



PREMIER NEWS

The Office of the Prime Minister's electronic newsletter, April 2017, Vol. 1 | Issue No. 1



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From the PS desk

PREMIER NEWS



*Permanent Secretary
Nangula Mbako*

I am pleased to welcome you to the electronic newsletter of the Office of the Prime Minister where news and activities of the office are shared with our both, internal and external stakeholders. As you are aware, OPM recently approved the communication strategy where emphasis is placed in keeping both our internal and external stakeholders well informed. The newsletter is one such tool where that communication can take place.

I have appointed a publication Committee consisting of representatives from each of the OPM departments. The aim is to ensure that each department's views and comments are represented in the newsletter. Thus, each department is requested to ensure contribution in terms of articles and pictures. Let's use this platform to share successes in your departments and thereby inspiring others to do better. In addition to inspiring, the platform will also enlighten others about the work carried out in your departments and thereby enables all OPM staff to become ambassadors of the office. Hence, it is important that constant contributions from each department are maintained.

As the coordinating institution for the work of the public service, the Office of the Prime Minister is expected to lead by example not only in the quality of service delivery but also in a manner that it communicates the outcomes and impact of its services. I am therefore urging all public servants assigned to the OPM to place greater focus on the improvement of public service delivery in an exemplary fashion and to ensure that the Namibian public receives quality services at all times.

Greater focus is placed on the improvement of public service delivery through the strengthening of our performance management system to ensure that the Namibian public receives quality services at all times.

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The editor welcomes news items, press releases, letters, feature articles and photos relating to public service matters. Any contributions and enquiries should be addressed to the editor.

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DISCLAIMER

The statements and opinions expressed in this newsletter do not necessarily reflect those of the Prime Minister.

Editor's Note



Rhingo Mutambo (CPRP)

Welcome to Volume 1, Issue 1 of the electronic newsletter of the Premier News, the official newsletter of the Office of the Prime Minister.

In this edition we will bring you interesting stories on government efforts to stamp out, poverty, hunger and inequality in Namibia.

The visit of Graca Machel to Namibia highlighted a rare dynamic of the effects of hunger and malnutrition in children. It is interesting to learn that stunting is matter of concern among children under the age of 5 in Namibia at 24%.

We bring you informative stories on NEEEF and Namibia's deliberate efforts to integrate the application of information and communication technology (ICT) in government service delivery, communication transactions and integration of various stand-alone ICT systems. In this edition we take a look at the e-Governance project.

Your attention is also drawn to the Prime Minister's responses in the National Assembly on the Children of the Liberation Struggle (CLS). As you may or may not be aware, at the end of last year, government provided fully paid Technical Vocational Education and Training (TVET) to CLS and continues to capacitate them to be job creators for themselves and others rather than being job-seekers.

Have a prosperous and productive 2017. Enjoy the reading.

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“Go together” says the Prime Minister



Prime Minister Dr. Saara Kuugongelwa-Amadhila

Prime Minister Dr. Saara Kuugongelwa-Amadhila urged staff members in the Prime Minister’s Office to enhance the quality of their work through team work and avoid working in silos.

Quoting an old African proverb; “if you want to go fast, go alone, but if you want to go far, go together” she encouraged her Office’s staff members to continuously enhance the quality of service delivery.

She further reassured them that they are not alone in this journey. “I want to go with you on this journey of striving to deliver quality service to improve the living standard of the Namibian people,” she said.

The Prime Minister made these remarks during the annual OPM staff new year welcoming address, which was held at the Namibia Institute of Public Administration and Management (NIPAM) on 27 February 2017.

Staff members were further urged to re-dedicate themselves to the spirit of hard work and efficient utilization of public resources in the interest of all Namibian people in line with the Office’s commitment to high productivity and fast-tracked service delivery.

The Office of the Prime Minister was further implored to do regular reviews of its work “with zeal and diligence”, to monitor and evaluate its performance and develop remedial measures to address challenges identified.

The Prime Minister made her expectations very clear one of which is to see that the Office becomes “more action-oriented and outcome-focused”.

The Office of the Prime Minister is charged with the responsibility of coordinating and running the administration of the public service.

The Prime Minister said to achieve this outcome, all OPM staff are required to deploy their skills, knowledge and experience to ensure the delivery of quality service and long lasting changes in the lives of Namibians.



Prime Minister Dr. Saara Kuugongelwa-Amadhila flanked by OPM staff members after the new year address at NIPAM on 27 February 2017

Prime Minister and Graca Machel concerned about stunting in Namibia

Rhingo Mutambo



Global Rights Advocate Mrs. Graca Machel paid a courtesy call to Prime Minister, Dr. Saara Kuugongelwa-Amadhila

Close to the end of last year, Global Rights Advocate Mrs. Graca Machel paid a courtesy call to Prime Minister, Dr. Saara Kuugongelwa-Amadhila on a three day visit to Namibia. She arrived in Namibia on 07 December 2016.

During this brief meeting the two leaders deliberated on an important but rarely discussed issue of maternal nutrition and plans to accelerate action to reduce stunting among children under the age of 5.

A greater part of Grace Machel's visit was further to engage the Namibian government, stakeholders and partner institutions on related child rights issues, where she made a clarion call to action to beat malnutrition.

Latest statistics by the Ministry of Health and Social Services have shown that stunting is a matter of concern among children under 5 at 24%, while wasting and underweight stood at 6% and 13% respectively.

Stunting also known as nutritional stunting or stunted growth refers to a situation where sometimes the height of a child or fetus does not correspond with his/her age or normal growth rate due to malnutrition or due to poor maternal nutrition during pregnancy, poor breastfeeding and alcohol consumption.

Statistics by the World Health Organisation indicates that more than 90% of the world's stunted children live in Africa with an estimated 162 million of stunted children under 5 years of age.

Stunting is a scary phenomenon which once established, its effects typically become permanent. Stunted children may never regain the height lost as a result of stunting, and most children will never gain the corresponding body weight. Stunted growth can even be passed on to the next generation. This is called the "intergenerational cycle of malnutrition".

Deliberations during Machel's visit enlightened the government officials and private partners to the fact that a healthy child upbringing is, closely linked to five United Nations's 17 Sustainable Development Goals (SDGs) which, inter-alia, include; No poverty, Zero Hunger, Good health and well-being, Quality education, Gender equality, Clean water and Sanitation. Hence, it becomes a fundamental human/child right.

Both the Prime Minister and Graca Machel concurred that the alignment of government and stakeholder programmes should rally around nutrition goals now than before.

Graca Marchel further commended the Namibian government for a "great political will", adding that Namibia has enough resources and expertise and it cannot be slow in eradicating malnutrition which leads to stunting among children.

She also raised concern that over the past 13 years, statistics on stunting in Namibia has stagnated and even where the country has made progress, such progress was "modest".

Graca Machel further made a clarion call on the Namibian government and stakeholders to have a sense of urgency in addressing the issue of stunting among children and malnutrition among pregnant women. She said there is an increasing need for private sector and civil society partnership and a child friendly budget.

"Every child, everywhere needs to have a good starting life," she said. She further said malnutrition is linked to gender, hence educating mothers and mothers-to-be as well as family members is important to prevent the situation from happening. "We focus too much on hot potatoes, but we do very little to avoid a situation where we can stop this hot potatoes coming in our hands - fighting fire but little prevention," she stressed.

Machel further proposed that for the purpose of improved implementation and monitoring there is a need for Namibia to do what she called; "geographic landscaping" or country mapping on who is doing what and where and to indicate where stunting red flags are in the country.

Graca Marchel was accompanied by Ms. Leila Pakkala, UNICEF Regional Director for Eastern and Southern Africa who also commended Namibia for a policy rich environment and implored the country to improve on implementation efforts.

During their three days visit to Namibia Marchel and Pakkala visited stunted children at the Katutura State Hospital, Namibian Speaker of National Assembly, Prof. Peter Katjavivi saw the and passed by the UNESCO Namibia Office.

NEEEF in Perspective

• Rhingo Mutambo

The introduction of the New Equitable Economic Empowerment Framework (NEEEF) policy was welcomed with mixed feelings by economic and political protagonists. The mining sector and several financial entities gave valuable input but expressed strong pessimistic sentiments gathered during a series of regional consultations towards the development of the envisaged law and its implementation.

Largely, most of the negative sentiments emanate from the lack of a broader understanding of the nitty-gritties of the New Equitable Economic Empowerment Bill (NEEEB), the fear of the assumed property expropriation, the application of score cards and means test, as well as how the procedures of compliance to the Six Pillars of Economic Empowerment will look like to ensure that the envisaged law is implemented with minimal challenges.

will or will not do. First a brief overview of the historic and economic situation of Namibia and the legality of the proposed empowerment law:

The economic situation currently in Namibia is such that a lion's share of 95% of the socio-economic power still primarily resorts with 5% of the previously advantaged Namibian population. This was made possible by socio-economic injustices and imbalances in the pre-independence Namibia which aroused from past discriminatory laws and practices.

Currently, most of the businesses in Namibia are either foreign owned companies with franchises or partnerships in Namibia or with full Namibian ownership but with 100% non-compliance to any existing Affirmative Action Compliance regulations.

The purpose of the NEEEF transformation policy is simple; to serve as a corrective measure of the indisputable socio-economic inequality produced by past discriminatory laws and practices. More aptly, to amend the great income disparities that exist in Namibia 27 years after independence.

Unlike it is purported that the Bill is "incompatible with the



Ms. Nangula Mbako, Permanent Secretary in the Office of the Prime Minister, addressing participants during the nation-wide target stakeholders' consultative meeting on the New Equitable Economic Empowerment Bill (NEEEF)

The Six Pillars of Economic Empowerment relates to; ownership, management control and employment equity, human resources and skills development, entrepreneurial development and marketing, corporate social responsibility, value addition, technology and investment.

There are strong sentiments that the NEEEF will discourage foreign investors to do business in Namibia and thus impacting negatively on Foreign Direct Investment (FDI).

With this caveat, it is increasingly becoming imperative to unpack what NEEEF really is and what it is not or what it

constitution", the NEEEF regulation is anchored in Article 23 (2) of the Namibian Constitution. There is, however, a room for improvement in terms of the framing of its language, accommodate stakeholder's plausible input and find linkages with international legal instruments that Namibia has ratified such as the World Trade Organisation (WTO) agreements on Trade Liberalisation as well as SACU Trade Protocols.

Article 23 (2) empowers the Namibian Parliament "... to enact legislations providing directly or indirectly for the advancement of persons within Namibia who have been socially, economically or educationally disadvantaged by past

discriminatory laws or practices, or for the implementation of policies and programmes aimed at redressing social, economic or educational imbalances in the Namibian society arising out of past discriminatory laws or practices...” Therefore, NEEEF has a legitimate constitutional basis to promote the welfare of the Namibian people.

The idea behind this provision was to ensure a balanced redistribution of wealth and resources in the country. Namibia is regrettably currently known as a country with unfair distribution of wealth, with the Gini Coefficient of 0.597 according to the last National Household Income and Expenditure Survey (NHIES) of 2009/2010.

President Hage Geingob summarized this during his State of the Nation address in 2016. “the house in which a few are affluent while the rest are poor is not a healthy house.”

The NEEEF will supersede all other transformation and empowerment policies of Government as well as providing the framework within which all private sector initiatives, past and future will be expected to conform to. Government will ensure its other policies are consistent and mutually reinforcing with NEEEF and its sector specific transformation charters.

It is also the aim of NEEEF that the management structures and workforces of businesses in Namibia should reflect the demographics of the Namibian population more accurately.

NEEEF is not a pro-elitist neither pro-blacks (benefiting the rich black only) as even black people’s companies will be required to comply with the NEEEF requirements. It is also not an obstruction to the Harambee Prosperity Plan (HPP) and a means to provoke fear among investors and the private sector.

The HPP, inter-alia, calls for equity and “pulling in the same direction (Harambee)” for prosperity and this is what the NEEEF intends to promote through the implementation of the pillars of empowerment while actively guarding against the distasteful tendencies of fronting, property expropriation, window-dressing, elitism, favoritism, nepotism and self-enrichment.

The question is not whether the NEEEF policy is an essential

strategy for empowerment or not, the question is how best can the proposed law be developed in an inclusive manner and implemented in the interest of all Namibians? This is why sector specific and nationwide consultations were carried out.

Government is aware of the challenges the envisaged law is presenting to, inter-alia, sole proprietors, family trusts, exploration industry and foreign business due to their structural make up and capital intensive nature. However, government will be deemed irresponsible, if it sits back and watch historical injustices thrive in the current arrangement at its own peril and wish that one day the system will transform itself for the better.

“Inequality will not disappear by itself,” said Prime Minister Dr. Saara Kuugongelwa-Amadhila recently in one of her regular Prime Minister’s Question Time session with the Namibian Broadcasting Corporation (NBC) Television.

Through consultations government gathered that a large contingent of industry experts, thought leader’s input and stakeholders supported NEEEF. Therefore, government is relatively assured to forge ahead with considering a wide range of inputs through more consultations on the Bill with due diligence to every recommendation made to craft a law that is in the interest of all Namibians.



A group of 40 learners from Xungileni Primary School in the Omusati region visited the Office of the Prime Minister on 28 October 2016 during their school tour to government institutions in the Khomas Region.



The Office of the Prime Minister won a Silver Award for indoor stands category in the 2016 Windhoek Industrial and Agricultural Show. Here Mr. Rhingo Mutambo, Tomas Kamukwena and Hilma Kaluwa celebrate the award. This year the OPM also participated in the Ongwediva Annual Trade Fair, Otjiwarongo Agricultural Show, and the Rundu Annual Trade. The Trade Fair and Exhibition Committee is now located in the OPM PR and Communication Unit under the Prime Minister’s Bureau.

AU donates 1.3 Million in solidarity with Namibia

Rhingo Mutambo

The African Union (AU) donated US\$ 100 000.00 (about N\$ 1,3 million dollars) to the Namibian government to assist drought-affected communities. Namibia continues to experience persistent drought, due to poor rainfall received over the past-three years.

The drought in Namibia has affected a total number of 729 314 Namibians, while 595,839 of those affected, live in the rural areas and are in need of immediate food assistance, with an estimated quantity of 83,363.79 metric tons of maize meal required. A delegation from the African Union headed by Permanent Representative of the Saharawi Arab Democratic Republic to the AU, Ambassador Lamine Yahiaoui, visited Namibia to undertake a humanitarian assessment mission. During their mission, the delegation paid a courtesy visit to Prime Minister Saara Kuugongelwa-Amadhila on 2016.



Hon. Maureen Hinda, Deputy Minister in the Ministry of International Relations and Corporation and the Director at the Directorate Disaster Risk Management in the Office of the Prime Minister; Mr. Japhet litenge witnessed the handover. On the same day, the South Korean Ambassador covering Namibia, H.E. Mr. Kim Dong Chan pledged US\$ 200 000.00 in solidarity with Namibia on drought. Recently, Deputy Prime Minister and Minister of International Relations and Corporation, Hon. Netumbo Nandi-Ndaitwah received a cash donation from the People's Republic of China's Embassy in Namibia, to the value of N\$ 610 000.00 for drought relief efforts.

Government commends all local and international communities for assisting the Namibian government during this period of drought. The Namibian government views this as a sign of thriving relations of friendship, solidarity

and cooperation. Namibia needs more than N\$ 600-million dollars to provide food, water, seed provision and livestock assistance to citizens affected by the drought.

Meanwhile, the Namibian government has availed N\$ 300-million dollars from the Disaster Risk Management and the Mid Term Budget Review to affected communities. With the support of development partners, Namibia has adopted a number of intervention measures to address the current and impending challenges on drought and to mitigate disaster risk shocks.

In 2016 the Office of the Prime Minister and the United Nations (UN) Namibia Office organized a one day Report Validation Workshop for the Disaster Risk Management Capacity and Skills Audit. The workshop was attended by Ministers, Governors and UN representatives in Namibia with the aim of validating the report information gathered from four (4) Regions presenting risk profiles (Ohangwena, Zambezi, Khomas and Hardap). About 35 institutions at both central and regional levels were interviewed for the assessment.

The national capacity assessment on Disaster Risk Management was undertaken by the Namibian government under the auspices of the Office of the Prime Minister, Directorate Disaster Risk Management in 2016.

The report made a number of recommendations in line with the four Pillars of the Sendai Framework for Disaster Risk Management. These pillars relate to the need to understand disaster risk, strengthening government to manage disaster risk, investing in economic, social, cultural and environmental resilience and enhancing preparedness for effective response and recovery. Long term recommendations and immediate plans of action were then made to address the gaps and challenges identified for each of the priority areas (the pillars).

Although, the assessment discovered that a majority of the respondents had a fair understanding of disaster and climate risks and what disaster risk management means, it was recommended that there is generally a greater need for: inter-ministerial coordination of disaster risk management efforts; alignment of the Disaster Risk Management Act (2012) to the Sendai Framework; created more awareness; enhancing preparedness for effective response and recovery as well as a mindset shift from response, to resilience, to prevention.

The report also suggested that disaster risk management should be everybody's business which requires smart investment in economic, social, cultural, environmental resilience and capacity building.

DPSIR Conducts Citizen Satisfaction Survey



Mr. Deon Van Zyl
Chief Policy Analyst, Directorate: Public Service Innovation and Reform

Namibia is a constitutional democracy. Under a constitutional dispensation, government exists to serve and protect each citizen. Not only are the rights of the Namibian citizen safeguarded to participate in free and fair elections, they are also encouraged to participate in the on-going political process following the election of political representatives.

Article 17(1) of the Namibian Constitution states that all citizens have the right to participate in peaceful political activity intended to influence the composition and policies of government. Considering legislation, citizens are also free to participate in the conduct of public affairs, whether directly or through chosen representatives. The general attitude towards democracy worldwide is that once elected, matters of state are the responsibility of the elected representatives. Worldwide, disagreement with this point of view resulted in the rise of non-governmental organizations dedicated to addressing specific policy issues neglected by government and/or to overcome shortage of resources.

Despite this, the opinion of the individual, the citizen, remains largely ignored when it comes to policy decisions, or quality of service. It is up to citizens to form political interest groups. There is a new school of thought that holds that government can no longer be passive in obtaining feedback from citizens. Citizens themselves may not be effective in forming interest groups.

Reasons for this, inter alia, include lack of financial resources, education, and insight into policy processes. The President of Namibia has taken this matter seriously. No one must feel excluded. The Harambee Prosperity Plan (HPP) mandates that an annual citizen satisfaction survey be conducted. The task of implementing the project falls on the Directorate: Public Service Innovation and Reform (DPSIR) in the Office of the Prime Minister (OPM) and the University of Science and Technology (NUST). In order to ensure objectivity, the DPSIR appointed a consultant to assist with the development of survey tools, administration of the project, and analysis of the data collected. The survey will measure the responsiveness of government services, as well as turnaround time in service delivery.

Importantly, the findings will be analyzed and recommendations made on how to improve the performance of public service provided by the Offices, Ministries, and Agencies of Government (OMAs), including State Owned Enterprises (SOEs). The responsibility of monitoring the implementation of recommendations also resides with the DPSIR.

The idea of an annual citizen satisfaction survey is not new. A pilot survey was conducted by the DPSIR during 2013 in Windhoek only. Twelve OMAs were surveyed. The questionnaire and 34 questions covered topics such as quality of service, courtesy and helpfulness, accessibility of information, etc. Citizens gave government an overall satisfaction rating of 54% which is considered below average. It is mandated that when the HPP terminates, and following the required public service reforms, the public returns an overall satisfaction rating of 70%. The current research project is far more ambitious than the one conducted during 2013. It will be carried out in all fourteen administrative regions of Namibia among citizens of voting age. The survey will include regional and local government, and State Owned Enterprises (SOEs). Some 3 740 households will be visited, and an estimated 18 700 questionnaire will be completed.

As a government initiative, citizens nation-wide will be asked to rate the performance of government using a structured, social scientific approach based upon international best practice. Additionally, OMAs and SOEs will be individually held accountable for the findings by the Prime Minister, including responsibility for reform.



Prime Minister, Dr. Saara Kuugongelwa-Amadhila and Namibian Broadcasting Corporation (NBC) TV anchor, Yarikeekuro Ndorokaze during one of the Prime Minister's Question Time (PMQT) programme on NBC. The PMQT is a bi-weekly TV programme on NBC TV where the Prime Minister takes time to respond to public queries on current affairs.



Prime Minister, Dr. Saara Kuugongelwa- Amadhila (centre) engaging representatives from the United Nations (UN) Namibia, Regional Governors during a one day Report Validation Workshop for the Disaster Risk Management Capacity and Skills Audit in July 2016.

The e-Government Project – A Reform Initiative

- Department of Public Service Information Technology Management, Office of the Prime Minister.

One of the objectives of the e-Government initiative is to improve the services being rendered to the public by utilising information and communication technologies. Those services will be accessed through the Internet connections. In order to facilitate information exchange and sharing to build services the Government is implementing an interoperability solution.

The development and implementation of the interoperability solution for the Government of Namibia.

Government information systems are developed in different programming languages and run on diverse operating systems. This has created a situation of incompatibility and inability of institutions to exchange data for comparisons, references and statistical purposes. This way has also led to many existing duplicate information at various institutions whose accuracy differs; for example an individual’s bank details may differ from the record available on the Population Registration System.

The implementation of the e-Government project involves development and adopting of standards and frameworks. The Interoperability Solution provides a standardized method of communication for data sharing and exchange by institutions. In order for the e-Government services to be effectively provided, the development and implementation of the interoperability solution is essential to be undertaken. In other words, such mechanism enables information systems that are developed in different programming languages to talk to one another. For practical understanding an example is provided below:

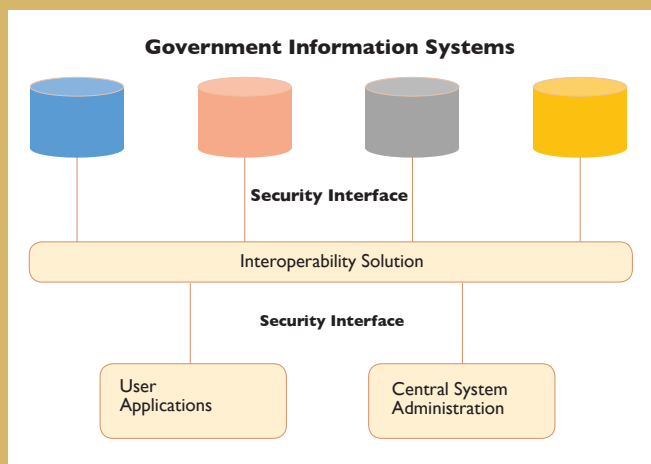
John would like to register a company. Before registering, few questions need to be asked: is John a Namibian citizen, is his proposed company name already existing, does John has a tax number and so on. With the interoperability solution in place and with the Population and Company Registration database interfaced with the Company Registration System and the Integrated Tax Administration System, cross references can be made to these databases to verify John’s information. John will access information through the Government portal to achieve all processes involved.

Thus, this system will benefit customers because instead of visiting various institutions to acquire information or have their documents certified by the police, they will obtain services at what is known as a **one-stop shop**. The interoperability solution takes into consideration matters concerning political, technical, legal, organisational and semantic specifics ensuring that all aspects related to data are standardized to achieve uniformity.

A pilot phase to create and test connectivity is being implemented at the Office of the Prime Minister, where six organisations are participating. Training of the Technical Team has been provided and is ongoing.

The diagram below is the pictorial presentation of the interoperability solution that has been described above.

Figure 1: The Government Interoperability Solution Infrastructure



The components included on the infrastructure are:

- Government information systems or databases that will ensure data exchange and sharing;
- the security interfaces that will provide authentications between institutions which are required to communicate together;
- the interoperability solution which is a middleware connecting all modules to enable data exchange and sharing among the registered institutions;
- the user applications which is the government portal;
- the central system administration is the backbone of the infrastructure allowing registration of all participating institutions.

Namibian Interoperability Framework

As part of the interoperability solution, a Namibian Interoperability Framework is developed and will be implemented. The Namibian Interoperability Framework is a policy document that provides guidelines on agreed approaches to interoperability for organisations that wish to work together through joint delivery of public services. In addition, the framework specifies common elements such as vocabulary, concepts, principles, policies, guidelines, recommendations and best practices to be used for data exchange and sharing. This framework will be aligned to all relevant Public Service of Namibia IT policies.



Department of Public Service Information Technology Management, Office of the Prime Minister.

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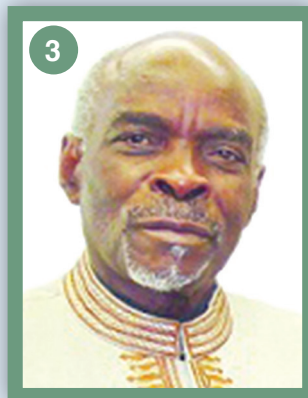
HE. HON. DR. HAGE GEINGOB

Served as Prime Minister from March 1990 to August 2002 and from 2012 to 2015



HON. THEO BEN GURIRAB

He served as Prime Minister from August 2002 to March 2005



HON. NAHAS ANGULA

He served as Prime Minister from March 2005 to December 2012.



HON. DR. SAARA KUUGONGELWA-AMADHILA

She served as Prime Minister from 21 March 2015-present

PM delivers close to 100 statements

- Information contributed by the Special Advisor to the Prime Minister

Prime Minister Dr. Saara Kuugongelwa-Amadhila has conveyed about 96 statements on myriad of important issues during the 2015/2016 financial year between 22 March 2015 to 29 November 2016, both locally and internationally.

Generally, the Prime Minister's statements featured threads of subjects including budget, Namibia's Competitiveness in service delivery, corruption, youth, ICT, Innovative approaches for sustainable economy, finance, agriculture and manufacturing, national response to disability, pension fund, human resources, environment and the New Equitable Economic Empowerment Framework (NEEEF).

However, the issues on education and training, drought, water and governance



Prime Minister Dr. Saara Kuugongelwa-Amadhila

dominated most of the Prime Minister's engagement during this financial year, while women issues were the highest with nine (9) engagements. Introspectively, the latter is an indication how much value government places on gender and equality.

OPM New year weloming address at glance





Prime Minister's Responses to National Assembly questions regarding the Children of the Liberation Struggle, 29 September 2016.

HONOURABLE SPEAKER;

HONOURABLE MEMBERS;

I rise to respond to questions posed by Hon. Jennifer Van Der Heever. Before I answer the questions, I would like to provide a historical background to the situation of the Children of the Liberation Struggle as follows:

Children of the Liberation Struggle were born in exile during the war of National Liberation. Many of them lost their parents during the war, while others were separated from their parents who were assigned with different tasks during the war. They have, therefore, mostly grown up without family support and parental guidance.

After they were repatriated to Namibia in 1989 and 1990, respectively they joined their families in Namibia. However, without special care and support mechanisms, these children were never fully integrated in the Namibian society. Those who lost their parents during the war were simply taken in by extended families.

It is in view of the above, that Government has decided to take up their case and find a lasting solution to it.

It is in this regard that Cabinet passed a resolution to address the plight of the struggle kids in a comprehensive manner with the view to finding a solution.

As it is known, the matter regarding the struggle kids is not a new thing. It has been there for quite sometimes and attempts have been made in the past to assist these youth but this did not bring about a permanent solution. One of the challenges to finding a solution was that these youth are not trained and lack skills required to enable them to secure permanent employment.

Having stated the above, I now move on to answer the questions:

1. **Is it then not ill-advised to address youth unemployment in a piecemeal fashion by only looking to address the plight of a specific group of youth?**

It is acknowledged that unemployment is a general problem that effect the Namibian youth beyond the CLS group and indeed it is being addressed as such. At the Government level, we have put measures in place to address youth unemployment which are implemented through various programs such as the Credit for Youth in Business under the National Youth Council, and the Namibian Youth Credit Scheme under the Ministry of Sport, Youth and National Service.

Under the Ministry of Labour, Industrial Relations and Employment Creation, there are programs such as De-bushing and turning biomass into energy, Solar equipment manufacturing, village Cluster Development and School to Work Program.

Further, the Ministry of Higher Education, Training and Innovation provides training support through NAFSAF, NTA, VTC and COSDEC.

In addition, business support is provided through multiple programs under the SME Bank and DBN.

Other Ministries also support initiatives that promote employment and business development amongst the youth such as:

- i. Community based conservation under the Ministry of Environment and Tourism.
- ii. Small miners support under the Ministry of Mines and Energy
- iii. Solar energy fund under the Ministry of Mines and Energy
- iv. Agricultural production loan scheme under Agribank.

2. **The struggle kids are on record as saying they do not want training and they have previously rejected other training opportunities offered by Government: how is this current proposal any different? Would it not make more sense and be more effective to offer this program to youth who are eager to take up this opportunity and develop their skills?**

In the past, employment opportunities were offered to the Children of the Liberation Struggle. However, in the

knowledge-based economy, one could only sustain work if he/she is skilled and have qualifications. This is why some of those Children who were employed soon lost employment and are back and have joined others who are still demanding jobs having been unable to find placement in the labour market due to lack of skills.

The strategy is thus the most sustainable one, to provide the youth with skills.

The youth will undergo training in the technical and vocational areas such as motor mechanics, plumbing, welding, building and construction, electrical installation and electronics, etc. in order to make them employable as well as to employ themselves and fully participate in the economy of the country.

Currently, fifty four (54) children of these youth are undergoing training at NIMT in Arandis, while two hundred and sixty (260) are being trained at Berg Aukas. Government is appealing to those who have not yet accepted the Government's offer to seize the opportunity which is being implemented to solve their plight.

3. What programs are in the pipeline to address youth unemployment in general for the rest of Namibian youth and when will these be implemented?

- Government is implementing a comprehensive programme for youth employment. In line with the Harambee Prosperity Plan, the Ministry of Labour, Industrial Relations and Employment Creation in collaboration with all stakeholders developed policies that include employment creation targeting the youth. In this regard, an implementation committee comprising all key stakeholders has been established.

- The Government through the Ministry of Labour, Industrial Relations and Employment Creation has budgeted close to N\$800 million to implement programmes aimed at empowering the youth in different sectors of the national economy during the Harambee period. These include manufacturing, SME development and mentorship.

4. What is your response to Namibian youth who feel that struggle kids are being unfairly advantaged at the expense of all other Namibian youth and that they are being excluded from youth training programmes by virtue only of not being struggle kids?

- As I have stated earlier, Government has multi-faceted programmes to develop the youth of Namibia and equip them with relevant knowledge and skills through the Vocational Training Centres up to higher institutions of learning such as the University of Namibia and the National University of Science and Technology and at universities abroad.
- Other training programmes include the NIMT which has over four branches in Namibia to train the youth in different vocational trades. Other youth development programmes are administered through the National Youth Council, National Youth Service and the Ministry of Sport, Youth and National Service.
- Therefore, the initiative to assist the children of the liberation struggle is not the only programme addressing the youth skill development in the country. This is a specific Cabinet Directive designed to address the plight of the children of the liberation struggle in addition to the entire spectrum of other youth programmes in the country that I have referred to earlier.

I thank you.

The Office of the Prime Minister (OPM) has developed its **COMMUNICATION PLAN 2016-2018.**

The purpose of the Communication Plan is to, inter-alia, provide communication guidelines to OPM's internal and external stakeholders. Here is an extract of OPM's Internal Communication Plan published verbatim.

INTERNAL COMMUNICATIONS

The purpose of the internal communication strategy is to position the OPM as the employer of choice among all its internal stakeholders. As such, all internal communication activities will endeavour to keep internal stakeholders informed about the OPM people, programmes and activities.

The plan will make use of a variety of communication tools in order to achieve the set objectives. These include, but not limited to, internal newsletters, special events, e-mail system and intranet.

Weekly e-News Brief

This brief goes to all managers in the OPM. The main aim is to keep all managers informed about the official position of the OPM and the Government on certain issues.

- Round up of Media coverage for the week. • Media releases issued.
- Other responses to the Media.
- State House Media releases.
- Upload the Prime Minister's Question Time (PMQT) on YouTube. 12.1.2 OPM Newsletter
- Monthly Electronic internal newsletter.
- Quarterly printed internal newsletter.
- To be utilized as a platform to communicate, amongst others, organizational activities, management decisions, and policy changes.
- Publicise OPM's goals, accomplishments and social events.

MyPS.gov

- Create a direct link to the PS. Staff members will be encouraged to use the platform to post comments and/or suggestions to the PS aimed at improving services.
- There will be no dialogue or direct response but responses from the PS will be placed in the monthly electronic newsletter.
- Suggestions that are aimed at building the institution will also appear in the newsletter. 12.1.4 Information and Learning Sessions Addressed by Management



Facebook



Twitter



Blogosphere



You Tube

- Excellent way of engaging with employees.
- Information and learning sessions will be held as and when necessary to address staff members on pertinent organizational developments.
- Staff encouraged to make suggestions on how to make the OPM the best employer of choice.
- Sta also encouraged to voice their concerns.

Prime Minister Media Breakfast Sessions Create a platform where we can proactively provide information about OPM, its achievements and activities without being asked by the media. This is expected to reduce media queries.

Intranet/HCMS

- Implement the Human Capital Management System.
- All policies of the OPM, new and old, should be placed on the system.
- A good corporate intranet offers employees an access to a wide range of organizational information.

It can also serve as a one-stop source of information and knowledge depository.

- In the absence of the Information Resource Centre, intranet or Microsoft SharePoint can be used as one stop source of information.

E-mail

The e-mail system will continue to be used as a quick medium to disseminate essential information to all internal stakeholders. When all the departments of the OPM are housed under one roof, there is a need to create an Information Resource Centre or Library to serve as a first point of call for internal and external stakeholders in need of information and publications relevant to the work of the OPM.