Government of the Republic of Namibia

Presentation to Brazil-Africa Cooperation Programme on Social Protection Promotion to African Countries

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Contents

- Namibia at a glance
- Development Policies
- Legislative Framework & Funding
- Programs
- Challenges
**Namibia at a glance**

- Located on western side of southern African Continent
- Surface Area: 823,680 km² with close to 2 million inhabitants
- 13 Ethnic cultures (rich cultural diversity)
- Political stable and Good Governance
- Borders: Angola, Zambia, Zimbabwe, Botswana, South Africa and the Atlantic Ocean
- Driest Country in Southern Africa
- 43,000 km of surfaced road
- Comparative Advantages: Vast open spaces, diverse wildlife and biodiversity, minerals and meat and fish products
Development Policies

After Independence (1990) Namibia
Implemented:

- TNDP: 1990-1994
### NDP3 Development Targets

<table>
<thead>
<tr>
<th>Socio-economic Indicator</th>
<th>NDP3 Target</th>
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<tbody>
<tr>
<td>GDP (% per annum)</td>
<td>5-6.5</td>
</tr>
<tr>
<td>Relative poverty (% households)</td>
<td>20</td>
</tr>
<tr>
<td>Extreme poverty (% households)</td>
<td>2</td>
</tr>
<tr>
<td>Primary school enrolment rate (%)</td>
<td>99</td>
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<tr>
<td>Access to safe drinking water (% households)</td>
<td>95</td>
</tr>
<tr>
<td>Access to improved sanitation (% households)</td>
<td>65</td>
</tr>
<tr>
<td>Life expectancy (years)</td>
<td>51</td>
</tr>
<tr>
<td>Infant mortality rate (deaths/ 1,000 live births)</td>
<td>38</td>
</tr>
<tr>
<td>Child mortality rate (deaths/ 1,000 live births)</td>
<td>45</td>
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<tr>
<td>Maternal mortality rate (deaths/ 100,000 live births)</td>
<td>265</td>
</tr>
<tr>
<td>Employment (% per annum)</td>
<td>2.6-3.2</td>
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<tr>
<td>HIV prevalence rate</td>
<td></td>
</tr>
<tr>
<td>15-19 years old</td>
<td>8</td>
</tr>
<tr>
<td>20-24 years old</td>
<td>12</td>
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Legislative Framework

Constitution of Namibia, 1990
Office of the President
Office of the Prime Minister
Ministry of Finance

Medical Aid Funds Act, 1993
Ministry of Finance ~ Responsible for budgetary allocation of social assistance programs

Labour Act, 2008; National Pensions Act, 1992
Ministry of Labour and Social Welfare ~ Administration of Old Age and Disability Grants

Social Security Act, 1994; Employees Compensation Act, 1941
Social Security Commission ~ Maternity -, Sick, Death, Employment Injury, and in future, Pensions, Medical and Development Funding

Child Status Act, 2008; Children’s Act, 1960
Ministry of Gender and Child Welfare ~ Administration Foster care, Child and Orphans grants
Veterans Act, 2008
Ministry of Veterans Affairs ~ Veterans subventions for ex-combatants
Legislative Framework

Pension Funds Act, 1956
Namibia Financial Institutions Supervisory Authority
Act
NAMFISA

Motor Vehicle Accident Fund Act, 2001
MVA Fund ~ Compensation to victims of motor vehicle accidents in accordance with the law of derelict.

Maintenance Act; Married Persons Equality Act
Ministry of Justice

Ministry of Health and Social Services ~ Social Services for the Disabled and destitute, Family Life Empowerment Program, Alcohol and substance abuse, Developmental Social Welfare Policy Development

Ministry of Regional, Local Government and Housing ~ Support to housing Initiatives (low cost housing and build together programs, if they fit the definition)

Ministry of Lands and Resettlement - To focus more on programs that fit the definition of social welfare, securing land for rural landless through resettlement program
Definition of Social Welfare

- To ensure equitable access to basic social and welfare services as a means of achieving equality and enhancing welfare. In particular, provision of access to these services to the under-served and un-served vulnerable and marginalised segments of society. Also, reducing inequalities in social welfare, instilling culture and morality (especially among the youth), and gender equality, to contribute to a more equitable society.
Social Welfare/ Protection Role

Goal

To provide affordable, accessible and available quality social welfare/protection services to eligible members of our society.

Mission Statement

The mission of the social welfare/protection sub-sector is to strive towards a socially stable and forward looking Namibia, in which the disparities and inequalities of the past are being corrected; where all human rights and fundamental freedoms are ensured; and where the Government in cooperation with affected communities and all other stakeholders work together to make the best use of the country’s resources for socio-economic development and the well-being of all Namibians.
Social Welfare/ Protection Programs

- Old Age Grant (MLSW)
- Disability Grant (MLSW)
- Funeral Benefit (MLSW)
- Places of Safety Allowance (MHSS)
- Special Maintenance (MGECW)
- Maintenance Grant (MGECW)
- Foster Parent Allowance (MGECW)
- Veterans Subvention (MoVA)
- Maternity Leave & Sick Leave (SSC)
- Death Benefit (SSC)
- Pension and Medical Aid Funds (SSC)
- Development Fund (SSC)
- ECF (Employee’s Compensations Fund) – (SSC)
- Motor Vehicle and Accident Fund (MVA)
Old Age Pension (OAP)

- Amount:
  - N$450 per month = US$ 58.44 per month

- Requirements:
  - 60 years +
  - Namibian citizenship / permanent residents if not born in Namibia
  - Applicant must reside in Namibia
Disability Grant (DG)

- **Amount:**
  - N$450 per month = US$ 58.44 per month

- **Requirements:**
  - 16 years or above and medically diagnosed by a State doctor as being temporarily or permanently disabled (blind people included)
  - Persons with full-blown AIDS as certified by a medical doctor
  - Namibian citizenship / permanent residents if not born in Namibia
  - Applicant must reside in Namibia
Funeral Benefit

- **Value:**
  - N$2200 = US$ 285.71 per month

- **Requirements:**
  - Must be a recipient of Old Age or Disability Grant

- **The Package include:**
  - A standard Citizen Coffin
  - A Grave site (nominal cost)
  - Programme for the Funeral Service
  - Burial & Preparation Services
  - Transport within Regions
  - The Undertaker will guide and help you through the whole process
Special Maintenance Grant (DG for children) (SMG)

- **Amount:**
  - N$200 per month = US$ 26 per month

- **Requirements:**
  - Children below 16 years and medically diagnosed by a State doctor as being temporarily or permanently disabled (blind people included)
  - Children with full-blown AIDS as certified by a medical doctor
  - Namibian citizenship / permanent residents if not born in Namibia
Maintenance Grant (MG)

- **Amount:**
  - N$200 = US$ 26 per month for first child plus N$100 = US$ 13 per month for every additional child
  - Maximum of 6 children in total

- **Requirements:**
  - Biological parent with child under the age of 18, whose gross-income is not more than N$1000 per month and
  - Whose spouse (mother/father of the child)
    - is receiving an old age or disability grant or
    - has passed away or
    - is serving a prison sentence of 3 months or longer
  - If child is older than 7 years, he/she needs to attend school
  - Namibian citizenship / permanent residents if not born in Namibia
Foster Parent Grant (FPG)

- **Amount:**
  - N$200 = US$ 26 per month for the first foster child plus
  - N$100 = US$ 13 per month for every additional foster child

- **Period of pay out:**
  - Grant is payable as from date of application until the advice for the termination of the grant is received from the Social Assistance Clerk

- **Requirements:**
  - Any person who, whether for reward or otherwise undertakes the temporary care of any child, who has been placed in his/her custody in terms of section 31(1)b or section 50(1) of the Children Act, 1960 (Act No. 33 of 1960)
  - Namibian citizenship / permanent residents if not born in Namibia
Veterans Subvention (VS)

- **Amount:**
  - N$2,500 per month = US$ 324.68 per month

- **Requirements:**
  - 55 years +
  - Namibian citizenship
  - Participate in the struggle that led towards independence in 1990
  - Applicant must reside in Namibia
Place of Safety Allowance

- **Amount:**
  - N$10 per child per day = US$ 1.30 per month

- **Requirements:**
  - Person or institution, who is taking care of a child:
    - who is under the age of 21 years
    - who is placed in a place of safety by a Commissioner of Child Welfare in terms of the Children’s Act No 33 of 1960 or the Criminal Procedure Act No 51 of 1977

- **Where to apply?**
  - Office of the Magistrate. The Form has to be completed and signed by the claimant and Commissioner of Child Welfare

- **Documents needed:**
  - Place of Safety grant claim form
  - Original order/s of detention

- **Method of Payment:**
  - Cheques
Electronic payment files to effect payment:
- Cash
- Post Offices
- Nampost Savings Bank
- Banks
- Welfare Institutions
Social Security Funds

- Every employer must register all employees with the Social Security Commission in terms of the Social Security Act, 1994.

- Every employee’s contributions are equal to 0.9 % of his/her remuneration to the Maternity Leave, Sick leave and death Benefit Fund.

- Contribution may, however not be less than N$ 2.70 or more than N$ 54.00 per month.

- An employer contributes the same amount as the employee.

- Employers are also required to register with Employees Compensation Fund.
Maternity Leave (ML)

- Maternity leave benefits cover a 12 week period i.e. 4 weeks before the expected date of delivery and 8 weeks after birth.

- A female employee on maternity leave qualifies for 100% of her remuneration with a minimum of N$ 300.00 and a maximum of N$ 6 000.00 per month.

- All maternity claims must be submitted to the Commission not later than 7 days before the expected date of confinement.
Sick Leave (SL)

- Sick leave benefit is payable after an employee has exhausted the leave period given under the Labour Act or employment contract.

- Sick leave benefit equals 75% of an employee’s remuneration with a minimum of N$ 250.00 and a maximum of N$ 4 750.00 per month for the first six months, hereafter 60% of the remuneration for further 18 months.

- Sick leave claims must be submitted within 30 days after expiry of paid sick leave, as provided under the Labour Act.
Death Benefit (DB)

- A single lump sum payment of N\$ 3 500.00 is payable upon the death of a fully paid up member as well as upon retirement or permanent disablement.

- Claims for death-, retirement – or permanent disablement benefit must be submitted to the Commission within 30 days after the member has died, retired or become disabled.
Pension & Medical Funds

- These two Social Security Funds are still to be introduced
- The membership/exemption to the Pension and Medical Funds are thorny issues among the stakeholders
- The type of benefits to be offered by the two funds also need to be agreed upon.
- Namibia has a number of private funds that currently provide commercial coverage for pension and medical aid.
Development Fund (DF)

- **Benefit:**
  - Applied for funding of training and employment schemes for the benefits of the un-employed and under employed persons.
  - Also applied for the financial aid (loans and bursaries) for students enrolled at tertiary institutions.

- **Contribution:**
  - A percentage determined by the Commission from other SSC funds as transfer to Dev. Fund
  - Appropriation by Parliament
  - Any other sources, e.g. donations, interest income, etc.
Employee’s Compensation Fund (ECF)

- TYPES OF BENEFITS UNDER THE E.C.F.
  a) Medical expenses l.r.o. injured employees.
  b) Transportation of an injured employee.
  c) Temporary Total Disablement.
  d) Permanent disablement compensation.
  e) Funeral/burial expenses.
  f) Payment of partial dependency lump sums.
  g) Compensation to survivors – Accident Pensions
Challenges

- Fragmented Social Welfare/Protection services
- Duplication/mandate shifted yet activity still carried out at old entity
- Perceptions about social welfare/protection - significance
- Dissolution staff members
- Policy legal and regulatory framework
- Funding
- Transport/reaching the isolated
- Existing Private Pension/Medical Funds
Together we can make a difference
The End

Thank You