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WOMEN IN THE HARAMBEE PROSPERITY PLAN: DOES THE HARAMBEE PROSPERITY PLAN FAST-TRACK WOMEN'S DEVELOPMENT TOWARDS ACHIEVING VISION 2030, THE SDGS, AND THE AU'S AGENDA 2063?



Introduction

During his 2016 State of the Nation Address¹, President Hage Geingob unveiled the Harambee Prosperity Plan² – a plan to fast track Namibia's efforts to achieve its development goals, primarily towards eradicating poverty and overcoming wealth inequalities in Namibia. Constructed along 5 pillars – namely (1) Effective Governance, (2) Economic Advancement, (3) Social Progression, (4) Infrastructure Development and (5) International Relations and Cooperation – the HPP is meant to highlight and expediently address priority concerns in Namibia's development.

It is well recognised across development literature, that women's participation and inclusion in development is critical in the fight against poverty and inequality. Various development plans that Namibia has created or ratified – including Vision 2030, the Sustainable Development Goals (particularly SDG5

and SDG16), and the AU's Agenda 2063 – subscribe to the notion that achieving gender equality, empowering all women and girls, and placing a special focus on women is imperative for broad and meaningful development.

In this vein, the briefing paper will question whether HPP does enough to actively promote women's development (specifically for rural women) and participation across the priority sectors highlighted in the Plan. It will question whether the Plan sufficiently responds to the current challenges that Namibia faces with regard to gender equality and the promotion of 'peaceful and inclusive societies' for women. In particular, the paper will focus on whether the HPP fast tracks development objectives related to women that Namibia has ratified in national, regional and international frameworks and protocols (specifically Vision 2030, the SDGs, and AU Agenda 2063). And finally, the paper will explore if there is a need for additional considerations

¹ Geingob, H.G. 2016. State of the Nation Address. 5 April 2016.

² Government of the Republic of Namibia. Office of the President. 2016. The Harambee Prosperity Plan 2016/17 – 2019/20. Namibian Government's Action Plan Towards Prosperity for All.

for the targeted inclusion of women in NDP5, given the HPP's said alignment to this Plan, in order to ensure that Namibia's longer-term development objectives are met.

Some Concepts and Definitions

It is a widely accepted notion that women play a key role in national and international development, and that gender equality and mainstreaming in the policymaking process are critical for ensuring sound development outcomes. As UN Women (2014) notes, "There is now greater recognition of the centrality of gender equality and women's empowerment to sustainable development, and both national governments and the international community increasingly institutionalise gender mainstreaming."³ In the creation of development plans that are specifically targeted at bringing about socio-economic gains, the centrality of women in general – and gender equality in particular – as a catalyst to development cannot be overstated.

GTZ, in a publication on democracy and governance, notes that: "A comprehensive, gender-specific understanding of poverty improves national development strategy efforts in terms of both justice and efficiency. ...When given the opportunity to unfold their full economic potential, women can increase production and household income. This increases productivity throughout the entire economy, promotes economic growth and reduces poverty."⁴

The UNDP also stresses that gender equality is critical for development, noting that it "makes economic sense." The organisation goes on to state that: "When women have equal access to education, and go on to participate fully in business and economic decision-making, they are a key driving force against poverty. Women with equal rights are better educated, healthier, and have greater access to land, jobs and financial resources. Their increased earning power in turn raises household incomes. By enhancing women's control over decision-making in the household, gender equality also translates into better prospects and greater well-being of children, reducing poverty of future generations."

In answering the question of whether the Harambee Prosperity Plan does enough to actively promote women's development (specifically for rural women) and participation across the priority sectors highlighted, a gendered definition of 'good governance' is used to guide our approach.

The concept behind this approach is described in the text box below:

Good governance is recognised as essential to poverty reduction efforts and respect for human rights, as well as conflict prevention, growth, and environmental

protection. Definitions of 'governance' range from a restricted view focusing on sound management of the economy, to a more expansive view that embraces political liberalisation and problems of social inequality. According to the expansive definition, good governance implies democratic governance, meaning an agenda for participation, human rights, and social justice. Women ought to benefit as much as men from governance reforms that focus on reducing corruption and increasing opportunities to participate in public decision-making. But there is no such thing as gender-neutral governance reform. If governance reforms do not address the social relations that undermine women's capacity to participate in public decisions, they run the risk of reproducing gender biases and patterns of exclusion in the management of public affairs.

Accountability systems that work for women contain two essential elements:

Women's inclusion in oversight processes

Gender-responsive accountability institutions must ensure that decision-makers answer to the women who are most affected by their decisions. This means that women must be entitled to ask for explanations and justifications – they must be legitimate participants in public debates, power-delegation processes, and performance assessments.

Advancing women's human rights is a key standard against which the performance of officials is assessed

Power holders must answer for their performance in advancing women's rights. The standards of due diligence and probity in holding the public trust must include gender equality as a goal of public action.

Source: UN Women

Other concepts/terms that will be used repeatedly in this paper include the following:

Gender Mainstreaming⁵

Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

³ UN Women. 2014. Gender Mainstreaming in Development Programming: Guidance Note. Retrieved from <http://www.unwomen.org/~media/headquarters/attachments/sections/how%20we%20work/unsystemcoordination/gendermainstreaming-issuesbrief-en%20pdf.pdf>.

⁴ GTZ Governance and Democracy Division. 2009. Improving Poverty Reduction Strategies through Gender Equality. Programme promoting gender equality and Women's Rights. Retrieved from <http://www.oecd.org/dac/gender-development/45744106.pdf>.⁵ UN Women. 2014. Gender Mainstreaming in Development Programming: Guidance Note. Retrieved from <http://www.unwomen.org/~media/headquarters/attachments/sections/how%20we%20work/unsystemcoordination/gendermainstreaming-issuesbrief-en%20pdf.pdf>.

⁵ United Nations. 2000. Gender Mainstreaming : Extract From Report Of The Economic And Social Council For 1997 (A/52/3, 18 September 1997). Retrieved from: <http://www.un.org/womenwatch/daw/csw/GMS.PDF>

Gender Budgeting⁶

Gender budgeting means a gender- based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality.

Gender Mainstreaming in Development Programming Is Multifaceted and Follows Multiple Tracks

Implementing gender mainstreaming in development programming at country level encompasses all programmatic measures to integrate and achieve gender equality in national development policies and programmes, including those measures taken by governments at the central and decentralized levels, civil society actors and donors. These must be informed and constantly readjusted by ongoing analysis of policy priorities, changing contexts and the impact of operations on gender disparities. The range of gender mainstreaming programme approaches includes:

- **Targeted** (also called focused) programme interventions to address the specific needs and circumstances of diverse population groups, geographical areas and/or organizations (e.g. CSOs and CBOs);
- **Integrated operations:** aimed at changing or shaping existing mainstream policies, sector initiatives & govt. systems;
- **Direct interventions:** e.g., service provision, subsidies, grass-roots advocacy and large-scale social mobilization on a specific theme;
- **Indirect interventions:** e.g., evidence-gathering, research and analytical work, policy dialogue, institution-building, coalition-building, gender-responsive budgeting initiatives, capacity development, organizational re-forms;
- **Short-term measures:** progressive, transitional and/or preparatory such as media campaigns;
- **Long-term measures:** systemic changes; behaviour and social change followed by social norms transformation;
- **Government measures across sectors:** such as new legislation, policies, data production initiatives or allocations in national budgets; and
- **Sector-specific measures:** e.g., within the health sector, security sector, transport, etc

Source: UN Women

The Harambee Prosperity Plan

Talk of prosperity may sound overly ambitious to some. However, when we speak of prosperity, we do not intend to create opulence and excess. We want to ensure that every Namibian has access to the basic necessities for survival. We aim to meet those most basic needs and by so doing, enable every Namibian to realise their full potential and prosper according to their inherent abilities. We strive towards building a Namibia where there are no structural poverty traps. A prosperous Namibia should be inhabited by people with decent shelter, access to basic amenities such as safe potable water, access to quality schooling and adequate health services.

Geingob, 2016 (HPP Foreword and State of the Nation Address)

When President Hage Geingob launched the Harambee Prosperity Plan during his 2016 State of the Nation Address, he described the plan as a means of fast-tracking Namibia's efforts towards eradicating poverty and inequality. He highlighted his government's commitment to ensuring inclusive development, and explained that while "the Harambee Plan does not pretend to be the universal panacea that will resolve the numerous causes of poverty within the remaining four years," it would address some of the limitations the nation currently faces in its efforts to reduce the high incidences of poverty and inequality. In his speech (and in his foreword to the HPP), Geingob explained: "Reducing poverty and inequality has always been a SWAPO Party policy as contained in its election manifestos. These election manifestos have in turn, been translated by Cabinet into comprehensive Government policies as outlined in Vision 2030 and the National Development Plans. The Harambee Plan does not replace Governing Party policy documents or National Development roadmaps but complements our shared long-term prosperity goal, by targeting the immediate implementation limitations and accelerating development in the short-term."⁷

Geingob's emphasis on eradicating poverty is a welcome one, because, as the Namibia Statistics Agency (NSA) notes, "Changes in poverty and inequality are key indicators of economic progress and social inclusion. Changes in the allocation and remuneration of production factors and public policy overtime will lead to changes in the distribution of income and access to services, thereby leading to changes in poverty and inequality." The word 'inclusion' has been a keyword in Geingob's presidency, and in many of his key speeches⁸ during the first year of his tenure as President, he points to this premise as a major mark of the change he wishes to bring about as President. In his inaugural address when he was sworn in as President on 21 March 2015, Geingob defined this inclusivity in line with the vision "to expand and spread the opportunities for growth and prosperity to be enjoyed by all Namibians in all parts of the country, with a specific focus on the disadvantaged

⁶ European Commission. 2003. Opinion on Gender Budgeting, Advisory Committee on Equal Opportunities for Women and Men.

⁷ Government of the Republic of Namibia. Office of the President. 2016. Harambee Prosperity Plan. (launched during President Geingob's 2016 State of the Nation Address on 5 April 2016)

⁸ Speeches include Geingob's Inaugural speech on 21 March 2016, his first State of the Nation Address on 21 April 2015, and his second State of the Nation Address on 5 April 2016.

sections of our population”, and with the objective of “building this new Namibian house in which no Namibian will feel left out.”⁹ Although no particular definition is provided with respect to the ‘inclusion’ mantra, it may be assumed that this should include Namibians of all races, sexes/genders, ethnicities, ages, abilities, etc.

With respect to poverty, although Namibia is classified as an upper-middle income country, the country still faces several development challenges that are masked by this income status. A report by the National Planning Commission (2015) notes that “Namibia, with an estimated per capita income of US\$5 693.13, was classified as an upper-middle income country in 2009. This relatively high-income status masks extreme poverty, as well as inequalities in income distribution, general standard of living and quality of life. Over the past five years, the Namibian economy registered an average growth rate of 4.3 percent. However, with an unemployment rate of 29.6 percent, poverty incidence of 26.9 percent, and HIV prevalence of 16.9 percent, a large portion of the Namibian population remains vulnerable.”¹⁰

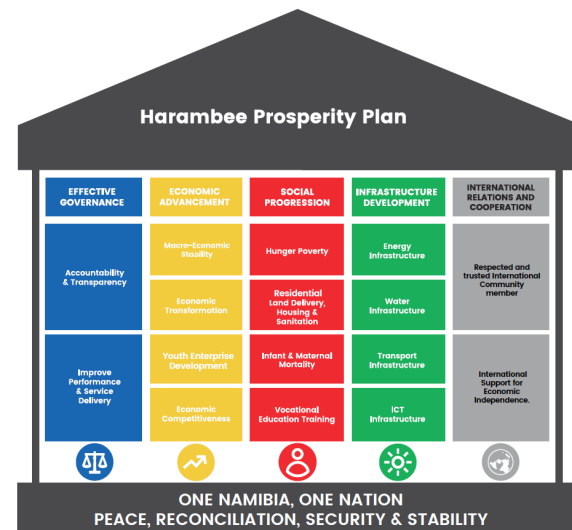
Poverty is defined as the percentage of people in a specific area whose annual per adult equivalent consumption is below the poverty line.

In 2010 the poverty line of annualised per adult equivalent expenditure, after adjusting for inflation, were: lower bound - N\$3 330.48 and upper bound - N\$4 535.52. When the annual per adult equivalent consumption is below the upper bound poverty line, an individual is considered to be poor, and when it is below the lower bound poverty line the individual is considered to be severely poor.

NSA Poverty Report, 2012

Poverty statistics show that Namibia is one of the most unequal societies in the world, with a Gini coefficient of 0.597¹¹. Further, according to the latest poverty figures from the Namibia Statistics Agency, the incidence of poverty in Namibia stands at 28.7%¹². A major contributor to this high poverty level is the high unemployment rate, which currently stands at 28.1% nationally¹³. While several strides have been made in reducing poverty over the years (specifically since independence), too many Namibians remain poor, and various groups (particularly women – who are the focus of this briefing paper) remain disproportionately affected by poverty and unemployment.

Chapter One of the HPP, which outlines the rationale for the plan, describes the Plan as “a focused and targeted approach to achieve high impact in defined priority areas” that is “closely linked to the Medium Term Expenditure Framework [MTEF]. It pursues capital projects that have been identified under NDP4



and previous MTEFs and for which feasibility studies are available.” In this regard, the plan explains: “many of the initiatives under HPP are reform measures that do not require huge capital outlays, except to act with a sense of urgency.” The HPP is built on five main pillars, with sixteen sub-pillars, as illustrated in the image on right. The main pillars are (1) Effective Governance and Service Delivery, (2) Economic Advancement, (3) Social Progression, (4) Infrastructure Development, and (5) International Relations and Cooperation. The expected outcomes under each pillar are noted below, as presented in the Harambee Prosperity Plan.

EFFECTIVE GOVERNANCE

HPP01: Accountability & Transparency

The goals with respect to improved accountability and transparency during the Harambee period will be:

- To increase our ranking on the Mo-Ibrahim sub index of Accountability from 65 points in 2015 to at least 90 points by the end of the Harambee period; and
- To improve our ranking from position 4, to become most transparent country in Africa as measured by Transparency International.
- To retain our position as the country with the freest press in Africa as measured by Reporters Without Borders.

HPP02: Improve Performance & Service Delivery

The overarching goal with regard to improved performance and service delivery will be to:

- Ensure that at least 80 percent of targets assigned to management cadres and political office bearers are met on an annual basis during the Harambee period.
- Ensure a citizens satisfaction rate of 70 percent by the end of the Harambee period.

⁹ Geingob, H.G. (2015) Inaugural Address on his Swearing In as the 3rd President of the Republic of Namibia. 21 March 2015.

¹⁰ National Planning Commission. 2015. Report: Poverty and Deprivation in Namibia.

¹¹ National Planning Commission. 2012. Annual Economic Development Report 2012. Retrieved from: http://www.npc.gov.na/?wpfb_dl=201

¹² Namibia Statistics Agency. 2012. Poverty Dynamics in Namibia. Retrieved from: <http://cms.my.na/assets/documents/p19dnar71kanl1vfo14gu5rpbkq1.pdf>

¹³ Namibia Statistics Agency. 2014. The Namibia Labour Force Survey 2014 Report. Retrieved from: <http://cms.my.na/assets/documents/9b8e77842e3dec459407c2a76b9d79ab.pdf>

ECONOMIC ADVANCEMENT

HPP03: Macro-economic Stability

The desired outcome/s with respect to macroeconomic stability will be:

- To anchor our public debt to GDP ratio to 30 percent by the end of the Harambee period;
- To maintain an import coverage of at least 3 months during the Harambee period; and
- To maintain and improve on our international credit ratings of BBB minus.

HPP04: Economic Transformation

The desired outcome/s with respect to economic transformation during the Harambee period will be:

- At least 8,000 new jobs created in the manufacturing sector.
- The volume of locally produced goods supplied to public and retail sector significantly increased in line with the targets of the Retail Charter.
- At least 10 new investment projects attracted through investment promotion creating a minimum of 1,000 jobs.
- Economic empowerment leading to higher inclusion of disadvantaged groups into the formal economy.

HPP05: Youth Enterprise Development

The desired outcomes with respect to Youth Enterprise Development during the Harambee period will be:

- To improve MSME access to finance, from the current 22 percent to 50 percent by 2020;
- To introduce new financial instruments aimed at overcoming the hurdle of collateralised credit for startups with viable business plans;
- Establish an SME Development Agency with countrywide representation by 2020;
- To establish 121 Youth-Owned Rural Enterprises each permanently employing minimum of 5-10 youth by 2020;

HPP06: Economic Competitiveness

The desired outcome/s with respect to economic competitiveness will be:

- In line with NDP4, we will strive to improve our competitiveness ranking from current position no. 4, to become the most competitive economy in Africa by 2020, according to the World Economic Forum Competitiveness Index and the World Bank's Ease of Doing Business Indicators".

SOCIAL PROGRESSION

HPP07: Hunger Poverty

The desired outcome/s with respect to hunger poverty during the Harambee period will be:

There will be zero deaths in Namibia that can be attributed to a lack of food.

HPP08: Residential Land Servicing, Housing and Sanitation

The specific goals with respect to residential land servicing, housing and sanitation during the Harambee period will be:

- To construct 20,000 new houses nationwide;
- To service 26,000 new residential plots countrywide;
- To construct 50,000 rural toilets during the Harambee period; and
- To eliminate the bucket system by end 2017.

HPP09: Infant and Maternal Mortality

The desired outcome/s with respect to infant and maternal mortality during the Harambee period will be:

A significant reduction in infant and maternal mortality rate by 2020, specific targets will be determined in year 2 of Harambee Plan following improved data collection in year 1 of the Plan.

HPP10: Vocational Education and Training

The desired outcome/s with respect to vocational education and training during the Harambee period will be:

- To increase the number of qualified VET trainers from 15,000 in 2015 to 25,000 by 2020;
- To improve the quality of VET;
- To improve the image of VET nationwide;
- Speed up VET refunds to private sector entities that train their employees.

INFRASTRUCTURE

HPP11: Energy Infrastructure

The desired outcome/s with regard to electricity supply during the Harambee period will be:

- Increase in local electricity generating capacity from 400 MW to 600 MW;
- Provision of electricity to all schools and health facilities by 2020; and
- Increase in the rural electrification rate from 34 percent in 2015 to 50 percent by 2020.

HPP12: Water Infrastructure

The desired outcome/s with respect to water security will be the same as under NDP4 namely:

- To increase access to water for human consumption [that is safe potable water] from 50 percent to 100 percent of the population by 2020;
- Ensure that there are sufficient water reserves for industrialisation and land servicing and housing development purposes.

HPP13: Transport Infrastructure

The desired outcome/s with regard to the upgrade of transport infrastructure during the Harambee period will be the following:

- Completion of the deepening and expansion of the Port of Walvis to be able to handle a minimum of one Million TEUs;
- The extension of bitumen roads by 526 kilometers, including the selective introduction of dual carriage ways;

- Upgrade of the national rail infrastructure by 612 kilometer to SADC standard;
- Ensure air safety standards.

HPP14: ICT Infrastructure

In order to address the challenges regarding telecommunications access, MICT, with the technical support from the International Telecommunications Union, have been drafting a Broadband Policy and an associated Implementation Plan. The purpose of this Policy is to provide a framework for a holistic development of Broadband in the Republic of Namibia. The Broadband Policy contains the targets, which were endorsed by SADC Ministers of ICTs during their meeting held in June 2015. These will be the targets that Namibia will implement through the Harambee Prosperity Plan as follows:

- 80 percent of the population of Namibia to be covered by broadband services by 2020;
- 80 percent Broadband connections and usage to all primary and secondary schools in Namibia to allow e-learning by 2020;
- Broadband connections and usage to 70 percent of the health facilities in Namibia to allow e-health by 2020;
- 100 percent Broadband connections and usage to all public sector agencies in Namibia to allow for e-governance by 2020;
- 100 percent coverage by digital TV and radio broadcast to all households by 2020.

INTERNATIONAL RELATIONS

HPP15: Respected & Trusted International Community Member

Our goals and desired outcomes with regard to international relations and cooperation during the Harambee period will be:

- Namibia continues to be a respectable and trusted member of the International Community by honoring our obligations; and
- For the international community to support Namibia translate her political independence into economic independence.

According to the Plan, “Ultimately, the sub-pillars, goals, targets and actions stipulated under each of these Pillars, are to bring us closer to the promise of prosperity that will be characterised among others by a more transparent Namibia. A Namibia where no one dies because of lack of food. A Namibia where all have decent shelter and access to basic amenities.”¹⁴

In his State of the Nation address, Geingob pointed out that the key outcomes sought with the successful implementation of the Plan would be¹⁵:

- A more transparent Namibia;
- A high performance and citizen-centred culture of service delivery;

- Significant reduction in poverty levels;
- A reputable and competitive vocational educational training system;
- A spirit of entrepreneurship resulting in increased youth enterprise development;
- Broader participation in the Namibian economy;
- Improved access to serviced land, housing and sanitation;
- Guaranteed energy supply and sufficient water for both human consumption and business activities; and
- Remaining a respectable member of the international community.

The Harambee Prosperity Plan is a welcome effort to speed up the achievements of Geingob’s major election promises to eradicate poverty and inequality in Namibia. The remainder of this paper assesses the extent to which this Plan takes into consideration a major(ity) demographic – Namibian women – in achieving these goals, and going beyond that to achieve the country’s major long-term development objectives.

The State of Namibia’s Women (a look through the Harambee priority glass)

We know that women are more economically active in Africa — as farmers, workers and entrepreneurs — than anywhere else in the world. They are key to the welfare of their families and the life prospects of their children. They are an important voice in the governance of their communities and their nations. Yet they face an array of barriers that prevent them from playing these roles to their full potential. These barriers to women’s full participation are fundamentally unfair. But even more, they are constraints on Africa’s achieving its development potential. Bridging the gender gap could yield profound and long-lasting economic returns.

Geraldine J. Fraser-Moleketi, Special Envoy on Gender, African Development Bank

While the HPP is made up of 5 different pillars, the overarching goal of the plan is to eradicate poverty. It is therefore essential – in studying whether the Plan does enough for Namibian women – to understand the state of women with regards to issues such as the incidence of poverty the level of unemployment, participation and representation in decision-making. The next few pages provide a brief synopsis of the state of Namibian women, along the lines of some of the priority issues identified for redress by the Harambee Prosperity Plan.

Socio-Economic Profile

In Namibia, women make up more than half the country’s population, and are the heads of 44% of Namibia’s households. In examining whether or not the Harambee Prosperity Plan does enough for women’s development, it is imperative to understand the current state of women in Namibia, the challenges they face, and the issues that need to be addressed not only in meeting their development needs, but also those of the nation as a whole.

¹⁴ Government of the Republic of Namibia. 2016. Harambee Prosperity Plan.

¹⁵ Geingob, H.G. 2016. State of the Nation Address. 5 April 2016.

Table 1: Statistics on Poverty and Unemployment in Namibia by sex (and in some cases, by location)

Namibian Population	2,247,021
Male	1,091,005 (48.6%)
Female	1,156,119 (51.4%)
Urban	1,066,044 (47.4%)
Rural	1,181,080 (52.6%)
Poverty	28.7%
Male-headed households	26.2%
Female-headed households	32.2%
Severe Poverty	15.3%
Head of Household	
Male	56%
Female	44%
Unemployment	28.1%
Male	24.3%
Female	31.7%
Male (Rural)	26.9%
Female (Rural)	33.2%
Male (Urban)	22.2%
Female (Urban)	30.4%
Annual Income per Capita (2010 NHIES)	N\$16,895
Male	N\$20,939
Female	N\$11,645
Average Monthly Wage for Paid Employees (2014 NLFS)	N\$6,626
Male	N\$6,965
Female	N\$6,164

Sources: Namibia Labour Force Survey (2014), Namibia National Census (2011), NSA Poverty Report (2012)

According to the NSA'S latest Poverty Report (2012) – which is based on the results of the Namibia Household Income and Expenditure Surveys (NHIES) for the years 1993/1994; 2003/2004; and 2009/2010 – 28.7% of Namibians are poor. Further, 20.4% of Namibia's rural population can be classified as severely poor. In line with global poverty trends, women in Namibia – who head 44% of Namibia's households – are disproportionately affected by poverty. The Namibia Statistics Agency's 2012 Poverty Report highlighted this disparity, stating that "More women (32 percent) than men (26 percent) are poor with women being almost 1.23 times more likely to be poor than men."¹⁶ The report also recognises that these disparities should be "a target area for poverty reduction".

Alongside this high poverty rate, is an incredibly high level of income inequality – one of the worst in the world. The Gini coefficient is "a measure of statistical dispersion intended to represent the income distribution of a nation's residents, and is the most commonly used measure of inequality."¹⁷ "This number, which ranges between 0 and 1 and is based on residents' net income, helps define the gap between the rich and the poor, with 0 representing perfect equality and 1 representing perfect in-

equality."¹⁸ A score of 0.5 or higher is considered to reflect a high level of inequality in the society being measured. Namibia has a Gini coefficient of 0.597¹⁹, reflecting a high level of inequality between the country's rich and poor, similar to countries such as South Africa, Brazil, and Botswana²⁰. Interestingly, when it comes to the inequality measure, the NSA notes that, "inequality is higher among individuals living in male-headed households than among those living in female-headed households."²¹ This may be due, however, to the lower level of income per capita in female-headed households, accounting for smaller disparities between top and lowest earners in a household.

Table 2: Incidence of Poverty by age and sex of head of household, 1993/94, 2003/4, and 2009/10

	Periods			Differences		
	A:1993/94	B:2003/04	C:2009/10	B-A	C-B	C-A
Age of Household Head						
16-20	72.1	32.2	21.8	-39.9***	-10.4	-50.3***
21-24	50.5	28.8	20.3	-21.7***	-8.5*	-30.2***
25-29	52.6	28.8	20.5	-24.3***	-7.8**	-32.1***
30-34	50.9	25.8	18.7	-25.1***	-7.2***	-32.3***
35-39	56.1	23.7	27.1	-32.4***	3.4	-29.0***
40-44	61.6	29.2	24.0	-32.4***	-5.2*	-37.6***
45-49	73.1	28.3	26.4	-44.8***	-2.0	-46.8***
50-54	71.1	36.4	25.3	-34.7***		-45.8***
55-59	76.2	43.2	31.7	-33.0***		-44.5***
60-64	82.3	51.8	34.1	-30.6***		-48.0***
65+	86.9	57.3	39.8	-29.6***		-47.1***
Sex of Household Head						
Female	75.9	40.4	32.2	-35.5***	-8.2***	-43.7***
Male	65.2	36.0	26.2	-29.3***	-9.7***	-39.0***
National	69.3	37.8	28.7	-31.5***	-9.0***	-40.5***

*p<0.10, **p<0.05, ***p<0.01

Source: Namibia Statistics Agency

Women are also disproportionately affected by unemployment, with 31.7% of women being unemployed, and 6% underemployed, compared to the 24.3% unemployment 3.9% underemployment rates for men²². Further, of those in 'vulnerable employment'²³ (this accounts for 30% of the employed population), the majority (62%) are women.

¹⁶ Namibia Statistics Agency. 2012. Report: Poverty Dynamics in Namibia.

¹⁷ Wikipedia. 2016. Gini coefficient. Retrieved from: https://en.wikipedia.org/wiki/Gini_coefficient

¹⁸ Investopedia, 2016. G'ini Index Definition. Retrieved from:

¹⁹ Namibia Statistics Agency. 2012. Report: Poverty Dynamics in Namibia.

²⁰ World Bank Gini Index. Data retrieved from: http://databank.worldbank.org/data/reports.aspx?Code=SI.POV.GINI&id=af3ce82b&report_name=Popular_indicators&populartype=series&ispopular=y

²¹ Namibia Statistics Agency. 2012. Report: Poverty Dynamics in Namibia.

²² NSA. 2014. The Namibia Labour Force Survey 2014 Report.

²³ "This is calculated as the sum of own-account workers and contributing family workers, taken as a proportion of total employment. It is a measure of those with relatively precarious working situations. These two status groups are considered as more vulnerable than others, because these people are unlikely to have formal work arrangements or access to benefits or social protection programmes, and they are more at

Table 3: Population of unemployed and unemployment rate, by sex and area 2014

Number Unemployed	Labour force	Unemployment rate	
Namibia	278,245	990,998	28.1
Urban	138,793	529,187	26.2
Rural	139,453	461,810	30.2
Female	159,563	502,639	31.7
Male	118,682	488,359	24.3

Source: Namibia Statistics Agency

Table 4: Time-related underemployment rate by status in employment and sex

Status in employment	Female			Male			Both Sexes		
	Under Employed	Employed	%	Under Employed	Employed	%	Under Employed	Employed	%
Subsistence with Employees	152	2,225	8.6	154	3,739	4.1	306	5,964	5.1
Subsistence farmer without Employees	4,843	67,334	7.2	3,373	34,815	9.7	8,215	102,149	8.0
Other Employer	552	6,879	8.0	344	13,472	2.6	896	20,351	4.4
Other Own Account	4,593	40,495	11.3	2,553	28,304	9.0	7,146	68,799	10.4
Domestic Worker	3,120	32,415	9.6	621	13,416	4.6	3,741	45,831	8.2
Other Employee	4,478	166,750	2.7	5,508	254,839	2.2	9,986	421,642	2.4
Unpaid family subsistence	1,861	19,345	9.6	1,086	15,966	6.8	2,947	35,311	8.3
Unpaid family other	871	5,557	2.7	352	2,888	12.2	1,223	8,444	14.5
Other	70	636	9.6	218	932	23.4	287	1,568	18.3
Don't Know	31	198	15.7	*	212	*	32	411	7.5
Total	20,570	341,834	6.0	14,209	368,637	3.9	34,778	710,471	4.9

Source: Namibia Statistics Agency

Table 5: Vulnerable workers by status in employment and sex

Vulnerable employment	Female	%	Male	%	Total	%
Subsistence/Communal Farmer (without paid employee)	67,334	50.7	34,815	42.5	102,149	47.6
Other Own Account Worker	40,495	30.5	28,304	34.5	68,799	32
Unpaid Family Worker (Subsistence/communal)	19,345	14.6	15,966	19.5	35,311	16.4
Other unpaid Family worker	5,557	4.2	2,888	3.5	8,444	3.9
Total	132,731	100	81,973	100	214,704	100

Source: Namibia Statistics Agency

The figures presented above point to large economic disparities between males and females in Namibian society, highlight “a large number of single mothers and to the continued economic marginalisation of women in Namibian society”²⁴, and point to the need to more keenly address women’s development in public policy. These figures point to the importance of policies addressing the eradication of poverty with a gendered lens, that ensures that both men and women are able to reach their full potential.

In addition to highlighting the state of Namibian women along the lines of the overarching themes of the HPP, some general insights on the state of women in other critical dimensions may be helpful.

risk to the effects of economic cycles. The result of the survey (see Table 4.19 below) shows that, 214,704 persons of the employed population are in vulnerable employment. This accounts for 30.1 percent of the total employed population (712,752) in the country. Most of the vulnerable workers 47.6 percent and 32.0 percent are subsistence/communal farmers and our own account workers respectively.” (NSA, 2014)¹⁴ Government of the Republic of Namibia. 2016. Harambee Prosperity Plan.

²⁴ Jauch, H. & Edwards, L. 2012. Poverty, Unemployment and Inequality in Namibia. <http://vivaworkers.org/wp-content/uploads/2013/02/Poverty-unemployment-inequality-2012.pdf>

Gender-Based Violence (GBV)

GBV is defined as all acts perpetrated against women, men, girls and boys on the basis of their sex, which causes or could cause them physical, sexual, psychological, emotional or economic harm, including the threat to take such acts, or to undertake the imposition of arbitrary restrictions on or deprivation of fundamental freedoms in private or public life, in peace-time and during situations of armed or other forms of conflict, or in situations of natural disasters, that cause displacement of people.

Source: Namibia National Gender Policy (2010-2020)

Gender-Based Violence in Namibia is widespread, with the most common forms of GBV being “domestic violence perpetrated by an intimate partner”, rape, sexual harassment and forced marriages²⁵. According to Sister Namibia, “there were approximately 1075 reported cases of rape nationwide for each year between 2009-2012. However, the actual number of rapes and other incidents of GBV is likely much higher as victims often choose not to report the crimes due to fear of reprisal from the perpetrator, family pressure, self-blame and/or societal stigma and discrimination.” The organisation also notes that in 92 to 94% of rape cases, women and girls are the victims. “One third of rape victims are below the age of 18 and approximately 30% of young women report their early sexual experiences prior to age 15 as forced.”²⁶

GBV has major repercussions on Public Health outcomes, as detailed in the 2013 Namibia Demographic and Health Survey²⁷, which assesses Women’s Empowerment and their Health Outcomes. These repercussions include on sexual and reproductive health, including HIV and AIDS. The Plan states that “Gender-unequal relations where men exert dominance over women and girls result in risky sexual behaviour... Women and girls in particular who are exposed to GBV are more likely to have less or no control over their sexual and reproductive health. This results in unwanted pregnancies (e.g. through rape), poor maternal health including gynaecological problems, HIV and other sexually transmitted infections (STIs), teenage pregnancy and non-use of contraceptives.”²⁸

The National Plan of Action on GBV highlights several challenges in addressing GBV. Amongst others, this includes “social dominance of men in many settings is intensified by their stronger economic position in society”, the financial dependence of women on men, the “general social acceptance of violence”, “some aspects of traditional culture”, “the tendency of many rape complainants to withdraw their cases because they prefer to seek compensation under customary law”, “the widespread abuse of alcohol”, and “inadequate service provision”.²⁹

With respect to the notion of the acceptance of violence, the NDHS sheds some light on this problem, noting that 28.2% of female respondents (aged 15 to 49) to the survey stated that it was justifiable for a man to beat his wife for at least one of the specified reasons. This figure is even higher than that of male respondents (at 21.9%). (Figures shown on the

following page).

Women’s Participation in Governance

A key component of effectiveness and accountability in governance includes the representation of women in decision-making structures, in both the private and public sector. With respect to the participation of women in governance, Namibia performs exceptionally well in terms of representation in the National Assembly and in Local Authorities.

However, the level of political patriarchy remains strong, hampering both the quantitative and qualitative participation of women in decision-making. As Geingob himself noted in his 2016 SONA, “The advancement of women is not just about representation, it is about dismantling of patriarchal practices and attitudes which have no place in a modern society.”³⁰ This is an issue that permeates all levels of Namibian society, and which remains pertinent in Namibia’s political discourse in various dimensions. In its report on the Progress of the World’s Women (2015-2016), “The translation of equality before the law into equal outcomes is not automatic. Even where gender- equal laws have been put into place, entrenched inequalities, discriminatory social norms, harmful customary practices, as well as dominant patterns of economic development, can undermine their implementation and positive impact.”³¹

Table 6: Percentage of women in governance and decision-making.

% Women in Governance*	
National Assembly	42%
National Council	26%
Regional Councils	16%
Local Authorities	≥ 42%
% Women in Decision-Making	
Women in management in private sector** (incl. executive directors (19.8%) & senior management (32.6%))	29.5%
Women in management in parastatals***	27%

Sources: *Institute for Public Policy Research, **Employment Equity Commission Annual Report 2014-2015, ***SADC Gender Protocol 2014 Barometer

²⁵ Government of the Republic of Namibia. Ministry of Gender Equality and Child Welfare. 2012. National Plan of Action on Gender-Based Violence.

²⁶ Sister Namibia, 2016. Gender-Based Violence in Namibia. Retrieved from: <https://sisternamibia.com/gender-based-violence/basic-gender-information/numbers-figures/#Prevalence%20of%20GBV%20in%20Namibia>

²⁷ Ministry of Health and Social Services (MoHSS). 2014. Namibia Demographic and Health Survey.

²⁸ National Plan of Action on GBV, 2012

²⁹ National Plan of Action on GBV, 2012

³⁰ Geingob, H.G. 2016. State of the Nation Address. 5 April 2016.

³¹ UN Women. 2016. Progress of the World’s Women 2015-2016: Transforming Economies, Realising Rights. Retrieved from: http://progress.unwomen.org/en/2015/pdf/UNW_progressreport.pdf

Table 7: Attitude (by women) towards wife beating

Percentage of all women age 15-49 who agree that a husband is justified in hitting or beating his wife for specific reasons, by background characteristics, Namibia 2013							
Husband is justified in hitting or beating his wife if she:							
Background Characteristics	Burns the food	Argues with him	Goes out without telling him	Neglects the children	Refuses to have sexual intercourse with him	Percentage who agree with at least one of the specified reasons	Number
Age							
15-19	9.7	9.5	12.9	18.7	6.2	28.3	1,906
20-24	8.8	10.4	10.6	19.5	6.1	27.7	1,786
25-29	11.2	13.2	12.5	19.4	9.5	27.1	1,489
30-34	10.7	13.4	14.0	22.2	9.1	30.6	1,260
35-39	11.0	13.9	15.6	22.9	9.4	29.4	1,110
40-44	10.3	11.0	12.6	19.8	7.4	28.2	917
45-49	8.5	10.2	14.1	15.9	8.8	25.8	708
Employment (past 12 months)							
Not Employed	12.1	14.0	15.0	21.5	8.9	31.2	4,982
Employed for cash	6.5	8.1	9.9	17.1	5.9	23.5	3,826
Employed not for cash	18.9	14.2	17.8	28.1	13.3	38.5	351
Number of living children							
0	7.9	8.3	9.8	16.5	4.8	24.0	3,034
1-2	9.6	11.5	12.7	20.2	8.2	28.3	3,606
3-4	11.6	14.2	15.7	22.4	9.0	30.9	1,750
5+	16.4	18.6	20.2	25.7	15.3	38.7	785
Marital Status							
Never married	8.6	9.0	10.5	18.4	5.1	26.3	5,458
Married or Living together	12.0	14.9	15.6	21.2	10.7	30.1	3,121
Divorced/separated/widowed	12.7	16.8	21.1	26.5	13.2	36.5	597
Residence							
Urban	5.6	8.4	8.6	15.1	4.9	21.5	5,190
Rural	15.8	15.7	18.6	26.1	11.6	37.0	3,986
Region							
Zambezi	19.7	20.1	28.4	32.4	12.9	46.1	457
Erongo	3.0	4.6	4.6	11.0	3.0	14.5	771
Hardap	3.6	13.7	8.7	12.5	4.9	24.0	304
//karas	5.5	7.2	8.6	16.8	3.5	23.2	343
Kavango	34.4	40.9	34.7	37.1	36.9	56.7	835
Khomas	3.3	5.9	6.3	13.7	3.1	19.0	2,202
Kunene	5.2	16.9	21.1	22.7	9.1	30.0	258
Ohangwena	15.2	11.6	17.5	26.0	6.7	35.6	894
Omaheke	5.0	10.1	11.0	14.0	4.5	24.0	225
Omusati	7.7	4.0	6.5	13.4	2.1	18.7	884
Oshana	9.5	9.7	12.5	20.3	6.2	29.2	755
Oshikoto	13.0	9.5	15.7	30.8	7.5	40.1	707
Otjozondjupa	4.3	8.9	7.9	13.3	3.8	19.7	540
Education							
No education	20.3	23.2	23.3	29.6	17.4	43.5	419
Primary	16.6	29.9	20.4	27.8	14.4	40.2	1,798

Secondary	8.7	9.6	11.6	19.0	6.1	26.4	6,029
More than Secondary	1.4	2.9	2.6	6.1	1.8	9.8	930
Wealth Quintile							
Lowest	21.0	22.8	24.8	32.2	18.1	46.2	1,429
Second	15.3	14.4	18.2	26.3	10.4	36.8	1,625
Middle	12.1	12.5	15.5	23.9	8.5	32.9	1,795
Fourth	4.8	8.1	8.5	15.4	4.3	22.2	2,116
Highest	2.4	4.7	3.6	8.2	2.1	12.2	2,211
Total	10.0	11.5	12.9	19.9	7.8	28.2	9,176

Note: Total includes 17 women with missing information on employment.
Source: Namibia Demographic and Health Survey, 2013

Public Policy Space

The HPP's Effective Governance pillar deals primarily with the promotion of transparency and accountability of office bearers, as well as enhanced service delivery. The Namibian government has, in several policies, recognised the need for making gender equality and women's empowerment a key component of national development. Namibia has a number of exceptional laws – both home-grown and regional/international instruments that have been signed/ratified – which should essentially bring about major gains for women. Several national policies – of which a few of the more prominent ones are highlighted in the table below – reflect this fact.

Table 8: National, regional and international instruments on gender in Namibia

National gender policies and international or regional instruments on gender, signed/ratified by Namibia	
National policies linked to gender equality & women's empowerment	<ul style="list-style-type: none"> • Vision 2030 National Development Plans (especially 1-3) • Married Persons Equality Act (1996) • Combating of Domestic Violence Act (2003) • Traditional Authorities Act (1995) • Local Authorities Act (1992) • (Revised) National Gender Policy (2010-2020) (2010) • National Gender Plan of Action (2011) • National Plan of Action on Gender Based Violence (2012-2016) • Labour Act 11 of 2007 (sexual harassment)
Regional or continental conventions/ protocols related to gender, to which Namibia is signatory	<ul style="list-style-type: none"> • SADC Declaration on Gender and Development and its Addendum on the Prevention and Eradication of Violence against Women and Children • The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (2003) • SADC Protocol on Gender and Development • African Charter on the Rights and Welfare of the Child

International conventions/ protocols related to gender, to which Namibia is signatory	<ul style="list-style-type: none"> • The Beijing Declaration and Platform for Action (BPFA) • The Convention on the Elimination of All Forms of discrimination Against Women (CEDAW, 1997), and its Optional Protocol • The Millennium Development Goals (MDGs) (2000) • The Convention on the Rights of the Child (1990) • The UN Convention against Transnational Crime, 2000 (UNTOC) and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, known as the Palermo Protocol • The UN Security Council Resolution 1325 on Women, Peace and Security (2000) • The International Conference on Population and Development (1994) • The Universal Declaration on Human Rights (UDHR) • International Covenant on Civil and Political Rights (ICCPR) • International Covenant on Economic, Social and Cultural Rights (ICESCR)
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Source: Institute for Public Policy Research

Several gains have been realised through the adoption and implementation of the instruments noted above. However, as noted in the preceding sub-sections, much remains to be done. Further, although many of these instruments also highlight gender mainstreaming and gender budgeting as necessary activities to enhancing women's development, this has not been broadly implemented.

Although Namibia ranks highly in the African Gender Equality Index, the insights above show that there is still much to be done in mainstreaming gender, achieving gender equality, overcoming the high level of patriarchy in Namibian society, and bringing about national development with women at the centre.

How do Women Feature in the Harambee Prosperity Plan?

While the HPP's 'gender neutral' language provides for the assumption that women's development is cross-cutting across the plan, with only 3 mentions of the word 'woman', two mentions of the word 'female', one mention of the word 'gender' and zero mentions of the word 'girl' (incl. plural forms) in its content, it would appear that the HPP does not do enough to actively promote or prioritise women's development and participation across the priority sectors highlighted in the Plan. In fact, in line with the gendered definition for good governance noted above, "there is no such thing as gender-neutral governance reform. If governance reforms do not address the social relations that undermine women's capacity to participate in public decisions, they run the risk of reproducing gender biases and patterns of exclusion in the management of public affairs."

In his SONA, President Geingob "reiterate(d) Government's commitment to the empowerment of women and the gender mainstreaming of our budget" and highlighted Swapo's promotion of "50/50 zebra-style gender representation across all structures of the party", urging the private sector "to strive towards similar statistics so that we may showcase Namibia as a country which is in tune with the advancement of all its citizens". However, the Plan itself is very thin on women's participation in decision-making (in both the public and private sector), Gender-Based Violence, Gender Mainstreaming and Budgeting, and the importance of gender equality in meeting the prescribed targets.

Aside from a keen, and important, focus on reducing infant and maternal mortality, neither does the HPP appear to fast track development objectives related to women that Namibia has ratified in national, regional and international frameworks and protocols. What is promising in the plan, however, is the focus on inclusivity (though this is not specifically defined in the Plan to focus on women). The focus on rural development is also welcome, particularly with respect to the potential impact on female-headed households.

Furthermore, aside from the Monitoring and Evaluation components for tracking reductions in infant and maternal mortality (as highlighted in the text box below), there is no mention of specific actions/milestones concerning women's development, nor is the Ministry of Gender mentioned anywhere in the Harambee Plan either as a champion or partners in ensuring that the stated priorities are met.

Gendered Mentions in the HPP	
Gender (1)	Context: In Chapter 2, titled 'Building the Legacy' "As a result of the ruling Party's decision to promote 50/50 zebra style gender representation across all structures of the Party, Namibia now ranks number 2 in Africa and number 4 in the world."

Woman (3)	Context: Under the Youth Enterprise Development pillar (in situational analysis): "The Harambee Plan to deliver prosperity to a youthful nation therefore identifies youth in particular young women, as key target beneficiaries for development and also key implementing partners and participants." Context: Under the Social Progression pillar (Infant and Maternal Mortality sub-pillar) "Provision of Essential Drugs: We will ensure that essential drugs, such as ergometrine and antihypertensives, as well as monitoring equipment, in case of diabetic pregnancies to measure blood sugar level are available to pregnant women. One mother who dies while giving birth is one mother too many" and we must, therefore, do everything we can to prevent it from happening. This will allow for women to be discharged earlier, thereby freeing up bed space and minimising risks of infection rates and thrombosis."
Female (2)	Context: In Chapter 2, titled 'Building the Legacy' "Moreover, all Namibians meaningfully participate in democratic processes and structures and our female population has not been left behind. As a result of the ruling Party's decision to promote 50/50 zebra style gender representation across all structures of the Party, Namibia now ranks number 2 in Africa and number 4 in the world. Female representation in Parliament will go a long way, to further reinforce our shared beliefs of inclusivity and fair opportunity."
Maternal (21) Mother (10)	Context: All mentions of the word 'maternal' or 'mother' relate to the Social Progression sub-pillar on addressing infant and maternal mortality. In this vein (summarily), the report notes that "Infant and Maternal Mortality will be significantly reduced through the provision of essential drugs, deployment of community health workers and community midwives, introduction of a dedicated maternal/neonatal ambulance system and increased training in obstetrics and gynaecology."

The fact that the Plan itself is gender neutral is important in that it does not exclude women from the priorities highlighted in the plan, and is inclusive of both sexes. However, the plan does not promote women's development specifically. And the importance of this distinction cannot be overstated, as noted in the discussion earlier. In fact, the African Development Bank notes that, "we believe that gender equality is not just intrinsically right; it is also the key to promoting inclusive growth and resilient societies."³² It is notable that the HPP highlights inclusivity, mentioning the word 'inclusive' (or its derivatives) a total of 12 times throughout the Plan. That said, while the HPP assumes gender equality, it makes no real effort to include women in a way that recognises how they have been disenfranchised in the past, or that honours the fact that they are in a worse socio-economic state than men – based solely on the statistics.

³² African Development Bank. 2015. Africa Gender Equality Index 2015 – Empowering African Women: An Agenda for Action. Accessible at: http://www.afdb.org/fileadmin/uploads/afdb/Documents/Publications/African_Gender_Equality_Index_2015-EN.pdf

HPP09:

There will be a significant reduction in infant and maternal mortality rate by 2020

Specific Actions/Milestones by 2020

- Deployment of community health workers and midwives to identify mothers at risk and assist with home births MoHSS
- Provision of critical equipment to all hospitals delivering babies MoHSS
- Introduction of quality ultrasound training countrywide during the Harambee period MoHSS
- Provision of essential drugs and monitoring equipment, in case of diabetic pregnancies MoHSS
- Initiation of rapid recruitment to ensure minimum qualified staff at each maternal hospital MoHSS
- Establishment of a dedicated maternal / neonatal transport system by December 2016 MoHSS
- Rapid construction of maternity waiting areas for mothers in waiting from remote rural areas

Responsible Line Ministry:

Ministry of Health and Social Services

Source: HPP

The NDP4, to which HPP was said to have been aligned, while not very detailed on gender and development, itself acknowledges the importance of gender equality and women's empowerment in the national development framework. In this vein, NDP4 notes that, "We acknowledge that gender equality is a prerequisite for sustainable development and that it permeates all spheres of life. We will, therefore, endeavour to create and promote an enabling environment in which gender equality and the empowerment of women are realised. Emphasis will be placed on mainstreaming a gender perspective in the principal strategies identified for the achievement of key NDP4 outcomes."³³ NDP4 also acknowledges the necessary focus on addressing GBV. Unfortunately, however, aside from the mentions noted above, the HPP is completely silent on gender equality, women's empowerment, and/or combatting GBV.

The Long-Term Outlook:

Does Harambee fast-track women's development towards achieving Vision 2030, the SDGs, and the AU's Agenda 2063?

When it comes to policy orientation, and the achievement of Namibia's development goals, there are three policy frameworks that one can assess in order to understand the country's long-term strategic path when it comes to the inclusion of women in the poverty eradication discussion. At a national level, this would be Vision 2030, at a continental level – the AU's Agenda 2063, and at an international level, the Sustainable Development Goals.

This section analyses whether the Harambee Prosperity Plan speaks to these important long-term milestones that Namibia prescribes to, in answering the question of whether it helps to fast-track women's development towards achieving Vision 2030, the SDGs, and the AU's Agenda 2063.

While it is understood that the Harambee Prosperity Plan is essentially a 4-year plan (launched in 2016 with stated targets for achievement by 2020), the author is of the view that:

- a. Short-term plans set to achieve short term development priorities must take the long-term in mind, particularly in ensuring that the country is set on track to achieve broader development goals. Essentially, a priority-setting plan such as Harambee should help to fast-track the achievement of goals set for the long-term.
- b. Given the broad focus on poverty eradication and the globally accepted view that poverty eradication can not be achieved without ensuring women are central to national development strategies, a gender-focussed assessment is necessary.

The above is in line with the gendered definition of 'good governance'.

The assessment is set out in the following format:

- An overview of Namibia's Vision 2030, the AU's Agenda 2063, and the UN's Agenda 2030 (SDGs) is provided.
- A table with the major (specific) goals related to women is presented in a table, and the HPP is scored on each of the targets with respect to whether it addresses the targets (ticks the box) noted. Scores are set as "yes", "no" and "somewhat". 'Somewhat' scores are noted where the HPP is not explicit in terms of the indicator, or where only the mention of the word 'inclusivity' allows us to presume that women are equitably catered for in this regard.
- Additional information, as necessary, is provided for added context. This is particularly noted where the broader aspects of the HPP will potentially have a strong impact on both men and women's development, but where the lack of focus on women as a priority and the lack of specific targets in the HPP make it difficult to score the Plan more positively.

It is important to note that this assessment is solely on gender-specific highlighted in each of the long term plans, and how HPP stacks up against these sections. Other aspects are not scored.

Vision 2030

Vision 2030 is Namibia's long term development plan that envisages Namibia's future state, for the year 2030, and whose execution is set to take place through the implementation of the various National Development Plans (from NDP 2 to NDP7). In his foreword to the Vision, Namibia's first President, Sam Nujoma, explains that "the goal of our Vision is to improve the quality of life of the people of Namibia to the level of their counterparts in the developed world, by 2030."³⁴ The desired

³³ National Planning Commission. Namibia's Fourth National Development Plan 2012/13 – 2016/17.

³⁴ Government of the Republic of Namibia. Office of the President. 2004. Vision 2030 – Policy Framework for Long-Term National Development.

future state (by 2030) spelled out by the document is: “A prosperous and industrialised Namibia, developed by her human resources, enjoying peace, harmony and political stability.” At its core, the Vision highlights nine key areas as driving the Vision. These are: (1) Good Governance, (2) Partnerships, (3) Capacity enhancement, (4) Comparative Advantage, (5) Sustainable development, (6) Economic growth, (7) National sovereignty and human integrity, (8) Environment, and (9) Peace and security. The former President’s foreword also notes that, “While the principle of sustainable development is the cornerstone on which the strategies for realising the objectives of Vision 2030 pivot, the driving force among the complex agents of our development comprises the following: Education, Science and Technology, Health and Development, Sustainable Agriculture, Peace and Social Justice, and Gender Equality.”

The Vision contains a section on gender and development – as depicted in the image below – that highlights the current (2004) situation with respect to gender and development; and highlights things to do, things to avoid, worst case scenarios, and, importantly, where we want to be with respect to this topic in 2030.

Gender & Development in Vision 2030

Where we want to be (2030)

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



Things to do

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



Current Situation

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

Things to avoid

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



Worst-case scenario

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

Below, we score whether the HPP meets the Vision 2030 objectives defined with respect to gender equality.

Policy instrument	Targets on women	Does HPP fast track?
Vision 2030	Establishing participatory and gender-responsive monitoring and evaluation mechanisms;	No
4.4.2. Gender and Development: Objective: To mainstream gender in development, to ensure that women and men are equally heard, and given equal opportunities to exercise their skills and abilities in all aspects of life.	Involving the traditional authorities in gender sensitisation programmes with emphasis on family and inheritance.	No
	Mainstreaming HIV/AIDS in gender development strategies.	No
	Addressing, clarifying and harmonising the misconceptions on gender and review and recommend language and nomenclature (terminology) adjustments to organisations responsible for ensuring that gender is properly mainstreamed.	No
	Intensifying the implementation of the existing gender-and related policies, programmes and legislations.	Somewhat (performance agreement)
	Undertaking proper gender studies to provide accurate information on men and women.	No
	Building capacity of researchers, trainers and planners in participatory and gender responsive methods for data collection, analysis, interpretation and planning.	Somewhat (specific to infant & maternal mortality)

Under the Vision 2030 targets for Population and Health, infant and maternal mortality are addressed, with the Vision pursuing a reduction in maternal mortality to 80 per 100,000 for 2016, and 20 per 100,000 by 2030. The Harambee Prosperity Plan addresses this target as a priority issue.

Additionally, by enhancing accountability of office bearers to the public through performance agreements, the HPP also – to some extent – addresses Vision 2030’s call for the implementation of gender policies, programmes and legislation.

The current Performance Agreement of the Minister of Gender Equality and Child Welfare highlights the key targets noted in the text box below. Additionally, the prioritisation of the Public Procurement Act could serve women well in terms of making economic gains. The content of the Harambee Plan itself, however, does not prioritise gender equality or women's development at a broad or specific level.

Objectives/Ministerial Commitments by the Minister of Gender Equality and Child Welfare, Doreen Sioka (Performance Agreement Matrix)

- Encourage communities to protect human rights especially women and children's rights
- Improve equitable access of children to early childhood development program.
- Facilitate community mobilisation and socio – economic empowerment of disadvantaged urban and rural women and men
- Facilitate gender mainstreaming at all levels
- Effective governance and improved service delivery

Source: MGE CW Performance Agreement, Office of the Prime Minister

AU Agenda 2063: The Africa We Want

The African Union describes Agenda 2063 as "a strategic framework for the socio-economic transformation of the continent over the next 50 years. It builds on, and seeks to accelerate the implementation of past and existing continental initiatives for growth and sustainable development." The framework is made up of seven aspirations, which "reflect our desire for shared prosperity and well-being, for unity and integration, for a continent of free citizens and expanded horizons, where the full potential of women and youth, boys and girls are realised, and with freedom from fear, disease and want."³⁵

The seven aspirations of Agenda 2063 are captured below, and our assessment of whether HPP fast-tracks women's development in achieving the overall objectives of the framework are scored in the table below that.

Our Aspirations for the Africa we want

1. A prosperous Africa based on inclusive growth and sustainable development.
2. An integrated continent, politically united, based on the ideals of Pan-Africanism and the vision of Africa's Renaissance.
3. An Africa of good governance, democracy, respect for human rights, justice and the rule of law.
4. A peaceful and secure Africa.
5. An Africa with a strong cultural identity, common heritage, values and ethics.
6. An Africa whose development is people-driven, relying on the potential of African people, especially its women and youth, and caring for children.
7. Africa as a strong, united, resilient and influential global player and partner.

Source: African Union Agenda 2063

Policy instrument	Targets on women	Does HPP fast track?
AU Agenda 2063: Aspiration 6: An Africa where development is people-driven, unleashing the potential of its Women and Youth	Africa shall be an inclusive continent where no child, woman or man will be left behind or excluded, on the basis of gender, political affiliation, religion, ethnic affiliation, locality, age or other factors.	Yes (by mention of the word inclusive (or derivatives), though this is not defined in the HPP)
	We aspire that by 2063, Africa: • Is people-centred and caring • Puts children first • Women are empowered and play their rightful role in all spheres of life • Has full gender equality in all spheres of life • Has engaged and empowered youth.	n/a
	The African woman will be fully empowered in all spheres, with equal social, political and economic rights, including the rights to own and inherit property, sign a contract, register and manage a business. Rural women will have access to productive assets, including land, credit, inputs and financial services.	No
	All forms of violence and discrimination (social, economic, political) against women and girls will be eliminated and they will fully enjoy all their human rights. All harmful social practices (especially FGM and child marriages) will be ended and barriers to quality health and education for women and girls eliminated.	No
	Africa of 2063 will have full gender parity, with women occupying at least 50% of elected public offices at all levels and half of managerial positions in the public and the private sector. The economic and political glass ceiling that restricted women's progress would have been shattered.	Somewhat

HPP somewhat addresses target 50, though not directly. The issue of gender parity is not addressed directly as a priority in the Plan, and is only mentioned therein as a success of the Swapo Party. No efforts to increase women's representation are highlighted in the Plan.

Aside from its strong focus on inclusivity (though undefined in the HPP), other targets are not directly addressed within the plan, and the absence especially of Gender Based Violence as a priority for redress is glaring.

The Sustainable Development Goals

The UNDP describes the Sustainable Development Goals (SDGs) as "a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity."

³⁶ The SDGs are made up of 17 interconnected goals that follow

³⁵ National Planning Commission. Namibia's Fourth National Development Plan 2012/13 – 2016/17.

³⁶ Government of the Republic of Namibia. Office of the President. 2004. Vision 2030 – Policy Framework for Long-Term National Development.

on the Millennium Development Goals. “The SDGs work in the spirit of partnership and pragmatism to make the right choices now to improve life, in a sustainable way, for future generations. They provide clear guidelines and targets for all countries to adopt in accordance with their own priorities and the environmental challenges of the world at large. The SDGs are an inclusive agenda. They tackle the root causes of poverty and unite us together to make a positive change for both people and planet.”³⁷

The SDGs were adopted at the United Nations summit for the adoption of the post-2015 development agenda in September 2015.

SDG5 relates specifically to Gender Equality, with the overarching objective of “achieving gender equality and empowering all women and girls.” The various targets set out under this goal are shown in the table below, and the HPP is scored against the various measures noted.



Policy instrument	Targets on women	Does HPP fast track?
Sustainable Development Goals SDG 5: Gender Equality	5.1 End all forms of discrimination against all women and girls everywhere	No
	5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.	No
	5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	No
	5.4 Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	No
	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	Somewhat
	5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences	Somewhat
	5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws	Somewhat
	5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	No
	5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	No

The HPP does not directly address all of the indicators noted above, though all boxes could essentially be ticked if the report was gender mainstreamed, without taking away from the main content.

HPP somewhat addresses target 5.5 in terms of the Effective Governance pillar and its focus on accountability. However, the issue of equal opportunity is not addressed as a priority in the Plan, and is only mentioned therein as a success of the Swapo Party. No efforts to increase women’s representation are highlighted in the Plan.

Additionally, with respect to target 5.6 of SDG5, the noted gender instruments are not directly reflected on in Harambee, but the Plan does state its commitment “to be a respectable and trusted member of the International Community by honouring our obligations.”³⁸

With regards to target 5.a in the SDGs, it is promising that the HPP states under the economic advancement pillar – under the youth enterprise development section – that “The Harambee Plan to deliver prosperity to a youthful nation therefore identifies youth in particular young women, as key target beneficiaries for development and also key implementing partners and participants.” Given the multiple barriers that women face as entrepreneurs “due to a lack of collateral, business training and legal barriers”³⁹ – particularly with regards to access to finance – this is an important inclusion.

³⁷ Ibid.

³⁸ Harambee Prosperity Plan. 2016.

³⁹ Southern Africa Gender Protocol Alliance. 2014. SADC Gender Protocol 2014 Barometer edited by Morna, C.L., Dube, S., Makamure, L. and Robinson, K.

Conclusion & Recommendations

Some pointers for consideration in the NDP5

Speaking at a side event for the United Nations Convention to Combat Desertification (UNCCD) in 2013, Margareth Mensah-Williams – current Chairperson of the National Council – noted that “When it comes to gender and women issues, the policy disappoints as it relates to women only as lactating mothers whose well-being needs to be looked after. It is important that we ensure that policy directives must transform lives of communities, in particular with relation to women. Any policy that is serious about mitigating drought, desertification and land degradation must have women empowerment as its core.”⁴⁰ While she was focusing on a completely different policy in this statement, Mensah-Williams’ sentiments ring true in assessing the HPP.

The Harambee Prosperity Plan appears to fall into the trap of relegating women’s development solely to issues related to their bodies, rather than as a cross-cutting issue. By so doing, it ignores the broader impact of addressing women’s development more holistically for national socio-economic development objectives to be achieved, particularly against the backdrop of the patriarchal society in which we live, and the historical events that have (and continue to) disenfranchised women. It does so by ignoring a number of major issues that form part of the daily policy dialogue and a number of policies/action plans/legislation/instrument on gender in development. In fact, the Ministry of Gender Equality and Child Welfare is completely absent from Harambee’s content.

The major issues ignored in/by the Plan include:

- Gender mainstreaming
 - Gender budgeting
 - Monitoring and evaluation of gender impacts (including through the tracking of gender disaggregated data)
 - Accountability with regards to gender
- (Please refer to pages 2 and 3 for definitions and detail on the above)

Importantly, UN Women notes that “To be transformative, the commitment to gender equality should be universal; address the structural foundations of gender-based inequality, including in the three dimensions of sustainable development— social, economic and environmental; and ensure accountability.” While health gains are critical in the context of development (and are incredibly welcome with respect to the priorities set by the HPP), in achieving poverty eradication and meeting longer-term development objectives, gender should be viewed in a mire holistic light.

All of the above are exclusions that would not have necessarily changed the essential priorities of the Harambee Prosperity Plan, but if included, would have added a much higher level

of accountability (in line with the Constitution, current policies/programmes/legislation, etc), and provided for a much more holistic and targeted approach to eradicating poverty and enhancing socio-economic gains for both men and women, while promoting good governance. For example, in terms of the missing Gender M&E component, UN Women notes, “only gender-differentiated data can provide a sound basis for analyses that will more precisely reflect real-life situations and thereby serve as an accurate and meaningful foundation for the configuration of efficient poverty reduction measures.”⁴¹

Policymakers have made it clear that HPP does not replace NDP5, Vision 2030, or other development plans, and that in fact, they will complement each other. That said, the formulation of NDP5 will be significantly informed by Harambee. New Era reported that, “Prime Minister Saara Kuugongelwa-Amadhila said NDP5 will undoubtedly be able to take its cue from both the spirit of the Harambee Plan and from the development priorities it promotes.”⁴²

As consultations are ongoing on the creation of NDP5, this is an important time to reflect on the key cross-cutting issues that are absent from Harambee – e.g. gender and women’s development – and to ensure that they make their way into the NDP5 in supporting the achievement of our long term objectives at a national, regional and international level.

⁴⁰ Mensah-Williams, M. (2013) Quoted in The Economist, 04.10.2013. Gender mainstreaming crucial in policy implementation. Retrieved from: <https://economist.com/na/6129/general-news/gender-mainstreaming-crucial-in-policy-implementation/>

⁴¹ UN Women. 2014. Gender Mainstreaming in Development Programming: Guidance Note. Retrieved from <http://www.unwomen.org/~media/headquarters/attachments/sections/how%20we%20work/unsystemcoordination/gendermainstreaming-issuesbrief-en%20pdf.pdf>.

⁴² Brandt, E. 2016. ‘NDP5 embodies Geingob’s inclusive approach – NPC’ in New Era, 23 May 2016. <https://www.newera.com.na/2016/05/23/ndp5-embodies-geingobs-inclusive-approach-npc/>

About the Author

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Democracy Report is a project of the IPPR which analyses and disseminates information relating to the legislative agenda of Namibia's Parliament. The project aims to promote public participation in debates concerning the work of Parliament by publishing regular analyses of legislation and other issues before the National Assembly and the National Council. Democracy Report is funded by the Embassy of Finland.

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