barriers for marginalised groups and persons with disabilities to access TVET programmes	Action plan to address barriers for marginalised groups and persons with disabilities to access TVET programmes developed	# of marginalised persons with disabilities enrolled in TVET programmes	TBC	20	20	20	20	20	250	250	250	250	250	250	MHETI (lead), NTA
	Provide facilities and infrastructure to cater for marginalised groups and persons with disabilities to access TVET	Implementation plan for provision of facilities and infrastructure developed	Progress made towards provision of facilities and infrastructure	TBC	-	10	20	20	50	260	260	260	260	260	260	MHETI (lead), NTA

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Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year								Budget (NAD '000)			Actors/ Responsible Entity	
					2021/22	2022/23	2023/24	2024/25	2025/2026	2021/22	2022/23	2023/24	2024/25	2022/23			
	Intergrade persons with disabilities in mainstream TVET	TVET centres reformed to accommodate persons with disabilities	% of persons with disabilities registered at TVET centres	TBC	-	50	50	50	50	60	300	300	300	300	300	300	MHETI (lead), NTA
Enhanced access to affordable housing for the poor and vulnerable	Advocacy for improved funding and savings in self-help housing groups	Increased housing for self-help group members	Number of houses completed by self-help housing savings groups	3 488 (2017)	13 000	20 000	20 000	20 000	20 000	20 000	20 000	30 000	40 000	50,000	60 000	MURD, Shack Dwellers Federation, other self-help groups	
		Savings of housing self-help groups increased	Amount saved by members of self-help housing savings groups	25 000 000 (Dec 2017)	30	40	50	55	60	200	200	200	200	100	100	MURD, Shack Dwellers Federation, other self-help groups	
	Control of costs of servicing urban land through regulation, public-private partnerships and subsidies	Urban land servicing	# of plots serviced	7 754 (2016/17)	6 500	6 500	6 500	6 500	6 500	6 500	975 000	975 000	975 000	975 000	975 000	MURD	
Ensure equitable distribution and access to land	Equitable distribution and access to land	Disadvantaged landless Namibians resettled	# of previously disadvantaged landless Namibians resettled	5 306	23	38	23	25	27	1 000	1 000	1 000	1 000	1 000	1 000	MAWLR	

Policy Objective 2: Coordinate and integrate mechanisms to strengthen and enhance the efficiency and effectiveness of social protection interventions;

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Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget (NAD '000)				Actors/ Responsible Entity		
					2021/22	2022/23	2023/24	2024/25	2025/2026	2021/22	2022/23	2023/24	2024/25		2022/23	
Develop and implement Integrated Management Information System (IMIS)	Develop and Implement IMIS	Integrated Management Information System (IMIS) functional	Proportion of social protection programmes integrated into IMIS (%)	0	10	50	70	80	100	100	-	10 000	10 000	500	100	OPM (lead) MHAI, MGEPEWS, MHSS
	Capacity building & support	IMIS users trained	Proportion of IMIS users trained (%)	0	50	70	80	100	100	100	-	900	700	-	-	MHAI (Lead) MGEPEWS, MHSS
	Strengthening the National Population Register	Increase timely birth and death registration	Proportion of e-Birth and death registrations notified (%)	0	90	90	90	100	100	100	-	200	200	100	100	MHAI (Lead), MGEPEWS MHSS
	Strengthen case managements	Strengthen identification and referral for poor, vulnerable, marigalized and people with disabilities to other programmes	Proportion of case identified referred to other programmes	TBC	50	100	100	100	100	100	20	50	55	55	55	MGEPEWS (Lead), CTSP, All OMAs
Policy Objective 3: Enhance the institutional framework for the delivery of social protection																
Establish the Coordinating Frameworks	Establish the National Core Team	National Core Team established	% progress towards establishing of the National Core Teams	0	100	-	-	-	-	-	-	-	-	-	-	MGEPEWS (Lead), CTSP, All OMAs

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Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year							Budget (NAD '000)				Actors/ Responsible Entity	
					2021/22	2022/23	2023/24	2024/25	2025/2026	2021/22	2022/23	2023/24	2024/25	2022/23			
	Establish the SPP Steering Committee	SPP Steering Committee established	% progress towards establishing of the Steering Committees established	0	100	-	-	-	-	-	-	-	-	-	-	-	MGEPEWSW (Lead), CTSP, All OMAs
Execution of the Implementation Plan	Coordinate the Implementation Plan of the SPP through quarterly performance reviews and follow ups for remedial actions.	Implementation of social Protection programmes on track	Proportion of indicators meeting annual target in Social Protection Policy (%)	0	0	50	80	95	100	-	-	400	400	400	400	400	MGEPEWSW (Lead), CTSP, All OMAs

Policy Objective 4: Improve government's ability to respond to sudden/severe shocks that may affect many households simultaneously and food security

Strengthen the national disaster risk management response	Vulnerability Assessment on food and nutrition security to be carried out	Contingency Fund for disaster response increased and preparedness established	Annual amount allocated for disaster response in state budget (N\$)	N\$500 000 000 (2019)	250 000	600 000	700 000	700 000	700 000	700 000	600 000	700 000	70 000	700 000	700 000	700 000	OPM
Food Security	Provide agricultural input supply, training and extension services to household	Increased household food production	Amount of staple cereals {maize and pearl millet (mahangu)} produced in Namibia (tonnes)	Maize = 68 000 tonnes; pearl millet = 58 000 tonnes	TBC	TBC	TBC	TBC	TBC	TBC	100 000	150 000	50 000	50 000	50 000	50 000	MAWF

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Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget (NAD '000)				Actors/ Responsible Entity	
					2021/22	2022/23	2023/24	2024/25	2025/2026	2021/22	2022/23	2023/24	2024/25		2022/23
	Support and strengthen groups amongst communities to initiate food production projects. Empower the youth through skills development and linkage to different food production projects	Food/cash-for-work to provide work, skills and food for young persons	Number of beneficiaries supported by food/cash-for-work programmes	0	TBC	3 000	4 000	5 000	6 000	13 920	22 032	31 008	31 008	31 008	MURD
	Links school feeding programmes to local smallholder farmers. Promote nutrition education and encourage the diversification of production on local crops	Nutrition of school children and local economies improved	proportion of school feeding sourced from Home Grown local produce by value (%)	0	30	50	70	90	100	32 925	39 510	47 412	54 436	61 680	MoEAC
	Establish youth volunteer pools in the regions	NYS volunteers pools integrated with Regional Disaster Risk Management Committee (RDRMC)	Number of volunteers pools established in regions	0	14	14	14	14	14	-	-	-	-	-	NYS, OPM RCs
	Increase production capacity of NYS farms	% increase in agricultural production of NYS	30% incremental increase on current production	1	5	5	5	5	10	-	-	-	-	-	NYS, OPM, RCs, MAWLR

NATIONAL SOCIAL PROTECTION POLICY IMPLEMENTATION PLAN 2021-2026

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year								Actors/ Responsible Entity				
					Budget (NAD '000)												
					2021/22	2022/23	2023/24	2024/25	2025/2026	2021/22	2022/23	2023/24		2024/25	2022/23		
	Undertake a study on Cost of Hunger Assessment (COHA) to establish the long-term economic and social effects of malnutrition	Cost of Hunger Assessment (COHA) to estimate the social and economic impacts of child under-nutrition completed	Estimated cost of data analysis and report writing	0	30	100	0	0	0	0	0	200	500	-	-	-	OPM
	Design and develop Cash Transfer Grant for Food Bank Programme	Food assistance Cash Transfer Grant Designed and developed	Progress towards designing and development of project documents for Cash Transfer (%)	0 % (design)	100 (design)	-	-	-	-	-	32 883	-	-	-	-	-	GEPEWS
	Conduct situation analysis for marginalised special feeding programme	Situation analysis conducted	Progress towards the completion of the situation analysis report (%)	0%	-	100	-	-	-	-	-	-	200 000	-	-	-	GEPEWS
	Roll out & Implement Cash Transfer for Food Bank Programme	Monthly cash transfer grant paid to households for food assistance	Number of households receiving cash transfer grant	0	0	9 967	10 465	11 512	13 814	-	-	206 288	24 710	33 281	52 138	GEPEWS	
	Roll out & Implement Cash Transfer for Special feeding for Marginalised communities	Monthly cash transfer grant paid to households for food assistance	Number of households receiving cash transfer grant	0	-	29 004	29 004	29 004	29 004	-	-	118 771	118 771	118 771	118 771	GEPEWS	

Policy Objective 5: Improve monitoring and evaluation of social protection

NATIONAL SOCIAL PROTECTION POLICY IMPLEMENTATION PLAN 2021-2026

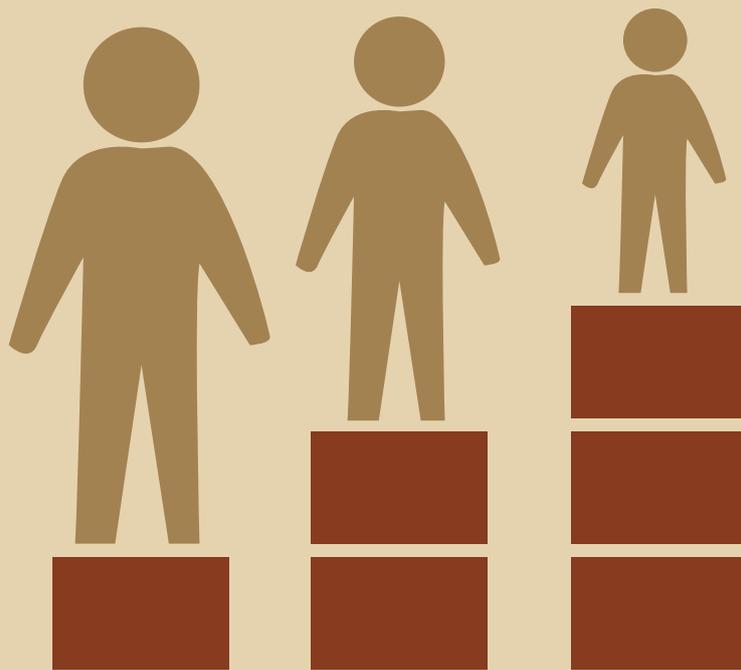
Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year					Budget (NAD '000)				Actors/ Responsible Entity	
					2021/22	2022/23	2023/24	2024/25	2025/2026	2021/22	2022/23	2023/24	2024/25		2022/23
Develop and Implement Monitoring and Evaluation Tools	Assess capacity of staff. Facilitate training on monitoring, evaluation, analytical methods and software use	Training on social protection implementation, analysis, monitoring and evaluation conducted	Number of OMA and CTSP officials trained on relevant monitoring, evaluation and analytical courses	0	0	40	50	70	90	-	500	300	300	300	CTSP (Lead), NPC, NSA, UNAM, NUST, All OMAs
	Develop advocacy plan to mobilise funding for social protection analysis	Social protection analysis advocacy and fund mobilisation plan completed	% Progress towards establishment of the social protection analysis advocacy and fund mobilisation plan	0	50	100	0	0	0	1 000	1 500	1 500	1 500	2 000	CTSP (Lead), NPC, NSA, UNAM, NUST, All OMAs
	Monitoring and evaluation focal points in OMAs coordinate data collection on indicators and reporting	Funding received for data collection and analysis for social protection	Amount of funds raised to support survey, studies for monitoring and evaluation of Social Protection Policy (N\$)	0	0	10 000	15 000	18 000	20 000	-	10 000	15 000	18 000	20 000	CTSP / Development Partners
Develop and Implement Monitoring and Evaluation Tools	Monitoring and evaluation focal points in OMAs coordinate data collection on indicators and reporting	Timely semi-annual reporting on monitoring and evaluation indicators and execution	Proportion of Social Protection Policy indicators reported on time (%)	0	0	50	70	80	90	0	200	100	50	25	CTSP (Lead), NPC, NSA, UNAM, NUST, All OMAs
	Establishment of steering committees for joint planning and evaluation	Steering committees for joint planning of studies and evaluation established	% Progress towards establishing steering committees for joint planning of studies and evaluation	0	0	50	100	0	0	0	700	500	250	125	CTSP (Lead), NPC, NSA, UNAM, NUST, All OMAs

NATIONAL SOCIAL PROTECTION POLICY IMPLEMENTATION PLAN 2021-2026

Strategy	Activity	Output	Key Indicators	Baseline	Timelines and Targets per year						Budget (NAD '000)				Actors/ Responsible Entity	
					2021/22	2022/23	2023/24	2024/25	2025/2026	2021/22	2022/23	2023/24	2024/25	2022/23		
	Conduct surveys and studies for social protection monitoring and evaluation	Timely surveys, evaluations and studies for monitoring and evaluation of social protection conducted	Proportion of surveys, census and studies listed done (%)	0	0	40	50	60	80	-	-	-	-	-	-	CTSP (Lead), NPC, NSA, UNAM, NUST, All OMAAs
Excel Total										8 062 110	8 912 605	9 663 819	9 287 390	9 747 800		
State Revenue										8 061 510	8 901 605	9 648 119	9 268 790	9 727 400		
Non-State										300	200	200	100	100		
Grand Total										8 061 810	8 901 805	9 648 319	9 268 890	9 727 500		

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