**MINISTRY OF HOME AFFAIRS,
IMMIGRATION, SAFETY AND SECURITY**

NATIONAL MIGRATION POLICY FOR NAMIBIA

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FOREWORD

It is my pleasure and privilege to present a foreword in respect of the National Migration Policy for Namibia. This Policy reflects migration policy priorities that would propel Namibia to become a centre of excellence in so far as the management of migration is concerned.

The Policy addresses management of migration focusing on key aspects of migration such as Legal, Regulatory and Institutional Framework; Rural Urban Migration; Migration Data and Statistics; Irregular Migration; Labour Migration (brain drain/gain); Integrated Border Management; Cross Border Trade; Tourism; Human Trafficking and Migrant Smuggling; Refugees; Diaspora and Remittances Migration; Environment and Climate Change; Forced Migration; Immigration and Stateless Persons. The Policy also identifies some cross-cutting issues such as Migration and Health; National Security, Vulnerabilities for women, unaccompanied children and people with disabilities, sensitisation and awareness creation. The above are some of the priority areas all stakeholders involved need to work on with common objective in order to achieve desired results.

Given the multifaceted nature of migration, this Policy cannot be implemented by a single O/M/A but requires concerted efforts from all stakeholders. It also requires the participation and involvement of the private sector and the civil society during its implementation period. The National Committee on Migration Management created under this Policy is therefore the vehicle through which all stakeholders will and should pull efforts and resources together to make the implementation hereof a success. The implementation action plan attached to this Policy takes into account the actions and resources needed to operationalise the document. It is therefore the responsibility of the Government of the Republic of Namibia and all role players, including development partners to mobilise resources for the success of the Policy.

I am therefore taking this opportunity to wish all role players in the actualisation of this Policy well in the journey you will undertake. It will not be an easy road but with dedication and commitment, success will surely be in sight.

Frans Kapofi, MP

Ministry Of Home Affairs,
Immigration, Safety And Security

ACKNOWLEDGEMENT

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ACRONYMS

ACP/EU	African, Caribbean and Pacific-European Union
AU	African Union
BRC	Border Resident Card
DRC	Democratic Republic of Congo
DGEPESW	Department of Gender Equality Poverty Eradication and Social Welfare
GCM	Global Compact for Migration
GDP	Gross Domestic Product
GRN	Government of Namibia
HIV/AIDS	Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome
HRDP	Human Resources Development Plan
IAP	Implementation Action Plan
ILO	International Labour Organisation
IOM	International Organisation for Migration
MHAISS	Ministry of Home Affairs, Immigration, Safety and Security
MIRCO	Ministry of International Relations and Cooperation
MLIREC	Ministry of Labour, Industrial Relations and Employment Creation
MPFAU	Migration Policy Framework of the African Union
NCMM	National Committee on Migration Management
NDP	National Development Plan
NGP	National Gender Policy
NHRP	National Human Resources Plan
NIEIS	Namibia Integrated Employment Information System
NMP	National Migration Policy
NMPF	National Migration Policy Framework
NPC	Namibia Planning Commission
NSA	National Statistics Agency
OAU	Organisation of African Unity
PoA	Plan of Action
POCA	Prevention of Organised Crime Act
RECs	Regional Economic Communities
SACU	Southern African Customs Union
SADC	Southern African Development Community
SAMP	Southern African Migration Project
SDGs	Sustainable Development Goals
SSC	Social Security Commission
TIP	Trafficking in Persons
UN	United Nations
UNDESA	United Nations Department of Economic and Social Affairs
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UNHCR	United Nations High Commissioner for Refugees
UNITA	National Union of Total Independence of Angola
VAT	Value Added Tax
WHO	World Health Organisation
WIPO	World Intellectual Property Organisation
WTO	World Trade Organisation

GLOSSARY OF CONCEPTS AND TERMS

1. **Cross Border Trade**: Selling or buying of goods, the provision of services and commodities with the neighbouring countries.

2. **Diaspora:** A group of people who spread from one original country to other countries, or the act of spreading.

3. **Forced Migration:** The movement of refugees and internally displaced people (those displaced by conflicts within their country of origin) as well as people displaced by natural or environmental disasters, chemical or nuclear disasters, famine, or development projects.

4. **Free Movement:** The right to travel from place to place within a territory or a country, to leave and return.

5. **Human Security:** It is an emerging paradigm for understanding global vulnerabilities whose proponents challenge the traditional notion of national security by arguing that the proper referent for security should be at the human rather than national level.

6. **Human Trafficking:** A crime involving the exploitation of an individual for the purposes of compelled labour or a commercial sex act through the use of force, fraud, or coercion, as reflected in international law.

7. **Integrated Border Management:** The ability to know exactly who is entering the coun try at all times and in real time.

8. **Internal migration:** Human migration within one geopolitical entity, usually a nation-state. It also refers to a general trend of movement from rural to urban areas, in a process described as urbanisation.

9. **Irregular Migration:** Migration of people into a country in violation of the immigration laws of that country, or the continued residence of people without the legal right to live in that country.

10. **Labour Migration:** The movement of persons from one State to another, or within their own country of residence, for the purpose of employment.

11. **Migrant Smuggling:** Occurs when a person voluntarily enters into an agreement with a smuggler to gain illegal entry into a foreign country and is moved across an international border.

12. **Migration:** The movement of a person or a group of persons, either across an international border, or within a State. It is a population movement, encompassing any kind of movement of people, whatever its length, composition and causes; it includes migration of refugees, displaced persons, economic migrants, and persons moving for other purposes, including family reunification.

13. **Refugee:** Every person who, owing to external aggression, occupation, foreign domi nation or events seriously disturbing public order in either part or the whole of his country of origin or nationality, is compelled to leave his place of habitual residence in order to seek refuge in another place outside his country of origin or nationality.

14. **Remittances:** Monies earned or acquired by such non-nationals that are trans ferred back to their country of origin.

15. **Rural-Urban Migration:** The movement of people from the countryside to the city.

16. **Stateless Person:** A person who is not considered as a national by any State.

17. **Vulnerable Persons:** A person who due to a medical, mental health or physical condition, may exhibit patterns of behaviour that may pose danger to themselves or to others.

18. **Xenophobia:** Fear or hatred of foreigners or strangers; it is embodied in discriminatory attitudes and behaviour, and often culminates in violence, abuses of all types,and exhibitions of hatred.

19. **Immigration:** Movement of people into a destination country of which they are not natives or where they do not possess citizenship in order to settle or reside there, especially as permanent residents or naturalised citizens, or to take up employment as a migrant worker or temporarily as a foreign worker.

20. **Roadmap:** It is a strategic plan that defines a goal or desired outcome and includes the major steps or milestones needed to reach it.

21. **Border Residency Card:** The border resident card is a card issued to people living within 30 km radius from the borderline.

22. **Border Pass:** The border pass is a pass used by border residents to use in lieu of a passport.

23. **Seasonal Migration:** Migration that is driven by seasons, it may include migrants relocating temporarily to another area for purpose of harvesting crops and other seasonal work.

EXECUTIVE SUMMARY

The Government of Namibia has taken a decision to formulate a comprehensive National Migration Policy and the Roadmap for its implementation to enhance coordination within the government and contribute to the strengthening of migration management capacity of the country. A National Migration Policy for Namibia will be used to mainstream migration into national development frameworks, strategies and plans. To this end, the government of Namibia has appointed a multi-sectoral committee, headed by the Ministry of Home Affairs and Immigration. The Committee is responsible for the coordination of the development of the policy, and once approved, to oversee its implementation and future evaluations.

Given that the world is said to be slowly becoming a global village, not only in terms of telecommunications but also of physical movement of persons, it is now, more than ever before, important that countries, regions and continents put in place effective mechanisms to manage migration. The disparity in population density, economic development, social services, peace and security, to mention but a few, will all be contributory factors to migration.

This Policy identifies the gaps and proposes strategies which will be employed to enable the country to manage migration better, and even use it to advance her development goals. A Thematic Approach has been adopted in dealing with the various aspects of migration, and in this Policy, they are identified as: Legal, Regulatory and Institutional Framework; Rural Urban Migration; Migration Data and Statistics; Irregular Migration; Labour Migration (brain drain/gain); Integrated Border Management; Cross Border Trade; Tourism; Human Trafficking and Migrant Smuggling ; Refugees; Diaspora and Remittances Migration; Environment and Climate Change; Forced Migration; Immigration and Stateless Persons. The Policy also identifies some Cross-cutting issues: Migration and Health; National Security; Vulnerabilities including for women and unaccompanied children; Sensitisation and Awareness Creation.

1.0 INTRODUCTION

Reasons for migration may be economic, social, political or environmental. For migration to take place there are usually push factors and pull factors at work. Often push factors are negative things such as unemployment, crop failure, droughts, flooding, war, poor education opportunities or poor services and amenities. Africa is often seen as a continent of mass displacement and migration caused by poverty and violent conflict among other reasons.

Namibia is reported to face complex migration dynamics as a country of origin, transit and destination[1]. The last Housing and Population Census in 2011 report indicated that the total population of Namibia was 2,113,077, having increased from 1,830,330 ten years earlier in 2001. It reports an annual population growth rate of 1.4%. While the percentage of the population that lived in urban areas in 2001 was 33%, it had increased by 10% to 43% in 2011. Population density of employed people was reported to be at 63%, a fall from 69% in 2001[2].

In 2018, Namibia is reported to have a projected population of 2.413 million. NSA compared it to 2.1 million in 2011, and is said to be one of the least densely populated countries in the world with just 2.9 persons per square kilometre NSA[3].

Given that the world is said to be slowly becoming a global village, not only in terms of telecommunications, but also of physical movement of persons, it is now, more than ever before, important that countries, regions and continents should put in place effective mechanisms to manage migration. The disparity in population density, economic development, social services, peace and security, to mention but a few, will all be contributory factors to migration.

Although data on migration exists across a wide range of ministries, departments and agencies, it remains scattered and of limited use for policymaking purposes. In 2015, a Migration Profile for Namibia was developed by the Government of the Republic of Namibia (GRN) with the assistance of the International Organisation for Migration (IOM) as an attempt to consolidate data into one comprehensive document. The Migration Profile includes statistics and insights on trends and characteristics of migration in Namibia, the impact of migration on socioeconomics, political and health aspects of migration within the country, and existing governance frameworks.

This NMP takes a thematic approach given the multifaceted nature on Migration and related interventions. For each of the identified thematic areas, the NMP identifies the problem, enlists the current interventions the country is employing, as well as identifies where there are no interventions. It further offers recommendations for each of the thematic areas to be addressed. It is complete with an Implementation Plan of Action, with activities identified for five years. The NMP also emphasises the need for an M and E framework, which will be used to ensure implementation is on course.

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[1] Migration Profile for Namibia , 2016
[2] Namibia 2011; Population and Housing Census Main Report
[3] Namibia Statistics Agency (NSA)

2.0 BACKGROUND

Prior to her Independence on 21st March 1990, Namibia had gone through different stages ranging from 1884 when it became a German Colony. The history of migration to and from Namibia ranges from the time even before then and was influenced by a number of factors including natural disasters, economic reasons as well as political events around the region. During the struggle for Independence, a number of Namibians went to exile, especially in neighbouring countries and while in 1989 several returned home to prepare for a new independent government, hundreds of other nationals from within the region also migrated to Namibia.

During the period of 75 years when Apartheid South Africa had conquered Germans and took over the area and treated it as a 5th Province, thousands of white settlers established farms in Namibia. The two countries became tied economically, creating a large influence on the migration dynamics of Namibia. In 1990, some laws were hurriedly enacted. Some of these, especially those dealing with citizenship, need to be reviewed and streamlined to address historical facts and tie them to present-day realities.

Today, Migration in Namibia, like in the majority of African countries, continues to be influenced by various factors like economic, political and social. Internal migration within Namibia is notable, as reported by NSA in the Migration Report that was launched in 2015. According to the report then, up to 41 000 residents had migrated from one place to another within Namibia between 2010 and 2011 while 707 000 had migrated to different constituencies in 2011, and that over 40% of these were residing in the Khomas and Erongo regions. With regard to lifetime migration, Oranjemund constituency in Karas Region showed the largest net proportional inflow since birth while Ohangwena constituency in Ohangwena Region showed the largest outflow. As to international migration, more than 93 000 residents or 4.5% of the population in 2011 was born outside Namibia. The top five countries of the foreign born were Angola at 38 076, South Africa 21 209, Zambia 10 299, Zimbabwe 5770 and Germany at 3670.

The report also revealed then that movements from rural to urban areas had been increasing over the years, for example, the percentage of the population living in urban areas increased from 27% in 1991 to 33% in 2001 to 43% in 2011. It is estimated that by the year 2030, more than 60 % of our population will live in the urban areas .
Factors that drive people to look for better life in Namibia include inequality, lack of employment and decent work, poverty, conflict, xenophobia, gender inequalities and discrimination and climatic pressure. The key dimensions of Namibian migration are not limited to internal migration, but they also include the following: cross-border movement for family reasons; economic opportunities and potential employment; better living conditions and access to services; irregular migration, trafficking and smuggling; refugees and asylum-seekers intake; impact of rapid urbanisation; spaces of health vulnerabilities; migration and health; strengthening the migration management system; disasters and climate change adaptation and feminisation of Namibian migration.

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[4] https://nsa.org.na/post/population-projection-launched-38-43

The general public often has misconceptions based on false perceptions about migrants and refugees. Such misconceptions can cause tensions between the local population and migrants/refugees if not managed well. Information to the public, that Migration, regular or irregular, can reduce poverty and improve lives through remittances to families and the country of origin is never packaged properly and given to citizens, especially when social and economic distress, and lack of services and prospects for development, could potentially be major causes of migration. In the case of Namibia, climate or soil related hardships, and environmental degradation could make living conditions increasingly precarious.

In consultation with a number of stakeholders, both in government and outside, and through a number of workshops plus site visits to border posts, the NCMM has spearheaded the development of the National Migration Policy. The National Migration Policy (NMP) is expected to mainstream migration into national development frameworks, strategies and plans, given the global prominence of migration in recent times, as the world sees larger numbers of migrants than at any other time in history. The number of international migrants reached 258 million in 2017, having risen from 244 million in 2015, and 142 million in 2000.

People have also been forcibly displaced, with figures reaching over 65 million by the end of 2015, and this, against the backdrop of the growing securitisation of migration, the externalisation of border control and increasingly restrictive migration policies, have contributed to irregular migration.

The Migration Policy Framework of the African Union (MPFAU) provides thus, "Globally, and in Africa, the significant and multifaceted contribution that migration can make to development has gained greater recognition. With the adoption of the Sustainable Development Goals (SDGs) in 2015, and explicit references to migration in 6 of its 17 goals, migration was mainstreamed into global development policy. The world has come together to actualise the targets of Agenda 2030 through the Global Compact for Migration process, to which Africa is contributing through the development of the Common African Position. Enhancing safe, orderly and regular migration, remittances and decent work and labour migration are important priorities that are being promoted by these initiatives".

3.0 RATIONALE

The decision to produce a comprehensive National Migration Policy was primarily driven by the need to address the complex migration dynamics that Namibia faces as a country of origin, transit and destination. It is also a positive response to the intentions of the MPFAU which recognizes the significant role of Regional Economic Communities (RECs) to leverage power at the regional level and better co-ordinate the implementation of Continental and Regional Strategies by the sovereign member countries.

A comprehensive National Migration Policy and its implementation Action Plan will help to enhance coordination within the government and contribute to the strengthening of migration management capacity in Namibia. With the development of the SADC regional policy framework, Namibia is also responding to the mandate of the AU, which among others, commits, "To develop a strategic framework for migration policy in Africa that could contribute to addressing the challenges posed by migration and to ensure the integration of migration and related issues into the national and regional agenda for security, stability, development and cooperation".

4.0 ALIGNMENT

The National Migration Policy for Namibia shall be aligned to among others:-

1) The International normative framework on international migration including instruments pertaining to the human rights of migrants, the rights of migrant workers, the protection of refugees,combating migration, smuggling and human trafficking among others.

2) Continental (AU) policy guidance and frameworks on how to promote the benefits of migration, improve capacity of migration management and enhance mobility on the continent as well as address challenges of irregular migration. All of these are cited in the Migration Policy Frame work for Africa.

3) Regional commitments contained in the consolidated SADC treaty, the Urban Migration Policy Frameworks and protocols on facilitation of movement of persons, employment and urban educationand training, and other guidelines on social rights, border migration health and social securityto mention but a few.

4) At National level, the migration policy is meant to be comprehensive, to enhance coordination within the government and ensure coherence and harmonisation of all existing National initia tives to address migration related issues.

5) The NMP is also aligned to the Vision 2030 which provides for Migration, Urbanisation and Population distribution to be addressed through the strategy of upholding the constitutional provisions for international migration as well as appropriate migration policies".

At national level, this comprehensive Migration Policy will be aligned with all the existing policy and legal initiatives, including (i) Labour Migration Policy adopted by Cabinet in December 2018, (ii) The Migration Report published by NPA in 2015, (iii) The Namibian Constitution, notably on protection of workers' rights and promotion of sound labour relations and fair employment practices, (iv) The Labour Act No. II of 2007 and (v) The Namibia's National Human Rights Action Plan 2015-2019.

5.0 GUIDING PRINCIPLES

The guiding principles shall be those that are held in already existing international, continental, sub-regional and other national instruments and policies. These include but are not limited to the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; the International Covenant on Economic, Social and Cultural Rights; and the other core international treaties on Transnational Organised Crime, Trafficking in Persons Especially Women and Children; Smuggling of Migrants by land, sea and air; Slavery; Climate Change; Desertification; as well as on the 2030 Agenda for Sustainable Development.

The Namibia NMP shall therefore uphold the following principles:

1) Respect, protect and meet the rights of all persons, regardless of their migration status, nationality, gender, race or ethnic origin, including through countering xenophobia, racism and discrimination, securing their access to protection, and criminalising and prosecuting smugglers and traffickers.

2) Provide all migrants with access to justice and legal redress.

3) Identify and assist vulnerable migrants and displaced persons through child-oriented, gender-sensitive and cultural appropriate approaches.

4) Provide protection to forced migrants in accordance with humanitarian law and human rights principles.

5) Uphold the human right of every person to leave any country, including their own country, and to return to their own country at any time, in accordance with Member States' laws.

6) Maximising migration for development: Migration should deliver developmental benefits for Namibia – with particular emphasis on household, community and economic development, leveraging the positive contribution of remittances, and skills development/human capacity strengthening.

7) Improved migration management: Sensible management of migrant   and, to the extent required, of Namibians migrants abroad will address protection failures, abuse and clandestine cross-border movement.

8) Multi-actor involvement: Institutional and Operational collaboration is required – amongst governmental and other public agencies, also with private sector institutions, and between national and cross-border governments and institutions, as well as with regional and international bodies.

6.0 DEVELOPMENT OF THE NATIONAL MIGRATION POLICY

As a country of origin, transit and destination, migration dynamics in Namibia are complex, and the country is in need of a comprehensive national migration policy to be developed by the government. However, due to lack of relevant data across ministries and agencies, the International Organisation for Migration (IOM) has aimed to support the development of a national migration profile in order to collect, analyse and report on both internal and international migration-related data, which is to be collected across ministries, departments and agencies. The Ministry of Home Affairs and Immigration (MHAISS) and IOM promote the mainstreaming of migration into the policymaking process by developing a migration profile, which will include insights on trends and characteristics of migration in Namibia; 1) the impact of migration on socio-economics, 2) political and health aspects within the country, and 3) existing governance frameworks. This will feed into migration initiatives currently in motion to enhance coordination within the government, such as through the creation of a Migration Coordination Mechanism spearheaded by MHASSI .

6.1 NATIONAL COMMITTEE ON MIGRATION MANAGEMENT

The latest government initiative is the decision to have a comprehensive National Migration Management Policy. To this end, on 19th November 2018 the Government of Namibia (GRN) launched the National Committee for Migration Management (NCMM) to be headed by the Ministry of Home Affairs and Immigration (MHAISS). The aim is to bring around the table all the relevant governmental and non-governmental stakeholders and to promote a common understanding of the country's priorities with regards to migration management.

The NCMM will be responsible for the coordination of the development of the policy, and once approved, to oversee its implementation and evaluation. It will ensure that the priority activities are implemented in a timely manner, and in line with the national laws as well as the regional, continental and international frameworks. The NCMM will also contribute towards the development for the implementation action plan of the national migration policy.

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[6] IOM Publication; Migration in Namibia- A Country Profiles 2015

6.2 Policy Direction

6.2.1 Vision:

A well-managed migration process that takes cognisance of the needs, aspirations, fears and possible benefits of movement of persons within, to and from Namibia.

6.2.2 Mission:

To create a conducive and enabling environment that employs best-practices, adopts international and regional standards for better Migration Management in Namibia.

6.2.3 Goal:

To position Namibia at a vantage point managing migration well so as to attain her development goals namely; improved standards of living, financial stability, industrialisation and job creation, technology and skills transfer as well as support of regional integration.

6.2.4 Objectives:

The objectives of this policy shall be:

i)   To improve the legal, regulatory and institutional frameworks;

ii) To improve migration data collection, processing and dissemination;

iii) To mitigate the loopholes that lead to irregular migration, trafficking and forced   migration; and

iv) To create a better organised environment to facilitate Labour Migration Policy, cross-border trade, tourism, refugee management, diaspora and remittances plus all the identified cross cutting issues.

v) To address rapid internal migration.

vi) To monitor and evaluate the Policy.

6.3 STRATEGIES

The strategies through which this NMP will be implemented shall be:

a) Reforming and development of the legal and regulatory Institutional Framework;

b) Strengthening the institutional framework, including institutionalising the NCMM and equipping the relevant agencies with the required training/knowledge and tools/equipment;

c) Harmonising all existing instruments to ensure coherence and consistency;

d) Enhancing resources allocation to Migration management, including human and financial;

e) Enhancing data collection, processing and reporting;

f) Information dissemination and sensitisation of all stakeholders and the citizenry;

g) Addressing socio-economic development gaps.

7.0 THEMATIC AREAS

The NMP shall take a thematic approach to the areas identified, and will propose recommendations for possible intervention on each.

The NCMM has identified the following priority areas to be included in the National Migration Policy: -

1) Internal Migration

2) Migration Data and Statistics

3) Irregular Migration

4) Labour Migration (brain drain/gain)

5) Integrated Border Management

6) Cross Border Trade

7) Tourism and Migration

8) Human trafficking and Migrant smuggling

9)   Refugees

10) Diaspora and Remittances Migration,

11)   Environment and Climate change

12)   Forced Migration

13)   Migration and Education

14)   Immigration

15)   Stateless persons

16) Cross-cutting issues: Migration and Health, National Security, Vulnerabilities including for women and unaccompanied children, Sensitisation and Awareness creation.

7.1 INTERNAL MIGRATION

Internal Migration has been a remarkable feature in Namibia. According to the Namibia 2011 Census Migration Report, Internal Migration varies across regions. Over 40 percent of those residing in Khomas and Erongo regions in 2011 were born outside those regions, which suggests net migration flows into those regions from elsewhere. In contrast more than one in six people born in Ohangwena and Omusati regions now reside in other regions.   Within regions, there is further diversity – 11 regions have constituencies that include both net gainers and net losers of migrants.

In regard to life time migration, Oranjemund constituency in Karas region showed the largest net proportional inflow since birth (+360.7 percent), while Ohangwena constituency in Ohangwena region showed the largest outflow (-43.0 percent). As to short-term migration Steinhausen in Omaheke region recorded the largest net inflow in 2011 compared to 2010 (+5.4 percent), while Kabbe constituency in Zambezi region recorded the largest outflow (-25.1 percent). All of these outliers reflect unique circumstances. For instance, the massive outflow from Kabbe between 2010 and 2011 was likely due to a major flood in 2010.

7.1.1 RURAL-URBAN MIGRATION

According to the latest census data, most people in Namibia live in rural areas (57%). Significantly, between 2001 and 2011, the urban population increased by 49.6%. The percentage of the population below 15 years is reported to be 36.4% while 15 and above is 63.6%. In 2014, 39.2% of youth (aged 15-34) that should be part of the working age population was reported to be unemployed.

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[7] Namibia 2011 Census Migration Report

NATIONAL INITIATIVES

The key importance of job creation, also as a measure to address rural–urban migration, already appears from two of Namibia's foundational documents, namely Vision 2030 and NDP 5. Some policies have been introduced by the government to bring jobless people from unemployment or inactivity into work, through activities, such as training, including on-the-job training, private sector incentive programmes, including wage subsidies and job-search efficiency services, vocational guidance and placement services.

The Employment Services Division in the Ministry of Labour, Industrial Relation and Employment Creation (MLIREC) was established to focus on job-seekers' registration, aiming to get people placed and to support households on social cohesion and economic and spatial development, including decentralisation and poverty reduction, and strengthen efforts to address causes of internal migration including poverty, environmental degradation, natural disasters and conflict. The job opportunities have remained low, for example, while over 50,000 people have been registered, fewer than 2,000 people were placed during 2014/15.

CHALLENGES

a) Pressure on social services delivery, especially as internal migration become rapid and unplanned for. An example is inability by some people to find decent housing.

b) Agriculture in rural areas does not create enough employment especially for the youth.

c) There is limited economic activity in the rural areas,

d) The education system has not promoted sufficient market-oriented vocational training.

e) Inadequate investment in rural areas.

f) Slow implementation of the decentralisation policy

STRATEGIES

1) Enhance inter-sectoral interventions to manage rural–urban migration and its effects on individuals and families as well as on rapid urbanisation.

2) Promote investment in skills development for job creation, through more vocational training centres in rural areas.

3) Enhance inter-sectoral interventions to manage rural–urban migration and its effects on individuals and families as well as on rapid urbanisation.

4) Promote investment in skills development for job creation, through more vocational training centres in rural areas.

7.2 MIGRATION DATA AND STATISTICS

Statistics and data are very important in policy making, otherwise, the outcomes are not going to be as beneficial as predicted. The government needs to devise effective ways to aggregate correct and high-quality data. It is through data collection that quality information needed to make informed decisions for further analysis, study, and research, will be generated.

Reliable international migration data concerning Namibia is hard to find and difficult to verify. Included in this regard are data involving migration into and from Namibia, as well as migration through Namibia. For that matter, it is even harder to establish the extent to which Namibia is possibly used as a temporary entry and transit country even for human smuggling or trafficking purposes.

The Migration report released by the Namibia Statistics Agency based on the Namibia 2011 Census states as such: "It is important for policymakers and planners to know about population movements. It should however be mentioned that migration is a complex subject and without sufficient up-to-date statistical dated data, it is difficult to give a complete picture of current migration patterns and trends for any population due to lack of data". The report emphasizes more on internal migration, between regions and constituencies, and notably highlights the issue of inequitable Economic and Social development.

NATIONAL INITIATIVES

Namibia has moved to an automated system which captures data on visa and permits issued. The NSA was established in 2012 as the lead statistical Institution in Namibia, primarily responsible for national and household censuses and surveys. The NSA compiles data that is used by almost all government agencies for planning purposes.

CHALLENGES

a) Insufficient and inaccessible national data in relation to migrants.

b) Inadequate skills, human and financial resources for data collection and analysis.

c) There are limitations in collecting migration-related data.

d) Limited data concerning migration facts, figures and trends are contained in some of the census and survey reports.

[8] Migration in Namibia: A Country Profile 2015 (IOM 2016)

STRATEGIES

1) Enhance coordination within government on migration, using data and information that can be standardised and centralised.

2) Revise data capturing systems to conform to international standards for easy comparison of data.

3) Address the financial and human resources to enhance the collection and analysis of migration data.

4) Enhance migration-related data in census and household surveys, mainstream migration data in Namibian policy and strategic frameworks and collect labour market data from major destination countries.

5) Enhance NSA's collaborations with other government agencies, especially MHAISS as well as MIRCO, in particular embassies.

7.3 IRREGULAR MIGRATION

From the perspective of destination countries Irregular Migration is defined as entry, stay or work in a country without the necessary authorisation or documents required under immigration regulations. From the perspective of the sending country, the irregularity is for example seen in cases in which a person crosses an international boundary without a valid passport or travel document or does not fulfil the administrative requirements for leaving the country. There is, however, a tendency to restrict the use of the term "illegal migration" to cases of smuggling of migrants and trafficking in persons.

Irregular Migration includes; migrants who abuse the asylum system, irregular workers, people legally entering the country but overstaying, migrants violating the rules on sojourn of non- nationals, trafficking victims and smuggled migrants.

With increasing migration in the southern region of Namibia, including significant irregular migration, drug trafficking, human trafficking and smuggling, there is a need to strengthen existing border management systems.

CHALLENGES

a) Extensive porous borders and limited capacity to control them.

b) Inadequate data on irregular migration.

c) Ineffective telecommunication lines causing the Electronic Border Management System at entry points to slow down.

d) Loopholes in existing Immigration Control Act.

STRATEGIES

1) Conduct a study to determine reasons for irregular migration with a view of adjusting migration law and policy to real life situations.

2) Facilitate voluntary return of migrants to their countries of origin or third countries and consider amnesties for those who choose to stay.

3) Regularise the return and readmission of Namibians who want to return home.

4) Strengthen border control and management systems, targeting all relevant agencies.

5) Amend Immigration Control Act to introduce more stringent and easily enforce able sanctions, upon contravention of the nation's laws.

6) Upgrade technological equipment for migration data management, so as to easily detect cases of overstaying and irregular employment.

7) Implement the Border Residency Card System, as an important element of the bilateral relations between Namibia and her neighbours, especially where intensive cross-border movements take place for various economic, social and cultural reasons.

8) Enhance stakeholder and service provider partnership and coordination on migration.

7.4 LABOUR MIGRATION

As a country of origin, transit and destination, Namibia has benefited and can benefit further from labour migration, but this potential needs to be properly harnessed and managed.

NATIONAL INITIATIVES

The draft Labour Migration Policy was developed by MLIREC and awaits Parliament consideration. This policy aims to strengthen rules and regulations for effective and efficient administration of labour migration and optimising the benefits of labour migration on development. The policy also aims at ensuring the sound development and implementation of a labour migration system, which can have a positive impact on human resource development, economic growth and decent work in Namibia.

Ministry of Industrialisation, Trade and SME Development (MITSMED) handles and records the data on investors including the categories of work permits and sectors of investment, but it may not be well equipped to monitor any irregularities.

Namibia is signatory to some bilateral and regional labour migration agreements, now with a better regulatory framework, there should be more orderly movement as well as the protection of migrant workers in the labour migration process.

CHALLENGES

a) Undocumented labour emigration has largely remained informal making it difficult for the country to leverage the full benefits of labour mobility.

b) Labour migrants casually change their employment status making it difficult totrack accurate National Data.

c) Non-compliance with investment contracts, inadequate enforcement and loop holes in the existing immigration laws and policies resulting in investors bringing in irregular and unskilled workers from their countries of origin.

d) Lack of linkages between the various legislations related to investors and investments.

STRATEGIES

1) Enforce the understudy programmes, evaluate and monitor both local professionals and expatriates.

2) Review the National Human Resources Plan 2015-2020 in NPC and the National Human Resources Development Plan being developed by Ministry of Higher Education.

3) Investment contracts should be strictly scrutinised and monitored by a joint multi-sectoral mechanism including agencies responsible for immigration, trade, investments, labour, employment, legal and security, with quick turnaround time so as not to destroy potential productive investments.

7.5 INTEGRATED BORDER MANAGEMENT

In Africa, as in other parts of the world, border management systems are coming under increasing pressure from large flows of persons, including irregular and mixed flows. Consequently, the strengthening of border management systems in terms of technology, infrastructure, processes for the inspection of travellers and training of staff, are key. To support such actions, systematic ways to gather, analyse and share information between Namibia and her neighbours' law enforcement officials working at the borders (e.g. immigration, customs, police, specialised law enforcement agents etc.) are key. The ability to know exactly who is entering the country at all times and in real time is a crucial asset in the struggle to fully protect the state and its citizens.

NATIONAL INITIATIVES

Namibia is implementing an advanced Electronic Border Management System, for real-time vetting and oversight of all migrants. This fully integrated system is meant to ensure modernity and efficiency,

whilst delivering robust protection against 21st century threats such as terrorism, illegal immigration and people trafficking.

A specific border pass held for frequent cross border commuting to ease the economic exchanges with some neighbouring countries has been agreed upon.

CHALLENGES

a) Disparities in resources, infrastructure, equipment and automation levels among the different border agencies within Namibia.

b) It is often difficult to distinguish between persons having legitimate versus non-legitimate reasons for entry and/or stay.

c) The Integrated Border Management (IBM) mechanism has been found to be defective in some border posts.

d) Resources constraints to fully implement border pass.

STRATEGIES

1) Devise a mechanism to create intra and inter-service, as well as international and cross-border cooperation for efficient internal cooperation and management of the procedures, information and human resources within Ministries and Agencies that are responsible for specific tasks.

2) Strengthen the capacity of line ministries and other actors to adopt integrated and coordinated approaches in line with the African Union Border Program (AUBP)Strategy for enhancing Border Management in Africa.

3) Undertake visa policy and operational harmonisation through improved data collection and sharing with cross-border agencies.

4) Enhance co-operation at the border between the authorities of different neighbouring countries.

5) Strengthen community led policing and border management based on intelligence.

6) Identify the gaps and avail sufficient resources for the implementation of border pass.

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⁹ IOM release 2019

7.6 CROSS BORDER TRADE AND MIGRATION

For many countries, cross-border trade is done to fulfil the primary need and import of basic food materials especially for their people. Countries which lack in agricultural production of basic food materials are the main traders of cross border trade.

Informal cross border trade in general plays a significant role in avoiding widespread food insecurity in neighbouring countries. However, due to limited information relating to informal trade, its contribution towards redressing supply/demand imbalances has not been adequately quantified in many countries, Namibia included. In the absence of this crucial data, decision making by the government, aid agencies and traders about the appropriate levels of commercial imports and exports of food aid becomes difficult. Informal cross-border trade is an important component of a country's informal sector as it has spill-over effects on trading countries, in particular the border towns.

A survey conducted on Namibia's exports through six border posts amounted to N$12.258 million while expenditure on imports through the same offices was relatively lower at N$217.645 in November 2014. Oshikango accounted for most of the export shares with 72.5 percent, with Omahenene at 12.1 percent, Wenela, 8.9 percent and Calai,6.5 percent. With respect to informal imports, Noordoewer, Ariamsvlei and Wenela border posts have the highest shares of 35.3, 22.8 and 21.8 percent of total imports respectively.

NATIONAL INITIATIVES

Namibia has enacted national legislations to facilitate/manage cross border trade including; Customs and Excise Act No. 20 of 1998, Copyright and Neighbouring Right Protection Act No.6 of 1994 (Counterfeit of goods), Currency and Exchange Control Act No. 9 of 1933, Import and Export Control Act No. 30 of 1994 and established a free-zone trade between Namibia and Angola.

Namibia is a member of a number of global and regional organisations which aim to promote development through trade. These include the WTO, World Intellectual Property Organisation (WIPO), World Customs Organisation, SADC and the Southern African Customs Union (SACU). Namibia has strengthened agreements and ratified a number of protocols such as the Economic Partnership Agreements (EPAs), the SADC Protocol on Trade, Southern African Customs Union (SACU) Agreement, and African Continental Free Trade Area Agreement, to facilitate formal trade and eliminate barriers to trade.

CHALLENGES

a)   Weak cross border trade data capturing and management.

b)   There is a reasonable suspicion of tax evasion and therefore Revenue lost.

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[10] National Statistics Agency (NSA) Report November 2014 "Informal Cross Border Trade"

STRATEGIES

1) Facilitate organised cross-border trade, proper facilities and human resources which need to be in place to ensure effective and efficient operation of the activities.

2) Create and operationalise a jointly designed and managed border framework that is harmonised in terms of tariff setting and policing objectives and security layout.

3) Embark on awareness campaigns for both the traders and the officials on the obligations to declare goods, duties payable and when and where VAT can be claimed.

4) Create incentives for customs obligations compliance and appropriate sanctions for smuggling or customs evasion.

5) Establish sufficient Infrastructure and improve on the capacity at the border posts to facilitate better management of movement through the border posts, while increasing security and creating a climate of transparency.

6) Establish a monitoring team comprising of senior government officials from both sides of the borders to ensure that the measures put in place are implemented.

7) Harmonise the national policy with the existing regional and bilateral protocols and agreement should be done expeditiously, including reviewing the current allowable non-chargeable volumes carried by small-scale traders, tax exemptions and border policing, among others.

7.7 TOURISM AND MIGRATION

Tourism and Migration have been found to have a relationship, to the extent that sometimes it is referred to as seasonal migration for tourists who move away from extreme weather conditions especially from the Western World and spend those seasons mostly in Africa. Cases of tourists applying for temporary stay, and later for permanent stay do also exist. Tourism therefore can induce migration for economic, social and ecological considerations.

In Namibia, the tourism sector has been identified as the fastest-growing industry, considering its contribution towards GDP. The 2018 World Travel and Tourism Council Report on Namibia indicates that the total contribution of Travel and Tourism to GDP was USD1,778.2m, 13.8% of GDP in 2017, and was forecasted to rise by 5.5% in 2018, and to rise by 5.4% pa to USD3,181.9m, or 15.6% of GDP in 2028. In 2017 Travel & Tourism directly supported 23,000 jobs, 3.2% of total employment, and this too is expected to rise by 6.5% in 2018 and rise by 3.6% pa to 35,000 jobs (3.6% of total employment) in 2028.

The total contribution of Travel and Tourism to employment, including jobs indirectly supported by the industry was 14.0% of total employment (98,000 jobs), and is expected to rise by 4.9% in 2018 to 103,000 jobs and rise by 2.9% pa to 137,000 jobs in 2028 (14.3% of total). Visitors' exports generated USD 326.8m, 6.2% of total exports in 2017, and is forecast to grow by 10.6% in 2018, and grow by 6.0% pa, from 2018-2028, to USD645.4m in 2028, 6.3% of total.

Travel and Tourism investment in 2017 was 12.0% of total investment in the country (USD331.0mn), and that it should rise by 3.4% in 2018, and rise by 5.5% pa over the next ten years to NAD7,830.7mn (USD584.7mn) in 2028, 13.0% of total.

NATIONAL INITIATIVES

Tourism has also been identified as a strategic sector in the National Development Plan 5 (NDP5) with promise for growth and job creation by the Government of Namibia.

Vision 2030", stipulates that Namibia shall be "well developed, prosperous, healthy and confident in an atmosphere of interpersonal harmony, peace and political stability; and as a sovereign nation, (being) a developed country to be reckoned with, as a high achiever in the community of nations.

The National Policy on Tourism for Namibia of 4th December 2008, states that, "Tourism is a key sector in achieving this national goal whose development will be afforded a high priority. Conditions to encourage growth, spreading benefits and ensuring sustainable utilisation of the natural resources and wildlife will be created". It intends to harness tourism's potential, and promises that government will encourage tourism that is environmentally, socially and economically sustainable.

Two strategies were developed to implement the tourism policy:

1. National Sustainable Tourism Growth and Development Strategy (2016/2026).

2. National Tourism Investment Profile and Promotion Strategy (2016/2026).

[11] Travel and Tourism Council Report: Economic Impact 2018, Namibia
[12] National Policy on Tourism for Namibia

CHALLENGES

a) The percentage of the national budget that is invested in the tourism sector is not strategically commensurate to the potential to develop this sector further.

b) There is insufficient campaign to market Namibia as a tourist destination.

c) The jobs created for Namibians are mostly low cadre jobs or casual labour, mainly because of low levels of training in the hospitality industry.

d) The National Policy on Tourism contains good strategies but falls short on prescribing how they will be achieved, and timeframes for achieving those aspirations.

STRATEGIES

1) Enhance packages for marketing Namibia as a tourist destination and develop a wide communication strategy.

2) Improve on the processes of the compilation of and reporting on tourist arrivals statistics that will inform Policy implementation.

3) Support economic and labour market development in Namibia, especially in the hospitality industry, through targeted training.

4) Review the National Policy on Tourism for Namibia of December 2008, and develop an Implementation Action Plan (IAP).

7.8 HUMAN TRAFFICKING AND MIGRANT SMUGGLING

The first global instrument to recognise the crime of human trafficking was the United Nations Convention against Transnational Organised Crime (Trafficking in Persons Protocol). It has since been supplemented by Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children.

Migrant Smuggling is defined in the Protocol against the Smuggling of Migrants by land, sea, and air (Migrant Smuggling Protocol), supplementing the United Nations Convention against Transnational Organised Crime. Migrant smuggling often involves procuring fraudulent documents and transportation across a country's border, although in some countries it can also include transportation and harbouring once in the destination country.

The 2018 United States Department of State's Trafficking in Persons Report (TIP Report), is listed Namibia in Tier 2".

NATIONAL INITIATIVES

The Namibian "Combating of Trafficking in Persons Act I of 2018" was enacted to give effect to the United Nations Protocol, to protect and assist victims of trafficking in persons, especially women and children; and to provide for the coordinated implementation and administration of the Act.

Namibia has ratified the United Nations Convention against Transnational Organised Crime and the additional Protocol to Prevent, Suppress and Punish Trafficking in Humans, especially women and children, in 2003.

The country had also enacted the Prevention of Organised Crime Act (POCA), Act No.29 of 2004, which criminalises amongst others, Trafficking in Persons.

To enhance the knowledge about the scope and magnitude of trafficking in Namibia, an assessment of Trafficking in Persons in Namibia was initiated by the Ministry of Gender Equality and Child Welfare (MGECW) in collaboration with other stakeholders. The findings were that there were some potential attempted trafficking scenarios, but intent and outcome were unclear (e.g. interception at border precluded full knowledge of intended outcome of movement of person). Some cases of human trafficking were found, including both labour exploitation and sexual exploitation. Examples include trucks being stopped at border posts and individuals being found hidden in the trucks. However, no reliable information was available on the ultimate purpose for which the individuals were being moved, but it proved possible human smuggling and/or cases of illegal migration. As such, it could only be classified as a case of possible or suspected trafficking.

CHALLENGES

a) Many people are unaware of any existing legal framework to deal with human trafficking, though some were cognizant of other laws such as the Labour Act No.11 of 2007, or the Combating of Rape Act No. 8 of 2000, which might be applicable to a particular case of trafficking.

b) Inadequate facilities and personnel to provide services to victims.

c) Some societal beliefs and traditions which tolerate violence against women, children and the marginalised may contribute to human trafficking.

d) Inadequate employment opportunities and low level of education make people vulnerable to human trafficking.

e) Limited controls and security at borders and ports; and a shortage of trained personnel to identify and deal with trafficking cases.

f) Actual data on the extent of human trafficking and smuggling are difficult to obtain given the very criminal nature of this activity.

STRATEGIES

1) Implement a coordinated approach to both policing and social services that includes Namibia and its immediate neighbours, which could be rolled out in the SADC region in general.

2) Enhance the comprehensive and multi-sectoral approach addressing prevention, advocacy and awareness-raising, rehabilitation, integration and repatriation of the victims of human trafficking, as well as finalising regulations that will operationalise human trafficking legislation.

3) Train people on issues of identification of victims, victim assistance, the legal framework, and international cooperation in dealing with trafficking matters on a continuous basis. This should also include the private sector, especially in the tourism industry, to identify and refer cases of trafficking.

4) Conduct a study to better understand trafficking patterns or risk factors or gaps in counter trafficking efforts.

7.9 REFUGEES

Namibia has had a history of extending protection to refugees. From 1998 to 2001, the number of documented refugees in Namibia significantly increased to more than 20 000, the majority of these coming across Namibia's northern border from Angola, where fighting between the Angolan government and rebel group UNITA was taking place.

By September 2015, Namibia was hosting 2,914 refugees and asylum-seekers, while an additional 1,742 former refugees from Angola were integrated through a plan of local integration . According to the World Bank, the official number of refugees in Namibia is lower than neighbouring countries; Angola, for example, has 15,555, and Zambia has 26,447. Many refugees and asylum seekers have moved from designated refugee settlements to other parts of Namibia. The government estimates that there were actually more than 5,000 refugees in Namibia in 2015.

Many of the refugees in Namibia live at the Osire Refugee Settlement—a specifically designated area. The settlement has 16 hectares of land and some refugees are making use of part of the land to grow their produce for consumption and market. Namibia facilitates the resettlement of refugees who meet the resettlement criteria of resettlement countries that will take them, known as "third countries." In 2016, Namibia facilitated resettlement of more than 200 refugees to other countries. These facts about refugees in Namibia demonstrate that despite a lack of statistical clarity, the nation is still working to accommodate those in need.

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[13] UNHCR report 2017

NATIONAL INITIATIVES

Namibia Refugees (Recognition and Control) Act No.2 of 1999.

The Act above among other things provides for the Namibia Refugees Committee, comprised of a cross section of government and non-governmental agencies. There is an Appeal Board to consider rejected refugee cases.

CHALLENGES

a) Absence of national contingency plans, in order to enhance capacities to address situations of mass displacement in a timely, efficient and appropriate manner.

b) Lack of intra-regional (RECs) cooperation in order to respond in a timely and effective manner to "mass influx" situations, including through the development of regional contingency plans, in concert with UNHCR and other international and regional partners.

c) Namibia has not acceded to the international instruments pertaining to the protection of refugees, namely the 1969 OAU Convention Governing the specific aspects of Refugee Problems in Africa.

d) Some weaknesses at Osire Refugee Settlement identified include:

i. Rampant cases of abuse, especially rape, which are neither treated, nor legally han dled because of lack of free legal aid;

ii. Clinic at the settlement is not well equipped to handle the 4,800 refugees;

iii. The education facilities are not sufficient, this coupled with the language barrier, hinders some children to access education;

iv. UNHCR cannot effectively assist where some refugees want to be repatriated to a third country because they lack refugee status;

v. Administrative staff who have over-stayed at the settlement become too familiar to the refugees, compromising their work ethics;

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¹⁴ David Mclellan: The Borgen Project

STRATEGIES

1) Adopt and incorporate into National Laws. For Namibian laws, the international instruments are accommodated pertaining to the protection of refugees, including the 1951 Convention on the Status of Refugees and its 1967 Protocol, and the 1969 OAU Convention Governing the Specific Aspects of Refugee Problems in Africa.

2) Establish in-country processing for resettlement or humanitarian visa programmes, allowing those who face an immediate threat to be resettled without the need for taking dangerous routes to flee their country.

3) Establish focal points within relevant ministries and devise national contingency plans, in order to enhance capacities to address situations of mass displacement, in a timely, efficient and appropriate manner.

4) Strengthen intra-regional co-operation in order to respond in a timely and effective manner to "mass influx" situations, including through the development of regional contingency plans, in concert with UNHCR and other international and regional partners.

5) Ensure the maintenance of refugee settlements' coordination and settlement management structures, taking due cognizance of the health, sanitation, and other basic needs, with specialised facilities for vulnerable people.

6) Consider the development of medium- to longer-term solutions – such as voluntary return (where appropriate) and bilateral agreements – for the return of refugees to countries where a situation-that is conducive to refugee departure from Namibia exists.

7) Particularly for Osire, the human rights of refugees need to be expeditiously attended to, including provision of health and sanitation, education, employment, quick mechanism of attending to criminal cases in the settlement, rotating the administrative officers from time to time and ensuring free legal representation.

7.10 DIASPORA AND REMITTANCES

Governments at both ends of the migration cycle increasingly recognise the value that diaspora populations bring to development efforts and are seeking ways to magnify the human capital and financial resources that emigrants and their descendants contribute to development in their countries of origin. Beyond the remittances they generate, diaspora members often fulfil a key development role in their countries of origin: as major direct investors in critical and emerging industries, generous philanthropists and first movers in the growth of important sectors such as tourism, and in the development of human capital .

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[15] www.migrationpolicy.org (2018) Publication

Remittances by nationals living/working abroad remain a primary source of household income in migrant-sending countries, and are believed to sometimes surpass foreign aid to developing countries. International migrants hold significant savings in their destination countries. In 2016, migrants from developing countries sent home an estimated US $413 billion.

For Namibia, there could be some diaspora associations operating in some parts of the world; however, the Government has yet to develop a framework to formally include the diaspora.

In view of the various initiatives on free movement on the continent, migration management, including information and data of nationals living and working abroad, and how they can contribute to the development of their country becomes critical. Institutional collaboration will be key to capture information for example regarding students abroad, if they have returned after studies, if not where they are and what they are doing. Also important is information on people who have been given visas by embassies abroad, background checks on the personnel, what they are coming to do, and for how long. There is need for computerised systems, connected to Interpol.

NATIONAL INITIATIVES

The Bank of Namibia compiles quarterly data on remittance in-flows and out-flows.

CHALLENGES

a) Absence of legal, policy, institutional or operational framework for Namibian diaspora engagement.

b) No mapping of the Namibian diaspora has ever been undertaken, and therefore there is no program for formal engagement, and no official remittance framework.

c) There is lack of a regulatory framework in place, which deals with the cost of remittance transfers.

STRATEGIES

1) Establish an appropriate mechanism to collect information and monitor how the Namibian diaspora is contributing to the country's economic growth and develop ment in both home and host communities.

2) Institute a capacitated institutional framework within the Government, that will promote Diaspora involvement in and contribution to the development of Namibia.

3) Develop a formal remittance framework for Namibia to make it easy for Diaspora to send back monies.

4) Establish a Diaspora desk at MIRCO, to not only monitor Namibians abroad, but promote Namibians' participation in International jobs and other opportunities.

5) Support migrant workers through dedicated pre-departure and return interventions, as well as support services while they work and reside in destination countries.

7.11 MIGRATION IN RELATION TO ENVIRONMENT AND CLIMATE CHANGE

Managing migration in the context of environmental and climate change and linking the many policy areas that are relevant to addressing environmental migration, including climate change adaptation, environment, development, security and disaster risk reduction is very complex. In Namibia, climate change is leading to natural disasters such as flood and drought which forces people to move from one place to another. Generally climate in Namibia is described as hot and dry with sparse and erratic rainfall. Based on data from selected Meteorological Stations, recent historical trends of climate in Namibia reveal that there has been a consistent increase in daily maximum temperatures.

Furthermore, climate change effects cause problems such as damages of infrastructure, loss of livelihoods, loss of income and employment opportunities, high levels of rural to urban migration and unplanned development in urban areas.

Therefore, it is important for the government to have strategies for mitigation and adaptation to climate change.

It has been indicated that environmental-induced disasters have affected border areas, involving people across the Namibian, Angolan and Zambian borders.

NATIONAL INITIATIVES

In order to respond adequately to the effects of climate change and associated environmental problems, Namibia has developed the following national interventions namely; National Policy on Climate Change (2011) accompanied by its operationalisation National Climate Change Strategy and Action Plan (2013-2020), Environmental Management Act No.7 of 2007, The National Disaster Risk Management Plan (2011), National Poverty Reduction Action Programme (2000), Blueprint on Wealth Redistribution and Poverty Eradication (2018) and the Migration, Environment and Climate Change National Assessment (2018).

As part of the international community, Namibia has ratified three Rio Conventions which address and deal with climate change and other related environment issues such as United Nations Framework Convention on Climate Change (UNFCCC), United Nations Convention to Combat Desertification (UNCCD) and United Nations Convention on Biological Diversity (UNCBD).

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[16] Dirkx, E., Hager, C., Tadross, M., Bethune, S. & Curtis, B (2008). Climate change vulnerability and adaptation assessment.
   Dessert Research Foundation of Namibia & Climate systems analysis Group. Prepared for the Ministry of Environment and Tourism
[17] IOM (2015); Migration in Namibia- A Country Profile

CHALLENGES

a) Long term effects of climate change and environmental degradation have not been properly analysed in a quantifiable manner to assess the risk.

b) Limited proactive approach to disasters, especially with the knowledge already available regarding vulnerability.

c) Limited institutional capacity to synergise, coordinate and implement existing policies.

STRATEGIES

1) Design protective and preventative interventions where possible to mitigate the effects of climate change and environmental degradation.

2) Undertake a disaster risk management impact assessment study, to develop appropriate evidence-based and appropriate measures and policies by taking into account the specific context of the environment.

3) Build capacity of national and regional policy makers and practitioners and engage in awareness raising and communications for general public through a variety of communication channels on social and traditional media.

7.12 FORCED MIGRATION

Forced migration has caused millions of people around the world to be uprooted, including refugeeInternally Displaced Persons (IDPs), and migrants. The International Association for the Study of Forced Migration (IASFM) estimates that 20 people are forced to leave their home every minute and that the global total of forcibly displaced people currently stands at over 65 million, 10 million of them stateless and 22 million are refugees in a foreign land.

The 5 major causes of forced displacement have been identified as drought, hurricanes and flooding, earthquakes, disease (like outbreaks) as well as war and conflict as the commonest .

Namibia is prone to possible natural and environmental disasters which are presently causing agricultural production losses due to climate change, arid conditions and land degradation . Such a scenario if not mitigated, could potentially cause migration internally as well as to other countries (refer also to 5.12 above).

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[18] www.concernusa.org
[19] IOM 2015 Report

NATIONAL INITIATIVES

National Disaster Risk Management Policy (2009) and the National Disaster Management Act 2012 aim to contribute to the attainment of sustainable development in line with Namibia's Vision 2030 through strengthening of national capacities to reduce risk and build community resilience to disasters.

National Disaster Management Plan (2011) provides guidance and strengthens national capacity for disaster risk management and provides a framework for sectoral and regional disaster risk management in Namibia. The scope of the NDRMP is disaster risk management throughout all its phases; prevention, preparedness, response, and recovery for all hazards.

CHALLENGES

a) An increase in the occurrence of natural disasters.

b) Slow implementation of the Decentralisation Policy.

c) Namibia has not acceded the Kampala Convention on IDPs (2009).

STRATEGIES

1) Enhance resilience through disaster reduction and climate change response interventions through awareness creation at community level as well as among government authorities.

2) Strengthen the National Committee on Disaster Risk Management to avert the causes of forced migration/displacement.

7.13 MIGRATION AND EDUCATION

In a "Think piece prepared for the 2019 Global Education Monitoring Report Consultation", UNESCO traces the relationship between Migration and Education, and reports thus: Migrants typically leave their country of origin to improve the returns to their productive skills, which in turn reflect their level of education. In some cases migration takes place to gain education, while in other cases becoming a student in the host country is the preliminary step to gain admission as a migrant later on. Migrating can also have indirect effects on education. For instance, remittances can be used to fund education of family members in the country of origin, or success migrant stories may create incentives to undertake further education in the home country. This mutual influence intertwining migration and educational choices poses practical problems in unravelling the causal links between them, and estimating their effects.

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[20] Becker, G.S (1962). Investment in Human Capital: A Theoretical Analysis, The Journal of Political Economy.

Education is perhaps the most important determinant of an individual's human capital and is viewed as a signal of its productivity . As a result, the returns to education tend to be used as indices of migrants' economic assimilation and the efficiency of the host country's labour market. A constant preoccupation of the migration literature has been measuring the labour market effects of migration, and principally on native workers' wages. The literature generally finds small effects under both the traditional and new approach.

Other than the "Education for All" National Plan of Action, there is the policy on inclusive education, and the one for orphans, Education Sector Policy for the Prevention and Management of Learner Pregnancy.

The Ministry for Higher Education, Training and Innovation in Namibia acknowledges that there has been more concentration on academic rather than technical education, and yet, the country now needs more artisan skills. Even if Namibians were to go out of the country, they should be more empowered to provide high-paying services, hence making them more competitive.

A change of curriculum, especially at higher education level can go a long way to create a human resource critical mass that will play a big role in the transformation of the country. This role can be played internally, thereby not requiring the country to import those skills, or even externally, where Namibians with specialised skills can be positioned to take on jobs elsewhere.

NATIONAL INITIATIVES

Namibia has legislations and policies in place with regards to education which include among others:

Vocational Training Act No.1 of 2008, Education Sector Policy for the Prevention and Management of Learner Pregnancy, "Education for All" National Plan of Action covering the period 2002-2015, Education Sector Policy for Orphans and Vulnerable Children and the one on inclusive education which also addresses special needs.

There is a Namibia Integrated Employment Information System (NIEIS) that allows students and jobseekers to register and be matched to employers registered on the system.

National Human Resource Plan (2010/2025).

CHALLENGES

a) Lack of comprehensive policy on education that encompasses the education chain from beginning to end.

b) Current education system does not accommodate long term plans of positioning the country for innovation and competitiveness.

c) Limited mechanisms to position students for skills development.

d) The NIEIS databank has not been fully utilised, leading to employers importing skills that are already existing in the country.

e) There is a mismatch between the skills supply and the labour market demand.

f) Lack of harmonisation of the various aspects of an education system.

g) Insufficient tertiary institutions in some regions with limited curriculum/courses.

STRATEGIES

1) Reform the education system through a comprehensive policy that among others encompasses the education chain and accommodates long term plans of innovation and competitiveness.

2) Review education at private institutions in the country to ensure that it is not too commercialised, concentrating on the profits at the cost of the required service.

3) Strictly enforce the existing policy of not allowing importation of skills that already exist in the country.

4) Conduct continuous skill audit to determine skill gaps in the country.

5) Expand NIEIS to cater for data based on specific skills or expertise.

6) Decentralise tertiary institutions regionally with a revised curriculum that is designed to respond to the job market demand.

7.14 IMMIGRATION

Immigration control and coherence in regulations and practices should be a major integral part of this comprehensive migration policy, especially in the absence of a more current and dynamic immigration policy. The Immigration Control Act 7 of 1993, enacted "To regulate and control the entry of persons into, and their residence in, Namibia; to provide for the removal from Namibia of certain immigrants; and to provide for matters incidental thereto" may need to be revisited to make it current and more realistic.

For example, in Part III, Section 6 and Section 7, the Act provides that ""A person seeking to enter Namibia shall before entering Namibia present himself or herself to an immigration officer at a port of entry and satisfy such officer that he or she is not a prohibited immigrant in respect of Namibia and is entitled to enter and to be in Namibia". A visit to the border posts demonstrates that entry into Namibia can be by other avenues other than the official port of entry, meaning that the immigration officers may not always capture the data and information regarding persons who are entering the country.

The Act also poses some contradictions which could easily be abused by either the entrants into the country, or the enforcement officers. For example, in the same Part III, Section **11. (1) If any person seeking to enter Namibia, after having complied with the provisions of section 6, 7 and 8, fails to satisfy the immigration officer that he or she is not a prohibited immigrant, the immigration officer may issue to such person a provisional permit to enter and reside in Namibia for such period, but not exceeding 2 months, and subject to such conditions as the immigration officer may impose.** The powers given to the Immigration Officers are highly discretionary, and besides, why give two months residence when this person has not satisfied the officer that he is not a prohibited person! What capacity has been built to monitor such persons and ensure that they exit within the time given to them?

Immigration Officers confirm that the Act has a lot of loopholes which do not favour the state, that even when they arrest people, the state loses the cases more often.

7.14.1 BORDER POSTS

A visit to three border posts of Wenela (Namibia/Zambia), in Katima Mulilo, Muhembo (Namibia/Botswana) and Oshikango (Namibia/Angola) reveals that there are challenges which the government needs to urgently attend to avert a situation where wrong elements could be illegally entering the country, where illicit trade is likely to taking place, where government is losing revenue, and/or unknowingly receiving prohibited and dangerous agricultural products. The time spent at the borders, on the other hand could hamper the smooth-running of trade and also inconvenience genuine entrants like tourists who bring revenue to the country.

CHALLENGES ON THE GROUND

a) The Electronic Border Management System (EBMS) installed at the border posts is not working efficiently due to low internet connectivity, forcing officials to use both electronic and manual, but relying more on the manually filled forms for records. This is time consuming, biometrics are not captured, and is subject to the possibilities of human error while capturing data.

b) Temporary border passes are merely hand-written, therefore subject to abuse by alteration. However, the issuance of passes does not strictly follow up on "accompanying persons" who are also recorded on that pass. Within the validity period of the temporary pass, the user can enter and exit multiple times, and this record is not captured. The nearest town in Zambia for example, is a long distance away, neighbours from across the border enter to do shopping and go back. Innocent and humanitarian as this may be, there is a loophole of possible smuggling as well as crime as those who travel by canoes and footpaths are not closely monitored.

c) A few people come in without any documentation, claiming they are seeking asylum, especially from the Great Lakes Region (GLR). Language barrier here is a problem, as well as efficient health screening equipment.

d) Agricultural products entering the country are not thoroughly inspected because of lack of scanners at some border posts. A good example is that of trucks of heavy timber poles which cannot be lifted to examine what else could be hidden in there.

e) There is insufficient security coverage especially to trucks that arrive at night and cannot cross.

f) The control permits issued by the Agro-Marketing and Trade Agency (AMTA) of the Ministry of Agriculture, Water and Land Reform are designed with no time frame, they are open-ended and prone to abuse as people are also allowed to use photocopies. This means one permit can be used over and over even by different persons.

Compromised monitoring functions due to inadequate transport for law enforcement and other agencies to guard the borders and make interventions.

STRATEGIES

1) Repeal or amend the Immigration Control Act of No.7 of 1993 to make it more responsive to the current challenges as identified.

2) Establish and fast track the one-stop-border-post projects to cover all the major border posts and to reduce the bureaucracies and improve collaboration between agencies on either sides of the borders.

3) Identify and strengthen strategic internal check points along highways that have complementary roles to main border posts with key facilities including warehouses, scanners and weighbridge such as Kongola checkpoint.

4) Engage service provider to address and resolve the poor internet connectivity that have been identified at the border posts.

5) Enhance collaborative arrangements with other neighbouring countries in regards to border management. Regular cross-border meetings, attended at high level to influence policy.

6) Improve monitoring security systems including the installation of scanners, at all border posts.

7) Consider moving the Oshikango Border Post to a clearer site that is not fused with the township or relocate some of the businesses that are too close to the border post and or redesign the border post outright.

8) Strengthen capacity at Oshikango and other Border Posts to handle matters related to casual crossings of people and goods from and into Namibia. There are a number of national security threats as well as other crimes that include smuggling of drugs, humans and goods.

9) Design and implement a secured border pass and border resident cards.

8.0 STATELESS PERSONS

A stateless person lacks those rights attributable to National or Diplomatic protection of a State, no inherent right of sojourn in the State of residence and no right of return in case he or she travels.

At least 10 million people worldwide are considered stateless for so many reasons, and they face a lifetime of obstacles and disappointment because they have difficulty accessing basic rights such as education, healthcare, employment and freedom of movement.

The 1954 UN Convention relating to the Status of Stateless Persons and the 1961 Convention on the Reduction of Statelessness, are the key international conventions addressing statelessness. They are complemented by international human rights treaties and provisions relevant to the right to a nationality.

Namibia does not have a blanket provision for stateless persons in the Namibian Constitution or in Namibian citizenship legislation. And yet, there are cases of statelessness that arise mainly out of incomplete documentation. For example, there are elderly people living at Divundu, in Kavango East, and surrounding areas who cannot receive pension payments because they do not have proof that they are Namibian citizens. Some of these elders were born in Angola during the war, returned to Namibia more than 20 years ago, and still do not have identity documents. This then means that their children may not have documents since the Namibian Constitution provides that a child born in Namibia will acquire citizenship at birth if either parent is a Namibian citizen, or else "ordinarily resident" in the country.

NATIONAL INITIATIVES

In 1991 Namibia supplemented its Citizenship Act by enacting the Namibian Citizenship Special Conferment Act, 1991 (Act 14 of 1991) and Namibian Citizenship (Second) Special Conferment Act, 2015 (Act 6 of 2015) in order to confer Namibian citizenship upon certain descendants of persons who fled Namibia before 1915 owing to persecution by the colonial government. These people, largely Herero who had fled the German genocide of their people from 1904 to 1907, were given the option of Namibian citizenship.

In 2010, the Namibian Government negotiated with the Angolan, South African and Zambian governments, a process which led to the identification of undocumented populations at risk of statelessness in its border regions; the process started in 2010, and by November 2011, more than 900 persons had been naturalised or officially recognised as Namibian through this process. Among them were around 200 people of Nama and Damara heritage removed in the 1970s by the South African government from the Riemvasmaak area of the Northern Cape to what was then South West Africa, now Namibia.

CHALLENGES

a) The history of contract labour migration and wars in the Southern African Region, that affected Namibia, has resulted in persons whose parents and place of birth are unknown, rendering them stateless.

b) The relevant laws do not envisage a situation where a child can be abandoned by a parent in Namibia, which can lead to statelessness.

STRATEGIES

1) Amend relevant laws to close any gaps which might render a person stateless.

2) Adopt a general protection against statelessness for children born in the country without any other nationality.

3) Ensure that all children born in Namibia are registered, and that there is a practical and accessible procedure to identify and remedy instances of statelessness in the most expedient way possible.

4) Consider acceding to the Statelessness Conventions.

5) A National Plan of Action on statelessness should be put in place and borderline collaboration.

9.0 CROSS-CUTTING ISSUES

9.1 MIGRATION AND HEALTH

Migration and Health is a subject that is attracting a lot of international, regional and sometimes national attention, especially as far as the spread of communicable diseases such as, avian flu, HIV and AIDS, Tuberculosis and Ebola. Migrants are especially susceptible to health risks because of their pronounced conditions of vulnerability, including their restricted access to health services, both during and after periods of mobility.

Given the complex nature of the relationship between migration and health, the collaboration of comprehensive strategies addressing health matters will necessarily require further research on the underlying health problems and vulnerabilities of migrant populations, and considerations of access and entitlement to basic health services.

Migrant communities are already vulnerable, by the very nature of the places they live, the different facilities that they cannot access, lack of economic activity, etc. Excluding them from access to health services, could, potentially aggravate the spread of communicable diseases among them as well as the rest of the population.

NATIONAL INITIATIVES

Namibia Human Rights Action Plan 2015–2019, which also proposes to develop a Namibia Migration and Health Promotion on Strategy.

There is a move to strengthen the Health Information System, and World Health Organisation (WHO) has pledged to assist the government.

CHALLENGES

a) In relation to migration, health and well-being, the Namibia Human Rights Action Plan 2015–2019 lists as a key shortcoming cross-border health issue not receiving adequate attention for border towns.

b) Health-related data concerning internal and external migrants are hard to find, this may affect the development of the Namibia Migration and Health Promotion on Strategy

c) Inefficient health control measures which lead to, a likelihood of spread of contagious diseases.

d) Migrants can potentially put a strain on existing medical facilities and services.

STRATEGIES

1) Promote the health of migrants, their partners and their dependants through dedicated strategic and policy frameworks that enable accessible preventive, educative, treatment, care and support services, focusing in particular on high-risk areas (such as areas of vulnerability).

2) Demanding for certain health certifications at entry points could be adopted, and strictly adhered to.

3) Health screening at all entry points and health awareness campaigns notably at crowded border markets should be given priority.

4) Make adequate budgetary provision for health workers and services.

5) Amend legal instruments and policy frameworks to address migrant health.

6) Disaggregate and share health related data to be able to capture migrant health situation in the country.

9.2 NATIONAL SECURITY

The Strategic goals of controlling entry and exit, from a security point of view include among others: the movement of prohibitive and restrictive goods including drugs, weapons etc; the appropriate use of import and export permits, quotas, exchange controls etc., the movement of persons to eliminate illegal border crossings, human trafficking and smuggling and the illegal smuggling of goods.

Although Namibia is considered to be a largely secure country, the examination of migration cannot be complete without looking at the issues that concern countries most, issues of national security, when it comes to movements of people in and out of their countries. Much as the benefits for safe, orderly and regular migration are un-doubtable, the security concerns too are real. In the wake of increasing radicalisation and terrorism, debates on whether migration constitutes an asset or a liability to host societies and a threat to their cohesion have been ongoing.

Secure borders are an integral component of well-managed migration, which in turn can help match migrants' skills to labour market demands, while also empowering migrants to contribute to development in their countries of origin. Equally, and especially where policy is poorly coordinated, unintended consequences can ensue. Distinctions are often made between 'soft' and 'hard' security, national and human security, as well as security at the local, urban, state, regional, and global levels. Over recent years, some countries have become hostile toward 'asylum seekers' and 'illegal migrants'. Migration management, no doubt should take into account the need not to compromise the country's security.

NATIONAL INITIATIVES

Article 118 of the Constitution of the Republic of Namibia provides for the establishment of the Namibian Police Force by the Act of Parliament   with prescribed powers, duties and procedures in order to secure the internal security of Namibia and to maintain law and order.

There is a Defence Policy and International Relations and Cooperation Policy.
Safety and Security agencies of government appreciate the need to formulate a forward looking policy that will also buttress their capacity to deal with potential threats that arise out of globalisation as well as other regional and continental initiatives aimed at promoting free movement of persons, labour, goods, services and capital.

National Action Plan for Health Security (NAPHS) in MHSS is aimed to prevent and reduce the likelihood of outbreaks and other public health hazards and events defined by IHR (2005).

CHALLENGES

a) Lack of proper infrastructure at the ports of entry.

b) Fragmented national security strategies and mechanisms.

c) The current national security policies do not address issues of human security.

STRATEGIES

1) Harmonise policies related to security and migration.

2) Provide adequate equipment and training for detection of security threat aspects, including screening machines and sniffer dogs.

3) Provide training on emerging security threats notable on cyber-crime.

4) Amendment of relevant legal framework.

5) Fast track the process of establishing an integrated border patrol mechanism.

9.3 HUMAN RIGHTS OF MIGRANTS

A comprehensive and balanced migration management system should take into consideration ensuring the human rights of migrants just like any other persons in that country. Historically, migrants have often been deprived of their rights and subjected to discriminatory and racist actions and policies including xenophobia, exploitation, mass expulsion, persecution and other abuses. Norms for safeguarding the human rights of migrants are enshrined in human rights instruments of general applicability, as well as the ratification and enforcement of instruments specifically relevant to the treatment of migrants.

NATIONAL INITIATIVES

The Constitution of the Republic of Namibia in Chapter 3 provides for Human Rights and Freedoms.

The National Vision 2030 articulates as values cherished by the Namibian nation, respect for human dignity and the recognition that everyone must contribute to the country's development irrespective of their race, colour, gender, age, ability, ethnicity, religious affiliations and political inclination.

The country has, by the Constitution, created the Office of the Ombudsman of Namibia charged to promote and protect human rights, fair and effective administration, combat misappropriation or misuse of public resources and protect the environment and natural resources of Namibia through the independent and impartial investigation and resolution of complaints among others.

CHALLENGES

a) There is no specific policy to address the needs of migrants, asylum seekers and refugees.

STRATEGIES

1) Develop national policies and legal frameworks that incorporate legal instruments on migrants' human rights and obligations, with specific emphasis on ratifying the 1990 International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.

2) Establish alternative detention facilities for migrants and their children, including unaccompanied or separated minors and people with limited abilities.

9.4 VULNERABLE GROUPS

Some of the attempts to define vulnerability have been such as: "A person who is 18 years of age or over, and who is or may be in need of community care services by reason of mental or other disability, age or illness and who is or may be unable to take care of him/herself, or unable to protect him/herself against significant harm or serious exploitation."

Vulnerable groups like children, pregnant women, older persons, malnourished people, and people who are ill or immune-compromised, are particularly vulnerable when a disaster strikes, and take a relatively high share of the disease burden associated with emergencies .

Factors that generate vulnerability may cause a migrant to leave their country of origin in the first place, may occur during transit or at destination, regardless of whether the original movement was voluntary or circumstantial. Migrants are often obliged to employ dangerous forms of transport or to travel in hazardous conditions. Many will make use of smugglers and other types of illegal facilitators.

9.4.1 MIGRATION AND GENDER

In 2015 women migrants constituted 46% of international migrants in Africa . Women constitute 49 percent of the international migrant population, and in some countries as much as 70 to 80 percent. The traditional pattern of migration within and from Africa, which has been male-dominated, long-term, and long-distance, is increasingly becoming feminised. African women move independently within and outside their countries, inter alia, for economic reasons, education, professional development, marriage and protection.

While men and boys may also be exposed to gender based exploitation and violence during the migration process, women by their very nature are more vulnerable. They get involved in certain jobs such as domestic workers, nurses, teachers, care workers and other typically female dominated professions, where they experience abusive conditions under which they work, especially in the context of domestic service and sex industries, in which human trafficking and smuggling is possible. When it comes to refugees and migrants, women face gross violations of their rights as they are exposed to gender-based discrimination, sexual and gender-based violence and other forms of abuse with limited or no access to effective legal protection.

Namibia, like any other AU and UN country member should adhere to the Sustainable Development Goals, particularly, SDG. Goal 5 sets out to…. achieve gender equality and empower all women and girls, and in Target 5.2 calls for the elimination of all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

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[21] Western Bay Safeguarding Boards www.wbsb.co.uk/4482
[22] https://www.who.int/environmental_health_emergencies/vulnerable_groups/en/
[23] UN, 2015. International Migration Report 2015, p.28.

NATIONAL INITIATIVES

Namibia developed and adopted the first National Gender Policy (NGP) in 1997, followed by a National Gender Plan of Action in 1998. In 2010, a review of the 1997 policy was conducted, and showed some progress in the advancement of gender equality and women's empowerment in Namibia, particularly in economic, political, legal and educational spheres.

The Namibia National Gender Policy (2010-2020) was developed in line with National Development Plans (NDPs), including new areas of peace-building and conflict resolution, natural disaster management; and gender equality in the family context.

CHALLENGES

a)   The Gender Policy does not address dynamics of migrants both women and men, given their special needs.

b) Limited awareness among victims of trafficking and smuggling to come forward for assistance.

STRATEGIES

1) Enact laws that clearly prescribe affirmative action for vulnerable groups of society, especially during and after migration.

2) Review Gender Policy to include dynamics of migration, tasking both policy makers and practitioners to address the special needs of women and men migrants, thereby enhancing the benefits that can accrue to them.

3) Strengthen responses to the particular needs of migrant women and girls, particularly health needs, labour rights and human rights.

4)   Create safe and regular channels for migration for both men and women.

5)   Create sex-disaggregated data and gender-responsive evidence and analysis on current migratory trends in and from the country.

6)   Ensure migrants, especially women and girls have the right to form associations and networks to ease support to them.

7)   Intensify information and education to raise awareness, and enable the victims of trafficking and smuggling to come forward for assistance.

9.4.2 MIGRATION, CHILDREN, ADOLESCENTS AND YOUTHS

The percentage of children in refugee camps across Africa is a demonstration that the special needs of children, adolescents and youths need to be catered for, during and after migration. These include but are not limited to: health care, education, shelter and protection from rights violations. Child trafficking is a critical challenge that must be addressed from different angles.

Millions of children around the world are classified as refugees, asylum seekers, internally displaced, and returnees. The lives of these children are shaped in diverse and significant ways by their experience of displacement and that of their parents, extended family, and community. Children who are considered forced migrants are often denied the rights enjoyed by citizens, including access to basic services, freedom of movement and assembly, and family reunification .

When a child (defined as less than 16 years of age by the Namibian Constitution) is induced to engage in commercial sex, it is a crime regardless of whether force, fraud, or coercion is used.

Namibia is a source and destination country for children, and to a lesser extent women, subjected to forced labour and sex trafficking. Some victims are initially offered legitimate work for adequate wages, but are then subjected to forced labour in urban centres and on commercial farms. Namibian children are subjected to forced labour in agriculture, cattle herding, and domestic service, and to sex trafficking.

NATIONAL INITIATIVES

The 2009 Prevention of Organised Crime Act (POCA) criminalises labour and sex trafficking and prescribed penalties.

In March 2018, the President signed the Combating of Trafficking in Persons Act No. 1 of 2018 which explicitly criminalises human trafficking and provides protection measures for victims of trafficking; however, it was not included in the official gazette, which is a requirement for the law to be fully operational.

CHALLENGE

a) National mechanisms to identify victims of trafficking and smuggling are not adequately coordinated and optimally utilised.

b) Absence of dedicated system or mechanism to collect data on the different migrant groups (children, youth, older persons) to inform awareness raising, services delivery and monitoring.

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[24] Jason Hart (2014). The Oxford Handbook of Refugee and Forced Migration Studies

STRATEGIES

1) Adopt and implement the draft national mechanism to identify young victims of trafficking and smuggling and refer them to specialised health care.

2) Ensure that the rights of migrant children, adolescents and youths are effectively protected under national laws by aligning them to relevant international instruments, particularly the African Charter on the Rights and Welfare of the Child, the African Youth Charter, the UN Convention on the Rights of the Child, the UN Convention Against Trans-national Organized Crime and its two Protocols; and ILO Convention 182 on the Worst Forms of Child Labour.

3) Promote informational/ educational campaigns to raise awareness about the youth dimension of migration among migrants, those affected by migration, and policy makers and personnel involved in migration, especially in the managing the migration process.

9.5 MIGRATION AND OLDER PERSONS

Older persons migrate for different reasons, in most cases non-economic. The determinants and consequences of the migration of older persons need to be understood properly in order to cater for their needs. Older persons may be negatively affected by their uprooting from their environment and their health, and economic well- being will most likely get compromised.

The National Population and Housing Census of 2011 has put the Namibian elderly population at 7.1%, and that most of these retire back to the rural areas, and benefit from retirement benefits. Though there is no evidence to suggest that the Namibian elderly people migrate in considerable numbers, as a destination country, Namibia should be having some older persons among the migrants.

Government development plans, including, Harambee Prosperity Plan, the Namibia Government Action Plan towards Prosperity for all 2016/17-2019/20 and the National Country Strategic Plan 2017-2022 do not make any explicit mention about the older persons. The rights of older persons are however stipulated in the Protocol to the African Charter on Human and People's Rights on the Rights of Older Persons. During migration, the rights and individual needs of older persons should be met throughout the process.

CHALLENGES

a) No provision in the existing policies to address the plight of older migrants.

STRATEGIES

1) Include   older persons in the development strategies and ensure that they receive adequate and gender-responsive quality and quantity of health care and other social services specifically during the migration process.

2) Put in place clear policies that encourage collaboration between countries to protect the entitlements of older persons that are migrating.

3) Ensure that programmes relating to training caretakers take into account the needs of older persons and other migrants, in terms of re-uniting them with their families and reintegrating them in host communities.

10.0 IMPLEMENTATION ARRANGEMENTS /FRAMEWORK

10.1 INSTITUTIONAL ARRANGEMENTS/FRAMEWORK

The Institutional framework to effectively implement this Policy will include formal government structures, some non-government actors, as well as the rules that will guide their roles in the implementation of this policy. As part of the institutional arrangements, Financial and human capacity will have to be identified and enhanced.

Presently the various ministries as well as the NSA, the NPC and the Ombudsman's office all handle migration-related work. There is need for a better coordinated reporting approach, and this can be to the NCMM. The NCMM therefore, should be properly institutionalised to enable it to perform its coordination role effectively, especially at policy implementation stage.

10.2 LEGAL, REGULATORY AND INSTITUTIONAL FRAMEWORK

The success in the implementation of the National Migration Policy will depend on strong laws, enforceable by courts of law, and regulations to facilitate the day-to-day operations.

The overarching legislation is the Constitution of the Republic of Namibia, 1990, which identifies the country's territory and among other provisions addresses issues of citizenship, human rights and freedoms as well as principles of state policy. The migration-related legislations   shall have to be harmonised, including but not limited to: The Immigration Control Act, Act No. 7 1993; Departure From Namibia Regulation Amendment Act, Act No. 4 of 1993; Namibia Citizenship Act, Act No. 14 of 1990; National Policy on Tourism, 2008 (being revised); Namibia Refugees (Recognition and Control) Act, Act No. 2 of 1999; Combating of Trafficking in Persons Act, Act No.1 of 2018; The Prevention of Organised Crime Act, Act No.29 of 2004; The Financial Intelligence Act (combating money laundering), Act No. 29 of 2004; The Prevention and Combating of Terrorist and Proliferation Activities Act, Act No. 4 of 2014 . Some of the laws need to be amended or repealed for purposes of making them comprehensive, consistent, current and supportive to this policy.

10.3 RESOURCE MOBILISATION

A Resource Mobilisation Strategy is proposed as a vehicle for better co-ordination and implementation of this Policy. The GRN shall be expected to put up the finances, but the strategy could also provide for development partners, to contribute towards technical assistance or outright projects financing.

The basic steps towards the development of the strategy will include: develop a basic information package, share existing information, enhance the use of technology for information sharing, strengthen the Resource Mobilisation Function and develop an Advocacy and Communication Strategy.

10.4 DATA AND RESEARCH ON MIGRATION

The Policy notes that for any evidence-based decision-making, planning and policy making, implementation as well as monitoring and evaluation, the availability of relevant, good quality statistics is fundamental.

While the NCMM is charged with the overall responsibility of monitoring and coordinating all the activities of the NMP. The Namibia Statistics Agency (NSA) as the official custodian of Official statistics will have to be sufficiently capacitated to collect and process all migration statistics.
The MHAI will spearhead and coordinate all Migration research initiatives in partnership with tertiary institution and private research institutions.

Hence, the development of a Migration Information System (MIS) for the collection, verification, processing, compilation, analysis and ensuring confidentiality of Migration data is required. A National Migration Indicator List with clear baselines will be developed to guide all the data collection process for the MIS, under the guidance of MHAISS, NCMM and NSA to support migration research objectives.
The Data and Research initiatives are foreseen to contribute to the following objective:

"Improve the availability of relevant and good quality migration statistics in Namibia for use in decision-making, planning and policy-making on migration issues".

The data and research initiatives will be designed around the following four strategies to achieve the above objective;

- Improved production of migration statistics in Namibia based upon user needs of the country.
- Improved harmonisation of concepts and methods for data collection.
- Improved availability and utilisation of migration statistics.
- Strengthened stakeholder coordination in the area of migration statistics and research production.

10.5 MONITORING, EVALUATION FRAMEWORK AND REPORTING

The NCMM is charged with the responsibility of facilitating and coordinating the implementation of the NMP. It shall also have the task of overseeing capacity enhancement of all the agencies responsible for the Policy implementation. Accordingly, a Monitoring and Evaluation (M andE) framework shall be developed as a guide to ensure that outputs, outcomes and all the intended objectives and targets are achieved. As a measure to strengthen the M and E and build an integrated M and E strategy, the NCMM could consider forming from among its members, a Monitoring and Evaluation Task Team.

The monitoring function will focus on tracking the progress on implementation, providing the basis for undertaking variance analysis between the planned and actual outputs.

The evaluation function will focus more towards assessing results; seek to establish the relevance, efficiency, effectiveness, sustainability and impact of strategies.

Reporting shall form an integral part of the framework, allowing for regular and structured reporting from agency level up to Cabinet and Parliament.

10.6 ADVOCACY AND DISSEMINATION (COMMUNICATION STRATEGY)

The main objective of this communications strategy will be to assist the NCMM to aggressively promote the Policy to the targeted stakeholders and audience in order to have the people of Namibia own it and play their roles in its implementation. The Policy should be launched at the national as well as regional levels.

A Migration Awareness Programme will then be launched, bringing on board the media, to widen the scope and improve the quality of reporting on migration and migrants, to raise the awareness of the public and local administration regarding the whole issue of migration.

The modus operandi will be to employ proactive approaches that will result in viable partnerships and sustained relationships. The ultimate results will be demonstrated by the increased number of relevant institutions and organisations that are conforming, and the rightful actions that are being taken by persons coming into, transiting through or leaving Namibia for purposes of migration.

This communication strategy will address the following:

Situation analysis – give an outline of the environment in which the communications strategy will be rolled out (what is already out there, key players, big opportunities to be pursued, opportunities for building strategic partnerships, areas to be targeted, challenges etc).

Target audiences – determine which target audience groups the communication strategy should focus on.

Communication objectives – establish what the goals of the communication strategy are and what the strategy aims to achieve.

Key messages – guide on what to communicate to targeted audiences.

Theme – give an overarching positioning statement from which key messages will be founded.

Communication approach – determines how the strategy will be implemented to ensure that the NMP objectives are achieved and messages delivered to the right audience, achieve the desired results.

11.0 IMPLEMENTATION ACTION PLAN

An implementation action plan has been developed to operationalise this comprehensive policy. It shall be reviewed every 5 years.

Please see annexure 1

12.0 CONCLUSION

The NMP has, to a large extent been informed of the trends and characteristics of migration in Namibia, the impact of migration on socio-economics, political and health aspects within the country, and existing governance frameworks. It has been prepared in conformity to the template approved for the development of government policies.

The Implementation Action Plan details timelines for the various legal, regulatory and institutional reforms that need to be undertaken to implement this Policy. The IAP addresses the objectives and strategies mentioned in the Policy, but at a higher level, it shall therefore, in as much as possible be used together with the Policy to include the detailed recommendations on all thematic areas. The IAP shall be reviewed every five years, and will be a stand-alone document.

The Policy proposes other initiatives like resource mobilisation, information dissemination and formation of partnerships with the private sector, civil society as well as development partners. If the above are implemented, it is expected that Namibia will be better positioned to manage migration better, and even benefit from it, while adhering to its international and regional obligations. The Policy shall be reviewed every five years to ensure that it continues to be relevant to the ever changing migration trends and dynamics in any given country, region and continent.

ANNEXURE I

IMPLEMENTATION ACTION PLAN OF THE NATIONAL MIGRATION POLICY

	Strategies	Activities	Outputs	Key Indicators	Baseline	Time lines and Targets per year					Budget (N$'000 000)					Actors/ Responsible institution
						Y1	Y2	Y3	Y4	Y5	Y1	Y2	Y3	Y4	Y5	
Policy objective 1: To improve the Legal, Regulatory and Institutional Frameworks																
1	Reforming of the legal and regulatory framework	1. Identify and analyse national laws, policies and regulations that relate to migration. 2. Make a proposal to cabinet for the repeal/amendment of the laws.	Outdated Laws are amended/repealed and replaced	No. of laws reformed	0	0	1	1	1	1	1	1	1	1	1	MoJ and affected O/M/As
2	Accession to relevant International Instruments in the area of Migration Management	1. Identify key international instruments in the area of migration management. 2. Make proposals to cabinet on possible accession to the relevant international instruments.	Namibia becomes a party to relevant international instruments in the area of migration management	No. of international instruments ratified/acceded to	0	4	1	1	1	1						MoJ and affected O/M/As
Policy objective 2:To improve Data Collection, Processing and Dissemination																
3	Enhancing data collection, processing and reporting	Empower O/M/As with enhanced financial and human resources	Capacity of O/M/As has been strengthened to produce migration statistics	No. of O/M/As capacitated	0	2	2	2	2	2						NSA, MHAISS, MHSS, MIRCO, MLIREC

#		Integrate migration indicator in current O/M/As information systems	Functional integrated migration information system exist	% Progress towards establishing the system							
4				0							
5	Communication & Marketing	1) Launch policy on national and on regional levels. 2) Develop a Communications Strategy. 3) Conduct advocacy and dissemination of policy. 4) Conduct awareness campaigns continuously.	Communication Strategy Developed Policy promoted, known and owned by stakeholders and beneficiaries.	No of awareness campaigns conducted	0	2	2	2	2	2	MHAISS, MICT, NPC

Policy objective 3 : Mitigate Irregular Migration, Trafficking and Forced Migration

#											
6	Strengthen border control and management systems	Upgrade border management systems	Efficient and effective border management	Number of ports of entry with upgraded management systems.	0						MHAISS, MOF, MAWLR, MSS, MEFT, MWT, MHSS
7		Create an enabling environment to enhance return and reintegrate migrants	Migrants successfully returned and reintegrated	No. of instruments improved to attract returning migrants	0	1	0	1			MHAISS, NCMM,
8	Support voluntary returns and readmission	Create an enabling environment to enhance readmission and reintegrate migrants	Migrants successfully readmitted and reintegrated	2							

Policy objective 4: Create a better organised environment to facilitate labour migration, cross-border trade, tourism, refugee management, diaspora and remittances plus all the identified cross cutting issues

#		Mobilise resources	Adequate resources allocated	% of resources allocated	0	100	100	100	100	100	All O/M/As
9	**Enhancing resources allocation to Migration Management, including human and financial**										
10	**Develop Human Resources Development Plan with projection of the supply and demand of labour**	Conduct a situational analysis Align plan to NIEIS and to the NHRP	Human Resource Development Plan developed	% progress towards the development of the plan	0	50	100				MHETI, MLIREC, NPC
11	**Establish sufficient infrastructure to improve efficiency at the Ports of Entry**	Upgrade infrastructure	Adequate infrastructure upgraded	No. of ports of entry upgraded	0	0	1	1	1	1	MHAISS, MOF, MHSS, MAWF, MEFT
12	**Strengthen the institutional framework, including institutionalising the NCMM and equipping the relevant agencies with the required training/knowledge and tools/equipment;**	Mobilise adequate resources	Sufficient resources allocated	% of resources acquired	0						MHAI, MSS MoF, MHSS, MAWLR MEFT
		Provide capacity building	Relevant agencies' officials trained and capacitated	% of officials trained and capacitated	0	100	100	100	100	100	
		Develop rules of procedure and methodology of work for the NCMM			0	20	40	60	80	100	
13	**Harmonise the national policies with existing regional and bilateral protocols and agreements on cross border trade.**	Review national policies, protocols and agreements	Harmonised national policies, protocols and agreements	No. of national policies, protocols and agreements harmonised	0	2	2	2	2	2	MIRCO, MOJ, MHAISS, MLIREC, MOF
14	**Develop a diaspora engagement framework**	1)Develop legislation and policies 2)Develop a database for diaspora. 3)Encourage the establishment of Diaspora Associations 4)Develop mechanisms to ease transfer of remittances	Effective Diaspora engagement programs	No. of Diaspora participating/networking							MIRCO, MHAISS, MLIREC, NPC, MHE

No.	Target	Activities	Indicator	Measure	Baseline					Responsible
15	**Develop an official remittance framework for Namibia to make it easy for Diaspora to send back monies.**	Engage financial institutions to create a conducive environment for Remittance Transactions	Remittance framework developed	% progress towards the development of remittance framework	0	20	50	80	100	BON, MOF, Namfisa, MLIREC,NPC,
16	**Establish a Diaspora desk at MIRCO, to not only monitor Namibians abroad, but promote Namibians' participation in International jobs and other opportunities.**	1) Conduct situational analysis for diaspora 2) Create a desk for diaspora engagement	Functional Diaspora desk created	% progress towards the establishment of a functional desk	0	30	60	100		MIRCO, MLIREC, MHAISS, OPM, NPC, MOF
17	**Mitigate the effects of climate change and environment degradation on migration.**	Design and implement mitigating measures that address the impact of climate change and environment degradation on migration	Impacts of climate change and environment degradation on migration are fully known and addressed	Number of studies undertaken	TBC	1	1	1	1	MHAISS, NCMM, MET, UNAM, NUST, UNDP, NSA
				Number of functional early warning systems	TBC	1	1	6	6	
18	**Design protective and preventative interventions where possible to mitigate the effects of climate change and environment degradation.**	1) Mainstream Climate Change resilience measures into other sectors. 2) Implement the National Climate Change Strategy and	Reports on Climate Change mitigating measures.	% progress in implementation of National Climate Change Strategy and Action Plan 2013-2020 (NCCSAP)	70	90	90	95	98 100	MET, MAWF, NGOs, MHAISS,

Strategy	Activities	Indicator	Baseline	Targets					Responsible
	3) Implement measures to prevent and reverse land degradation. 4) Strengthen capacity and systems for monitoring environmental degradation and integrated Drought Early Warning - GCF Project.	Reports on measures to prevent and reverse environmental degradation.	% progress in implementation of Third National Action Programme to Combat Desertification (2014-2024)	50	55	60	70	75	80	MEFT, MAWLR, NGOs, MHAISS

Policy Objective 5: To Address Rapid Internal Migration

Strategy	Activities	Indicator	Baseline	Targets										Responsible
Promote equitable development in the different regions through deliberate Investments that will create employment.	Embark on a national mapping exercise to determine each area's comparative advantage with a view of setting up relevant industries.	Number of industries set up by government, private sector, or both through PPPs	The country is equitably developed, and each region can create employment for its young people	0	1	0	1	1	1	5	40	20	20	20	NPC/MOF/MINISTRY RESPONSIBLE FOR AGRICULTURE
Develop programmes for diversification to compliment agriculture and mineral extraction and promote skills development.	Train the youth in skills that are targeted towards the respective industries in their regions.	Number of people trained in vocational skills	Targeted and relevant skills are developed	50	100	200	300	500	1	2	2	3	4	"

Policy Objective 6: Monitoring and Evaluation

Strategy	Activities	Indicator	Baseline	Targets						Responsible
Monitoring, Evaluation (M&E) and Reporting	1) Facilitate and coordinate the implementation of the policy 2) Conduct annual structured reporting 3) Develop M and E Framework 4) Enhance M and E capacity of agencies responsible for the Policy implementation 5) Submit annual implementation progress reports to NPC 6) Conduct IAP Review every 5 years/ Periodic	M and E Framework develop; Annual M and E reporting conducted; Annual implementation Progress Reports in place; IAP Reviewed	0	1	1	1	1			MHAISS, NPC, MOF, MAWLR, , MEFT, MWT, MOHSS

APPENDIX I: MIGRATION RELATED INSTRUMENTS NOT YET RATIFIED BY NAMIBIA

Instruments	Date of Entry into Force
AU Protocol on Amendments to the Constitutive Act of the African Union	Not yet in force, 28 ratifications so far, two thirds of AU membership have to ratify Protocol for it to enter into force.
AU Protocol to the Treaty Establishing the African Economic Community Relating to Free Movement of Persons, Right of Residence and Right of Establishment	Not yet in force, only one country, i.e. Rwanda, has ratified the Protocol thus far. 15 instruments of ratification required for Protocol to enter into force.
AU Convention on Cross-Border Cooperation	Not yet in force, only 4 AU Member States have ratified the Protocol thus far. 15 instruments of ratification required for Convention to enter into force.
SADC Protocol on Employment and Labour,2014	Not yet in force, two thirds of SADC Member States have to ratify Protocol, for it to enter into force.
ILO Convention No. 19 on Equality of Treatment (Accident compensation)	08 September 1926
UN Convention on the Privileges and Immunities of the Specialized Agencies	02 December 1948
ILO Convention No. 97 concerning Migration for Employment, 1949	22 January 1952
ILO Convention No. 102 on Social Security (Minimum standards), 1952	25 April 1955
UN Convention relating to the Status of Stateless Persons	06 June 1960
UN Convention against Discrimination in Education,	22 May 1962
ILO Convention No. 118 on the Equality of Treatment (Social Security), 1962	25 April 1964
ILO Convention No. 121 on Employment Injury Benefits, 1964	28 July 1967
AU Convention governing the specific Aspects of Refugee Problems in Africa	20 June 1974
UN Convention on the Reduction of Statelessness	13 December 1975
ILO Convention No. 143 concerning Migration in Abusive Conditions and the Promotion of Equality of Opportunity and Treatment of Migrant Workers, 1975	09 December 1978
ILO Convention No. 157 on the Maintenance of Social Security Rights, 1982	11 September 1986
ILO Convention No. 176 concerning Safety and Health in Mines, 1995	05 June 1998
ILO Private Employment Agencies Convention No. 181 of 1997	10 May 2000
ILO Convention No. 183 concerning Maternity Protection, 2000	07 February 2002
International Convention on the Protection of the Rights of All Migrant Workers and Members of their families	01 July 2003

Instruments	Date of Ratification (r)/ Accession (a)/ Succession (s)
International Convention on the Elimination of All Forms of Racial Discrimination	11 November 1982 (a)
Convention on the Rights of the Child	30 September 1990 (r)
Treaty Establishing the African Economic Community	28 June 1992 (r)
African Charter on Human's and Peoples' Rights	30 July 1992 (r)
Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment	24 November 1994 (a)
International Covenant on Civil and Political Rights	28 November 1994 (a)
International Covenant on Economic, Social and Cultural Rights 16 December 1966	28 November 1994 (a)
ILO Convention concerning the Application of the Principles of the Right to Organise and to Bargain Collectively (No. 98), 1949	03 January 1995 (r)
ILO Convention concerning the Freedom of Association and the Right to Organise (No. 87), 1948	03 January 1995 (r)
Convention relating to the Status of Refugees	17 February 1995 (a)
UN Protocol Relating to the Status of Refugees	17 February 1995 (a)
ILO Convention concerning Labour Administration: Role, Functions and Organisation (No. 150), 1978	28 June 1996 (r)
ILO Convention concerning Termination of Employment at the Initiative of the Employer (No. 158), 1982	28 June 1996 (r)
SADC Protocol on Trade, 1996	22 December 1998 (r)
SADC Protocol on the Development of Tourism, 1998	13 June 2000 (r)
Convention Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour	15 November 2000 (r)
ILO Convention concerning Forced or Compulsory Labour (No. 29), 1930	15 November 2000 (r)
ILO Convention concerning Minimum Age for Admission to Employment (No. 138), 1973	15 November 2000 (r)
ILO Convention concerning the Abolition of Forced Labour (No. 105),1957	15 November 2000 (r)
ILO Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (No. 182), 1999	15 November 2000
ILO Convention concerning Discrimination in Respect of Employment and Occupation (No. 111), 1958	13 November 2001 (r)
Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflicts	16 April 2002 (r)
United Nations Convention Against Transnational Organised Crime	16 August 2002 (r)

APPENDIX III: SOURCES CONSULTED

2019   IOM Release on trafficking, in support of Ministry of Gender Equality and   Child Welfare, in coordination with the National Coordinating Body (NCB).

Namibia Statistics Agency (NSA) Report

2018-2030 African Union Migration Policy Framework for Africa and Plan of Action

2018   World Travel and Tourism Council Report: Economic Impact, Namibia

2018   Migration Policy Institute (Washington, D.C) Publication on Diaspora and Remittances

2018   Concern.org, (a Humanitarian organization focusing on the world's most vulnerable), report on Forced Displacement

2017   UNHCR report (on refugees and asylum seekers)

2016   Migration Profile for Namibia

2016   David Mclellan: The Borgen Project (a non-for-profit organization that focuses on global poverty crisis)

2015   IOM Publication; Migration in Namibia- A Country Profile Namibia

2014   National Statistics Agency (NSA) Report on "Informal Cross Border Trade"

2014   Jason Hart : The Oxford Handbook of Refugee and Forced Migration Studies.

2011   Namibia Population and Housing Census Main Report

2011   Namibia Statistics Agency, at the launch of Population Projections report

2011   Namibia Census Migration Report

2008   National Policy on Tourism for Namibia

2008   Dirkx, E., Hager, C., Tadross, M., Bethune, S. & Curtis, B (2008). Climate change vulnerability and adaptation assessment. Dessert Research Foundation of Namibia & Climate systems analysis Group. Prepared for the Ministry of Environment and Tourism.

1962   Becker, G.S (1962). Investment in Human Capital: A Theoretical Analysis, The Journal of Political Economy.

2014   Jason Hart : The Oxford Handbook of Refugee and Forced Migration Studies

General references

Western Bay Safeguarding Boards www.wbsb.co.uk/4482

https://www.who.int/environmental_health_emergencies/vulnerable_groups/en/

Democratic
Republic of
the Congo

Tanzania

Seychelles

Angola

Malawi

Zambia

Zimbabwe

Madagascar

Namibia

Botswana

Mauritius

Mozambique

Lesotho

Swaziland

South Africa