

Government of the Republic of Namibia

Towards Better Performance

The Namibian Experience

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Where did it all started

- **Universal declaration of Human Rights**

Article 22:

Every one as a member of society , has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic social and cultural rights indispensable for his dignity and the free development of his personality

Where did it all started? Cont....

Article 25

✂ Every one has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.

Where did it all started? Cont...

Article 25 Cont

- Motherhood and childhood are entitled to special care and assistance. All children whether born in or out of wedlock shall enjoy the same social protection

International Covenant on Economic, Social and Cultural Rights

Article 9:

The States Parties to the present Covenant recognizes the right of everyone to social security, including social insurance

ILO Conventions

The ILO Social Security Conventions

- Social security (Minimum Standards) Conv.(102) of 1952
- Equality of treatment (Social Security) Conv.(118) of 1962
- Employment Injury Benefits Conv.(121) of 1964 , A-1980
- In validity, Old Age and Survivors Benefits Conv.(128) of 1967
- Medical Care and Sickness Benefit Conv.(130) of 1969
- Maintenance of Social Security Rights Conv.(157) of 1982
- Employment Promotion and Protection against Unemployment Conv.(168) of 1988
- Maternity Protection Conv.(183) of 2000

Namibia in Facts and Figures

- Located on western side of southern African Continent
- Surface Area: 824 000km²
- 13 Ethnic cultures (rich cultural diversity)
- Population 2.06 Million
- 37.9% of population live in urban areas and 62.1% in rural areas
- Gini coefficient stands at 0.58
- GDP per capita income is N\$ 16,895 i.e. US\$ 2,047 and € 1520
- Political stable and Good Governance
- Borders: Angola, Zambia, Zimbabwe, Botswana, South Africa and the Atlantic Ocean.
- Driest Country in Southern Africa – some areas prone to occasional flooding. E.g. Caprivi and northern regions.
- Comparative Advantages: Vast open spaces, diverse wildlife, biodiversity, minerals, meat and fish products
- Serves as gateway to landlocked neighboring countries, i.e. Zambia, Zimbabwe and Botswana.
- Member of UN, AU, ILO, SADC, SACU, and supported by Int. and Regional bodies



Namibia in Facts and Figures

Gross National Income	2009	2010
	74,989 Mil	78,403 Mil
Gross National Disposable Income		
	85,602 Mil	87,431 Mil
Final Consumption GDP		
	65,234 Mil	69,073 Mil
Inflation Rate		
	8.7%	4.5%
GDP Growth Rate		
	-0.4%	6.6%



Historical Overview

- The system used is Pay as You Go
- Current workforce subsidize current retirees
- Pre Independence Era – Colonization Apartheid
- Legislative framework skewed
- Private Pension for whites only up to 1971
- Social Pensions Act, Act 37 of 1973
- Children's Act, Act 33 of 1960
- Child Status Act of 2006
- Means Tested Grants
- Gross inequalities in Grants and Services
 - N\$ 382 Whites,
 - N\$ 135 Coloureds
 - N\$55 for rest (Bantustan)

Historical Overview

- 1990 Attainment of Independence with constitutional rights Article 95 (f)
- 1992 Introduced National Pensions Act
- 1994 All Grants Equalized to N\$ 135
- Sub economic housing units for whites only- payment of 4% of income at retirement age 60
- Remission of Rent program where the municipal bills of only those elderly/ needy people as identified by the authority living in police zones benefited
- Discontinued in 1997 due to gross inequality

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Historical Overview

- Government introduced policy to grow grants with increase of GDP, providing enough Fiscal space and at the rate recorded (0.5%)
- Aligned with the National Development Plan
- In 1996 the grant increased to N\$ 160
- In 2000 the grant increased to N\$ 200
- In 2002 the grant increased to N\$ 250
- In 2004 the grant increased to N\$ 300
- In 2006 the grant increased to N\$ 370
- In 2008 the grant increased to N\$ 450
- In 2010 the grant increased to N\$ 500
- In April 2012 the grant increased to N\$ 550

Legislative Framework

- **Article 95 (f) of Constitution**

“the State shall ensure that senior citizens are entitled to and shall receive a regular pension, adequate for the maintenance of a decent standard of living and the enjoyment of social and cultural opportunities”.

- **NATIONAL PENSIONS ACT (10 of 1992)**

To provide for national pensions to be paid to aged, blind and disabled persons and to provide for matters incidental thereto.

- **VETERANS ACT (8 of 2008)**

To provide for the establishment of the Veterans Trust Fund; to Provide for the management and control of the said fund; to provide for the establishment and constitution of the war veterans Subvention Administration Board; to provide for the registration of veterans and dependants of deceased veterans; to provide for the payment of subventions to veterans and dependants of deceased veterans;

- **CHILD STATUS ACT of 2006/ CHILDREN’S ACT (33 of 1960)**

To provide for equal status to both parents in cases of custody, placement and responsibilities; To provide for the care and protection of a child; payment of places of safety allowance, maintenance grant and foster parent allowance

- **SOCIAL SECURITY ACT (34 of 1994)**

- *To provide for the payment of maternity leave benefits, sick leave benefits and death benefits to employees and to establish for that purpose the Maternity Sick Leave and Death Benefit Fund; To provide for the payment of medical benefits to employees and to establish for that purpose the Medical Benefit Fund; To provide for the payment of Pension benefits to retired employees and to establish for that purpose the National Pension Fund; To provide for the funding of training schemes for disadvantaged, unemployed persons and to establish for that purpose the Development Fund;*

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.

Directorate Social Welfare

Role/ Mission

To contribute to the social and economic development of Namibia by means of measures that maintain and strengthen the coping capacities of individuals and families, especially for people who have needs and those who are poor, disadvantaged or vulnerable.

Directorate Social Welfare

Functions

- To ensure improved service delivery in terms of access to grants, and funeral benefit by public
- To contribute towards poverty reduction through facilitation of payment processes of grants
- To ensure payment of grants in accordance with existing legislation.
- To facilitate access to funeral benefit for Old Age and Disability Grant beneficiaries on the system
- To maintain a reliable and uncompromised database system

Social Welfare/ Protection Programs

- Old Age Grant
- Disability Grant
- Funeral Benefit
- Places of Safety Allowance
- Special Maintenance
- Maintenance Grant
- Foster Parent Allowance
- Veterans Subvention
- Maternity Leave
- Sick Leave
- Death Benefit
- Pension Fund
- Development Fund
- ECF (Employee's Compensations Fund)
- Motor Vehicle Accident Fund
- National Pension Fund (NPF)
- National Medical Benefit Fund (NMBF)

* None Contributory

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Children's Grants

Places of Safety Allowance:

- Child need to be identified as a child in need of care
- Children in conflict or abusive environment are removed from such environment and placed in safety at places of safety
- The current rate at places of safety is N\$10 per day per child
- OVC not qualifying SMG, MG, FPA are provided with food hampers, clothing etc. based on social worker recommendation

Children's Grants

- Children's Grants issued to parents since inception

Maintenance Grant:

- Paid when one parent is deceased, incarcerated or a pensioner and other parent does not earn more than N\$1000.
- Pay N\$ 200 for the first child and N\$100 for every other child following thereafter

Children's Grants

Special Maintenance Grant:

- Paid where a Child is certified disabled and is younger than 16 years
- The child is the beneficiary and the parent the procurator
- N\$ 200 is paid to the first child and N\$100 to every other child thereafter

Children's Grants

Foster Parent Allowances:

- Is paid where one or both parents of a child is deceased and the child is placed in foster care
- The Foster parent used to be the beneficiary
- N\$200 is paid to the first child and N\$ 100 for every child thereafter

Old Age Pension (OAP)

- Amount:
 - N\$550 per month
- Requirements:
 - 60 years +
 - Namibian citizenship / permanent residents if not born in Namibia
 - Applicant must reside in Namibia

- Documents needed from applicant (OAP):

Certified copies:

* Birth certificate

If not then →

Interim only

Baptismal card

* ID document

* Marriage certificate,
when applicant is a
married woman

If not then →

Certificate by church/traditional leaders

* Namibian citizenship / permanent residents if not born in Namibia

Disability Grant (DG)

- Amount:
 - N\$550 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

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* Marriage certificate,
when applicant is a
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If not then →

* Medical Report by State doctor

Interim only

Baptismal card

Certificate by church/traditional leaders

* Namibian citizenship / permanent residents if not born in Namibia

Funeral Benefit

- Premium of N\$ 16.25 per person insured is paid monthly to the Insurance Company
- Value:
 - N\$2200
- 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

- Documents needed from applicant (FB):

Certified copies:

* ID document of applicant

* Death Certificate of beneficiary

* ID of beneficiary

* Pension Card Beneficiary

OVERVIEW:

FROM APPLICATION TO PAYMENT

ATTESTATION
(District & Regional Level)

VERIFICATION
(Regional Level)

APPROVAL
(National Level)

DATA ENTRY
(Data Administration)

DISTRIBUTION &
Payment Methods



Cash Pay out System

- Recipient gets a Smart Card (Includes the recipient fingerprint, photo and ID number as well as a history of payouts)
- Payment by biometric verification process
- The recipient can authorize one person (Procurator), who can collect the grant on the recipient's behalf
- The money needs to be collected at least every 3 months or else the pay out is stopped

Post Office

- Recipient may choose to receive direct payment via RIPOSTE system over the counter
- Recipient gets a Smart Card (Includes the recipient pin code, photo and ID number as well as a history of payouts) enhance purchases at selected retail stores
- The recipient can authorize one person (Procurator), who can collect the grant on the recipient's behalf
- The money needs to be collected at least every 3 months or else the payout is stopped

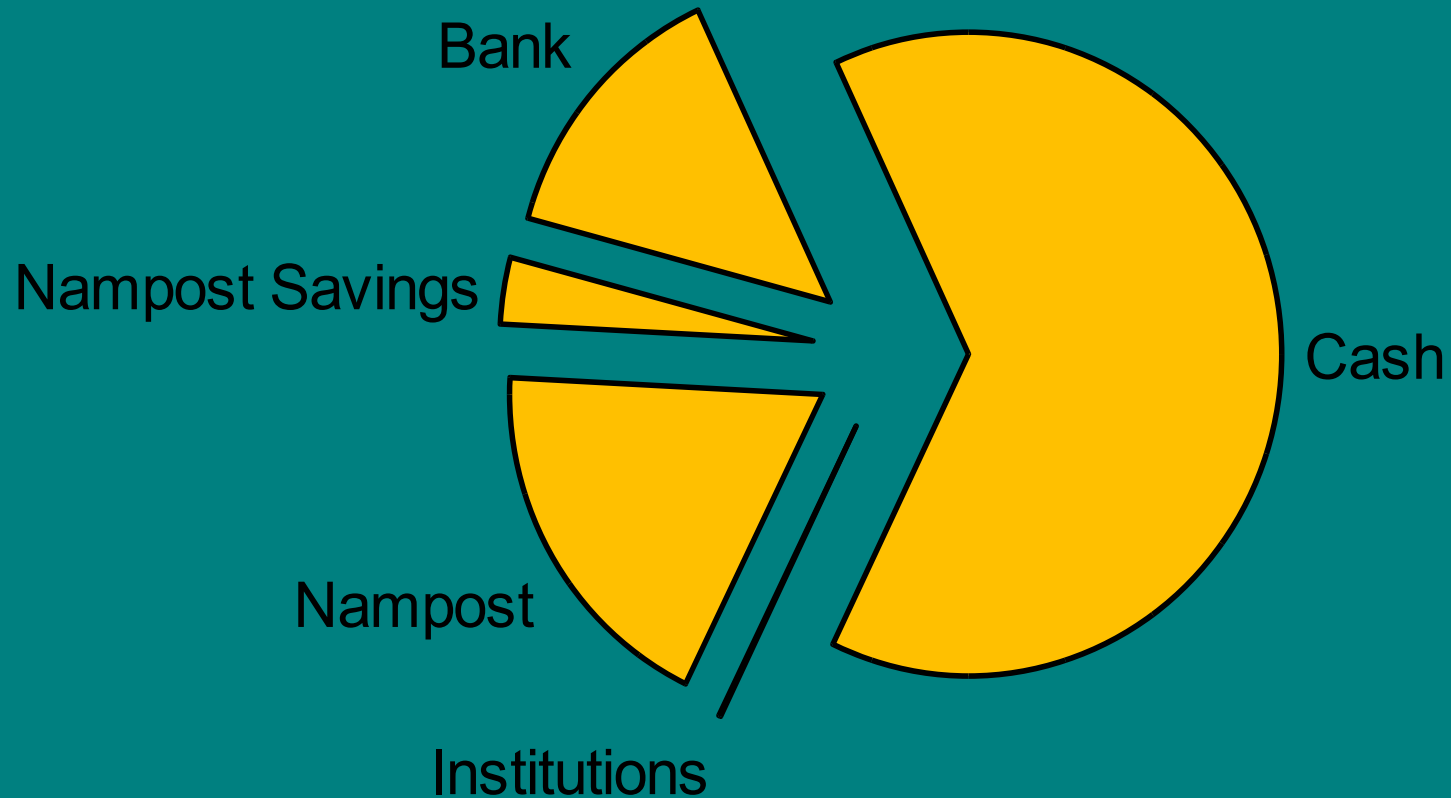
Banks

- Direct transfer to beneficiary' s bank account on a monthly basis
- The money needs to be collected at least every 3 months or else the payout is stopped

Institution

- One single cheque printed for all beneficiaries residing or receiving care giving service at institutions
- Head of institution responsible for transferring payment to each individual
- The money needs to be collected at least every 3 months or else the payout is stopped

Number of Beneficiaries Pa



BENEFICIARIES

OLD AGE
Grants

140, 567

Disability
Grants

26,346

Funeral

166,913

Social Security Commission

- Established in 1994
- Contributory scheme (1.8% of salary to limit of N\$300 shared equally by employer and employee)
- Defined Contribution and Benefit
- Maternity, Sick Leave and Death Benefit
- Employee's Compensation Fund
- Development Fund
- National Pension Fund
- National Medical Benefit Fund

New Developments

- Substitute National Pensions Act with Basic State Grant Act
- **Introduce Means Testing**
- Align Directorate Structure with new Act
- NPF and National Medical Benefit Fund being developed
- Research process on economics and empirical data currently ongoing

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

Conclusion

- **“There is only one thing more painful than learning from experience, and that is not learning from experience”. (Archibald MacLeish, Poet)**



Together we can make a difference
make a difference
we can