

FINAL REPORT

Namibia: Country Gender Profile

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Japan International Cooperation Agency
Public Policy Department

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Namibia

Summary

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Summary of Country Gender Profile in Namibia (2009)

Current Situation of Women in Namibia

The government of Namibia has made various efforts in terms of strengthening women's rights, first of all by according gender equality the status of a constitutionally guaranteed fundamental right and by subsequently passing progressive gender-based laws in order to ensure the empowerment of women, men and children, and the equality between men and women as prerequisites for full participation in political, legal, social, cultural and economic development.

Government Policy on Gender

The Namibia's national policy and development plan are as follows:

Mandate

Ensure gender equality and equitable socio-economic development of women, men and children.

Vision Statement

To ensure that Namibia becomes "a society of equal opportunities for all".

Mission Statement

To create and ensure an enabling environment in which gender equality and the well-being of children can be realized.

National Machinery

The national machinery of gender mainstreaming is Ministry of Gender Equality And Child Welfare, Directorate of Gender Equality. The Directorate of Gender Equality has two divisions, namely Gender Mainstreaming and Research, Legal and International Affairs and its mandate is to promote gender equality by empowering both women and men through dissemination of information, coordination and networking with all stakeholders; and mainstreaming of gender at all levels; and to influence the law making process to bring about law and policy reform that are gender responsive.

Situation of Women/Gender in Education

The Namibian government is aiming at eliminating gender disparity in primary and secondary education preferably by 2005, and in all levels of education n no later than 2015.

The disparity between males and females in educational qualifications is still large. 20% of Black females and 13% of Black males do not have any formal schooling, whereas only less than 1% of White females and males do not have any formal schooling. The enrolment of female student tends to increase and the literacy rate of women has been improving

Situation of Women/Gender in Health

Namibia gained its independence in 1990, and since then has made remarkable gains in social and economic conditions. While more than 75 percent of Namibian women deliver babies with the assistance of skilled birth attendants, life expectancy for women and men alike actually has fallen as a direct result of HIV. An estimated 20% of the country's 2.1 million people are living with HIV.

Situation of Women./Gender in Agriculture, Forestry, Fisheries

Women account for 59% of all those engaged in skilled and subsistence agricultural work. According to the 1991 census. This work employs over 70% of rural women classified as employed.

Focal points are needed in the Ministry of Agriculture to improve the status of women in agriculture.

Situation of Women/Gender in Economic Activities

The national policy on gender and employment is to promote equal economic rights between men and women as well as the economic independence of women. However the proportion of unemployed females is higher than that of their male counterparts.

List of Abbreviations
(Namibia)

AIDS	Acquired Immune Deficiency Syndrome
BPA	Beijing Platform for Action
CEDAW	Convention on the Elimination of All Forms of Discrimination
CSO	Civil Society Organizations
DWA	Department of Women Affairs
GBD	Gender Based Violence
GFP	Gender Focal Point
HIV	Human Immune Deficiency Virus
IEC	Information, Education and Communication
LAC	Legal Assistance Centre
MAWD	Ministry of Agriculture Water and Rural Development
MBESC	Ministry of Basic Education, Sports and Culture
MDGs	Millennium Declaration/ Development Goals
MHETEC	Ministry of Higher Education, Training and Employment Creation
MOHSS	Ministry of Health and Social Services
MLRR	Ministry of Lands, Rehabilitation and Resettlement
MMCVAWC	Multimedia Campaign on Violence against Women and Children
MOJ	Ministry of Justice
MWACW	Ministry of Women Affairs and Child Welfare
NAMDEB	Namibia DeBeers
NGMP	National Gender Mainstreaming Program
NGMTF	National Gender Mainstreaming Task Force
NGO	Non Governmental Organizations
NGPOA	National Gender Policy
NGPA	National Gender Plan of Action
PWC	Parliamentary Women's Caucus
SAWC	Southern African Development Community
UN	United Nations
UNECA	United Nations Economic Commission for Africa
UNFPA	United Nations Populations Fund

1. Basic profiles

1-1 Socio-Economic Profile

Socio-economic profile							Ref.	
Social indicators								
<u>International development indicators</u>	Human development index*		Gender-related development index*		Gender empowerment measurement (Value)*			
	N/A		N/A		N/A			
<u>Demographic indicators</u>	Total (millions)	% of female population	% of urban population		Population growth rate (%)	Total fertility rate (%)		
			Total	% of female population				
	2007	1,830,330	52.3	33.0	N/A	2.6	3.5	
	1991	1,409,920	N/A	28.0	N/A	3.1	N/A	2)
	Life expectancy		Households number by head of households (HH)				2)	
		Male	Female	Total	Male-headed	Female-headed		
	2007	48	50	371,678 (2007)	59.5	40.5	4)	
	1991	59	63	N/A	N/A	N/A	2)	
Economic indicators							3)	
		GNP/Capita	Growth rate of real GDP	GDP implicit deflator*	Gini index*	Aid/GNP		
	1995	N/A	4.5	N/A	N/A	N/A		
	2007	N/A	5.2	N/A	6.6	N/A	5)	
<u>Public sector expenditure by sectors</u>		Health	Education	Social welfare	Defence	Gender	Others	
	Unit N\$	(000)	(000)	(000)	(000)		(000)	
		N/A	N/A	N/A	N/A			
	%	4.7	21.3	N/A	N/A		3)	
		/GDP	/GDP	/GDP	/GDP			
<u>Industry /GDP</u>		Agriculture	Industry	Service	Others		3)	
	%	%	%	%	%			
	2007	21.9	20.9	51.0	6.2			
<u>Labour indicators</u>		Total No.		Unemployment no and rate		Minimum wage		6)
		Male	Female	Male	Female	Male	Female	
	2001 No.	5313,139	281,710	84,007	101,251	N/A	N/A	
	%	73.2	64.1	26.8	35.9	-	-	
<u>Employment rate (YEAR)</u>		Agriculture	Non-agriculture					
			Industry	Commercial	Services	Not stated		
	Total (2001)	102,439	50,474	17,788	233,842	5,048	6)	
	% of female population	20.7	5.1	3.5	69.4	1.3		
Approaches to gender issues								
<u>Ratification and signature of international laws</u>						Year	7)	
Beijing Declaration and Platform for Action						1995		
Convention of Elimination of All Forms of Discrimination against Women (CEDAW)						1996		
SADC (Southern African Development Committee) Declaration on Women' Rights						1997		
<u>Women in decision-making (% of female population)</u>								
Government	In parliament	28	Private sector		Directors & Managers	820	8)	
	Ministers	5			%	33%	9)	
	Deputy ministers	5						
<u>Policy of gender</u>						Year		
National Policy for Women's Empowerment and Gender Equality of Namibia						N/A	7)	
<u>Laws of gender</u>						Year		
Married Person's Equality Act (Act No. 6 of 1996)						1996		

Socio-economic profile		Ref.
The Communal Land Act (Act No. 5 of 2002)	2002	
Public organization of gender		
Name of the national machinery	Ministry of Gender Equality and Child Welfare	

Note: Refer to the definitions for the words attached with *

1-2 Health Profile

Health Indicators							Ref.
Prevalence of health services	No. of Hospital beds per 1,000 persons	No. of physicians per 1,000 persons					
	N/A	N/A					
Infant mortality rate	Total			Female			1)
2006	45/1000				N/A		
Under-five mortality rate	Total			Female			1)
2008	61/1000				N/A		
Prevalence and death rates associated with tuberculosis	Total			Female			10)
2004	44/100,000				N/A		
Prevalence and death rates associated with infectious diseases	Total			Female			10)
2004	806/100,000				N/A		
% of vaccinated (1 year old)	BCG	DPT	Polio	Measles			1)
	88	90	74	63			
Reproductive health	Contraceptive prevalence rate		Rate of births attended by trained personnel		Amnesia prevalence among pregnant women		
Male	69				N/A		1)
Female	48		79		N/A		
	Maternal mortality ratio		Total fertility rate		Average age of first marriage		2)
2006	0.52		3.6		N/A		
Nutrition	Children under weight for age (& aged under 5)		Oral re-hydration therapy use rate		Iodine deficiency		
2006	14		19		37		1)
Community health service	Access to safe water			Access to adequate sanitation			1)
	Total	Urban	Rural	Total	Urban	Rural	
2006					N/A	N/A	
%	87	98	81	25	50	13	
HIV/AIDS	HIV prevalence, aged 15-49yo				% of population aged with comprehensive knowledge of HIV/AIDS		2)
	Total	Male	Female				
			Pregnant women		Male	Female	
2008	N/A	N/A	N/A		N/A		
%	21.3	N/A	N/A		N/A	98.8	99.1
							2)

1-3 Education Profile

Education Indicators								Ref.
Education systems	Primary	1,043	Secondary	587	Tertiary	11	11)	
Adult literacy rate (Over 15yo)	Total	85	Male	88.6	Female	90.9	2)	
Primary education								
Net enrolment no and rate	2006	Total	50,638	Male	N/A	Female	N/A	11)
	%		100		50.8		49.2	
Progression rate	2006	Total	76.8	Male	74.7	Female	78.9	
	%							
Drop-out rate	2006	Total		Male	7.3	Female		
	%		6.9		6.9		6.5	
Secondary education								
Net enrolment no and rate	2006	Total	152,638	Male	N/A	Female	N/A	11)
	%		100		48.7		51.3	
Progression rate	2006	Total	95.8	Male		Female		
	%							
Drop-out rate	2006	Total	N/A	Male	N/A	Female	N/A	
	%		1.9		N/A		N/A	
Tertiary education								
Net enrolment no and rate	2006	Total	2,707	Male	N/A	Female	N/A	11)
	%		N/A		N/A		N/A	
Progression rate	2006	Total	N/A	Male	N/A	Female	N/A	
	%		N/A		N/A		N/A	
Drop-out rate	2006	Total	N/A	Male	N/A	Female	N/A	
	%		N/A		N/A		N/A	
Tertiary level enrolment by field of study by gender	Education	Arts	Social science	Engineering and Technology	Medicine	Business & Management	11)	
		N/A	N/A	N/A	N/A	N/A		

Reference:

- 1) Statistics of UNICEF, 2008 (Web site)
- 2) Demographic and Health Survey, 2006-2007
- 3) National Accounts, 2000-2007
- 4) Namibia Household Income and Expenditure Survey, 2006
- 5) IMF Statistics, 2008 (Web site)
- 6) 2001 Population and Housing Census, 2003
- 7) Namibia National Progress Report on the Implementation of the Beijing Platform For Action(Beijing +10)(Web site)
- 8) Ministerial Annual Report 2006, Ministry of Gender Equality and Child Welfare
- 9) Statistics on Men and Women in Management Positions in the Private Sector of Namibia, 2006
- 10) Namibia Country Health System Fact Sheet 2006, WHO (Web site)
- 11) Education Statistics, 2006

2. General Situation of Women and Government Policy on Gender

2-1 General Situation of Women in Namibia

General Situation of Women in Namibia

- 1) Although Namibia had made significant progress since its last periodic review, challenges to achieving full gender equality, there are much more would be done. The challenge was to maximize the advantage of the current momentum to keep women's issues "on the front burner".
- 2) The National Statistics on cases reported to the Police countrywide from various Police Stations in the different regions compiled by the Ministry of Gender Equality and Child Welfare (MGECW).
- 3) The underlined data shows that considerable progress has been made in Namibia to include women in the management cadre.
- 4) The government of Namibia has made various efforts in terms of strengthening women's rights, first of all by according gender equality the status of a constitutionally guaranteed fundamental right and by subsequently passing progressive gender-based laws in order to ensure the empowerment of women, men and children, and the equality between men and women as prerequisites for full participation in political, legal, social, cultural and economic development.

[General situation]

Although Namibia had made significant progress since its last periodic review, challenges to achieving full gender equality, there are much more would be done. The challenge was to maximize the advantage of the current momentum to keep women's issues "on the front burner". The Government of Namibia would, therefore, continue to adopt measures and initiatives that would progressively propel the country towards empowerment of women and gender equality.

Namibia has some 12 ethnic groups, and after the country achieved independence after years of colonial rule and apartheid in 1990, traditional royal houses and counsels acquired renewed authority, with recognized power to run their own office in their traditional areas. Under the country's Constitution, "both the customary and common law in Namibia in force on the date of Independence shall remain valid to the extent to which such customary or common law does not conflict with the Constitution or any other statutory law."

[Sexual harassment and violence against women and men¹]

The National Statistics on cases reported to the Police countrywide from various Police Stations in the different regions compiled by the Ministry of Gender Equality and Child Welfare (MGECW).

¹ Gender Based Violence Reported Cases on Rape, Attempted rape, assault with intent to do grievously bodily harm of murder with fire arm, other weapons or by any other

Table Monthly Reported cases of rape per region (Average), 2002-2005

(From lowest to highest region)

Regions	2002	2003	2004	2005
Caprivi	34	30	25	25
Oshikoto	53	47	51	48
Kunene	28	33	28	52
Karas	47	48	59	55
Omusati	23	44	55	55
Erongo	67	72	74	56
Kavango	40	47	48	58
Oshana	101	118	100	68
Hardap 4	43	58	77	71
Omaheke	52	58	77	76
Otjozondjupa	45	68	68	102
Ohangwena	50	77	73	111
Khomas	174	161	180	154
TOTAL	763	861	915	931

Source: NAMPOL Crime Prevention Unit, 2002 - 2005.

As for the majority of the victims of assault are male adults followed by female. December records the highest number of reported cases of 760 against male and 380 of the reported cases are against women. The data shows that on average monthly reported cases on assault by female adults are about half of that reported by their male counterparts. Juveniles, both male and female, account for less than fifty reported cases monthly. Annually, a total of 131 cases of assault are reported by female juveniles and 241 cases against male juveniles. Generally, it can be deduced from this data that when making a gender analysis, it is clear that most victims of assault are male, both adult and juveniles. However more cases of assault are reported by adults (both male and female) than juveniles (both male and female)².

[Improvement of the low representation in key decision making positions in the government]

The underlined data shows that considerable progress has been made in Namibia to include women in the management cadre. Namibia succeeded in achieving 33% women in the Public Service management cadre, thereby reaching the 30% target by 2005, with 48% Offices, Ministries and Agencies having more than 30% women in their management cadre. Hence it's important to note that the current situation represents a marked improvement in the public service. However, despite this progress, it is regrettable to note that although women are almost on a par with males in the overall

² Gender Based Violence Reported Cases on Rape, Attempted rape, assault with intent to do grievously bodily harm of murder with fire arm, other weapons or by any other

public service (49%) positions, they are mostly located at the bottom of the ladder, as they make up the majority of the non-managerial positions. Therefore, more efforts need to be done to include women in managerial positions.

The underlined data shows that considerable progress has been made in Namibia in term of the participation of women in decision making.

**Table Management Cadre in the Public Sector
Political Position by Gender in February 2009 in Namibia³**

Category	Total	Men	Women	% of women
Secretary to Cabinet	1	1	0	0
PS/Accounting officer	26	20	6	23
Deputy PS	25	19	6	24
Undersecretary/Chief officer	42	32	10	24
Directors	157	107	50	32
Deputy Directors	298	191	107	36
Total	549	370	179	33

[Issues originated in religions and traditional customs]

Since independence in 1990, the government of Namibia has made various efforts in terms of strengthening women’s rights, first of all by according gender equality the status of a constitutionally guaranteed fundamental right and by subsequently passing progressive gender-based laws in order to ensure the empowerment of women, men and children, and the equality between men and women as prerequisites for full participation in political, legal, social, cultural and economic development.

Yet, women living in traditional settings in particular – and indeed, the vast majority of women in Namibia live in such settings – continue to face serious challenges in achieving equal treatment compared with their male counterparts. Besides the principle of non-discrimination, further principles within the framework of the Namibian Constitution are the fundamental right to enjoy, practise, maintain and promote any culture, tradition or religion, as well as the recognition of Namibian customary law, which can be regarded as an indispensable tribute to Namibian indigenous peoples. Beyond doubt, however, in some instances, traditional, cultural, and religious practices and beliefs affect women’s rights. Tradition, custom and culture are frequently cited to justify 20, patriarchy and men’s discriminatory attitudes. This is a major barrier to gender equality.

³ Women in the Management Positions in the Public Service, Parastatals and Private Sector

The potential conflict between gender equality and traditional practices is the focal point of this publication, which assembles a variety of contributions addressing the relationship between women's rights and customary law from different legal and socio-economic perspectives. Cultural practices and customary laws are put in the context of constitutional rights and enacted statutes. The publication contains contributions by prominent experts from various field, elucidating the topic from different perspectives, resulting in an interdisciplinary approach with regard to the problems addressed.

Apart from illustrating some of the customs considered to be sensitive in terms of gender equality, the contributions also deal with the gap between customary and statutory law in Namibia, recent relevant developments in the process of law reform, and judicial reflections on women and custom in Namibia and Southern Africa. This prominent collection of articles, together with an introduction to the legal framework of women and custom in Namibia and an annexed compilation of the most relevant legal texts, provides the reader with a sound overview of the current situation with regard to women and custom in Namibia.

Education is considered to be a key to successfully overcoming the subordinated *izeqamgwago* or prostitutes. The commission of on Gender Equality has criticised this practice as violating the rights to life, health and dignity of girls. The incidence of female genital mutilation (FGM), however, differs on the extent to which it occurs and as to whether it is a problem in the Namibian context. Some FGMs are possibly occurring in some immigrant communities. It is also thought that forced marriage occurs in some communities. The legal framework provides for the prohibition of such practices. For example, the Promotion of Equality and Prevention of unfair Discrimination Act 4 of 2000, generally protects women against discrimination. Section 8 of the Act sets out a list of possible cases of unfair discrimination, each of which It would need to be proved in terms of the Act. This section includes FGM, gender-based violence and “any practice, including any traditional, customary or religious practice, which impairs the dignity of women and undermines equality between women and men, including the undermining of the dignity and well-being of the girl-child.”

2-2 Government Policy on Gender

Government Policy on Gender

- 1) National Policy for Women's Empowerment and Gender Equality of Namibia is to ensure gender equality and equitable socio-economic development of women, men and children.
- 2) The AGDI has been launched in Namibia and a National Advisory Committee has been established to facilitate the process of collecting gender disaggregated data in Namibia.
- 3) There are various new acts have been established in terms of Namibia.

[Government Policy and Development Plan on Women]

The Namibia's national policy and development plan are as follows:

Mandate

Ensure gender equality and equitable socio-economic development of women, men and children.

Vision Statement

To ensure that Namibia becomes "a society of equal opportunities for all".

Mission Statement

To create and ensure an enabling environment in which gender equality and the well-being of children can be realized.

Overall Function of the Ministry

- Plan, develop, monitor, coordinate and advocate for the implementation of policies and programmes at national and regional levels.
- Establish facilities to render specific services to the target group and the community at large.
- Embark upon legal literacy to ensure that laws enacted are understood and made use of and to assess their impact on the lives of people.
- Promote participatory, empowering and liberating strategies of community development.
- Advise Regional Councils and Local Authorities on strengthening Regional staff community issues, activities and produce relevant mobilization and advocacy materials in order to promote behavioural change towards socio-economical development and in still a sense of ownership of the process of change.
- Mainstreaming gender at all sector levels countrywide.
- Embark upon HIV/AIDS awareness campaign.
- Strive to achieve that all children, including refugee children enjoy equal care, protection and opportunities.
- The implementation, monitoring and evaluation of community-based programmes.

- Provision of and access to material support for Income Generation Activities (IGA's) at the Regional level.
- The coordination with other line ministries, NGOs and international groups.
- Ensuring efficient operational management at local and regional levels.
- Training of parents on the importance of Integrated Early Childhood Development and supporting of attempts by communities to set community-based kindergartens, crèches, etc.
- Ensuring capacity building of staff community members at local and regional levels.
- Promoting the participation of women project members in all Trade Fairs to exhibit their goods/products and to gain ideas about marketing.
- Ensuring preparation of action plans and suggested budget for the region on staff salaries and community development activities.

[On-going Activities for Women]

African Gender Development Index (AGDI)

The AGDI has been launched in Namibia and a National Advisory Committee has been established to facilitate the process of collecting gender disaggregated data in Namibia.

The AGDI has been developed by the Economic Commission for Africa (ECA) to address the lack of adequate indicators for measuring gender inequality and progress achieved with regard to the advancement of women. The Index has been piloted in 12 African countries, and the results of the field trials will be published in the African.

Women's Report was launched in 2006. The ECA is in the process of preparing the extension of the AGDI to other African countries and Namibia has been chosen to be part of this initiative which started last year 2006.

Composition of the National Advisory Panel (NAP)

Selected Ministries and organization nominated Senior Level officials as members of the AGDI's NAP. The ECA team arrived in Namibia in April 2006 and the National Advisory Panel was launched.

The NAP consists of:

- National Machinery for Gender – MGECW
- Ministry in charge of Health – MoHSS
- Ministry in Charge of Finance and Planning – Ministry of Finance
- Ministry in charge of Education – ME
- Ministry in Charge of Agriculture – MARD
- National Bureau of Statistic – NPC
- 2 independent gender experts – MRCC & LAC
- A representative from NGO – Namibia Women's Network

- 1 other independent institution - NANGOF
- The role of the National Advisory Panel is to:
 - 1) To provide intellectual advice and professional criticism.
 - 2) To facilitate the work of the research institution during the field trials of the index
 - 3) To validate the national chapter of the African Women's Report (AWR) following the collection and the analysis of inputs from the field trial of the AGDI to ensure that the report is of high quality.

A research institution will be selected in Namibia to test the AGDI in the field with the support of the ECA. The institution will be responsible for conducting the field research and undertaking the initial data analysis using local researchers. Hence a NAP consisting of various ministries/stakeholder has to be appointed to guide the selected institution

[Gender related laws and regulations]

GAD related laws and regulations

Laws and regulations	Year	Content
Convention on the Elimination of All Forms of Discrimination against Women in 1992 (CEDAW), Namibia	1992	a large and sparsely populated country of under 2 million situated in the South-West of Africa -- presented its combined second and third periodic reports to the experts monitoring the implementation of that instrument in Chamber A today
Affirmative Action (Employment) Act	1998	This allows the court to order an equal employment opportunity of women with men in the country.
The Combating of Rape Act of 2000 and the Domestic Violence Act	2003	Through this Act, women are afforded greater protection against actual or threatened physical violence, sexual, emotional, verbal, psychological and economic abuse as well as intimidation, harassment, stalking, damage to or destruction of property, or entry into their home without consent.
The Traditional Authority Act,	N/A	This allows to give traditional leaders a quick response in cases such of violence to women in the community and at the households..
The Community Court Act	1993	It outlines the basic working conditions and minimum wages for domestic workers and gardeners and also makes provision for annual wage increases for these workers.
The National Gender Policy	1997	This policy improved institutional and administrative levels to address issues of gender equality in the country.. The policy also provided guidelines and set out the principles for implementation and coordination of gender issues. This also contributed to elevate the Department of Women's Affairs to a fully fledged Ministry of Women's Affairs and Child Welfare in 2000. It became the Ministry of Gender Equality and Child Welfare in 2005.

Laws and regulations	Year	Content
The Constitution of Namibia	N/A	This includes items to prohibit discrimination on the basis of sex, as confirmed by the High Court of Namibia in its interpretation of a case before it.
The Labour Act, and the Income	1992	This Act has had outlawed discrimination on the basis of sex in most aspects of employment
Local Authority Act	1992	This is to ensured higher representation of women in the decision-making process
The Combating of Rape Act and	2000	This is one of the measures adopted to combat violence against women.
A National Land Policy	1998	Under which a unitary land system was introduced, whereby all citizens had equal rights, opportunities and security across a range of tenure and management systems.
The Communal Land Reform Act	2002	This act provided for equal opportunities for both men and women to apply for and be granted land rights in communal areas. The Act further provided for the establishment of Communal Land Boards, which consist of 12 members -- not less than 4 of them women.
The Labour Act	1992 Under review	The review of maternity leave was highly emphasized, with countrywide consultations taking place with stakeholders, partners, unions and employers.
The Abortion and Sterilization Act	1975	Act on the abortion rights of women
The Educational Policy	N/A	This policy provided that a pregnant girl could continue with her education at school, until the time of her confinement, or an earlier date on the advice of a medical practitioner.
The Married Persons Equality Act	1996	This Act has abolished the marital power of the husband and provided for equal power of spouses to jointly decide on the administration of their joint property.

Source: National Gender Policy, Domestic Violence Act among Measures Highlighted, 2007

2-3 National Machinery

National Machinery on Gender

- 1) In Namibia, the national machinery on gender is the Directorate of Gender Equality in the Ministry of Gender Equality and Child Welfare.
- 2) The Directorate of Gender Equality has two divisions, namely Gender Mainstreaming and Research, Legal and International Affairs:

[National Machinery on Gender Issues]

Namibia has participated in the 1995 Beijing United Nations Fourth World Conference on women. The Beijing Declaration and Platform for Action, which was an outcome of this gathering, is a powerful platform and agenda for the empowerment of women. It calls for the integration of gender perspectives in all policies and programs, mainly on concrete measures to address the critical areas of concern. The Platform calls, among others, for action to protect and promote the human rights of women and the girl child as an integral part of the universal human rights; to eradicate the persistent and increasing burden of poverty on women; to remove all obstacles to women's full participation in public life and decision making at all levels including the family; to eliminate all forms of violence against women; to ensure equal access for girl children and women to education and health services; to promote economic autonomy for women and ensure their access to productive resources.

In order to achieve these objectives, Ministry of Gender Equality and Child Welfare, Directorate of Gender Equality will plan the below roles as a National Machinery of Gender issues.

Directorate of Gender Equality, Ministry of Gender Equality And Child Welfare

The Directorate of Gender Equality has two divisions, namely Gender Mainstreaming and Research, Legal and International Affairs:

Mandate

To promote gender equality by empowering both women and men through dissemination of information, coordination and networking with all stakeholders; and mainstreaming of gender at all levels; and to influence the law making process to bring about law and policy reform that are gender responsive.

Objectives and Activities of the Directorate:

- To facilitate opportunities for external support and for local, regional and international cooperation; to work towards the development and empowerment of women and to ensure that economic and social discrimination based on gender is eliminated,

- To facilitate the implementation process of national, regional and international instruments such as the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), Convention on the Rights of the Child (CRC), Gender and Development Declaration (GAD), African Union (AU) Charter on People's and Human Rights and to inform women of their rights through discussions and counseling,
- To conduct Information, Education and Communication (IEC) programmes through meetings, seminars, talks, film shows etc.,
- To promote innovation by women (through the establishment recreation centers and women centers),
- To study and examine the situation of women and children, gender status in the country and conduct research on ways to improve their status by collecting data, statistics and information on women and children covering diverse aspects and summing collating the findings with academic centers and research institutions,
- To facilitate legal literacy education in the community for both male and female, and
- To build the capacity of women and men and to mainstream gender into programmes.

The Structure of the Ministry

	Ministry Of Gender Equality and Child Welfare	
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Minister

Hon. Marline Mungunda

Deputy Minister

Hon. Angelika Muharukua

Permanent Secretary

Ms. Sirkka Ausiku

**Directorate Gender
Equality**

Director: Mr. V. Shipoh
Deputy Director: Ms. R.
MAbakeng

**Directorate Community & Intergrated Early
Childhood Development**

Director: Ms. E. Nghintwikwa
Deputy Director: Ms. M. Shalumbu
Deputy Director: Ms. S. Onesmus

**Directorate Child
Welfare Services**

Director: Mrs H.
Andjamba

Directorate General Services

Deputy Director: Mr. K. Kapenda

Source: Ministry of Gender Equality and Child Welfare

3. Current Situation of Women by Sector

3-1 Education

Education

- 1) The Namibian government is aiming at reaching this goal by eliminating gender disparity in primary and secondary education preferably by 2005, and in all levels of education n no later than 2015
- 2) The disparity between males and females in educational qualifications is still large. 20% of Black females and 13% of Black males do not have any formal schooling, whereas only less than 1% of White females and males do not have any formal schooling.
- 3) The enrolment of female student tends to increase.
- 4) The literacy rate of women has been improving.

[Government Policy]

The Namibian government is aiming at reaching this goal by eliminating gender disparity in primary and secondary education preferably by 2005, and in all levels of education n no later than 2015. The indicators are:

- Ratio of girls to boys in primary, secondary and tertiary education
- Ratio of literate females to males of 15-24 year olds

[Gender consideration development plan and education by level and literacy education]

The Numbers of girls to boys by years and level of education (Education Statistics, 2001)

Level of Education	Year	Total	Female	Male	% of Female
Primary	1995	367,249	183,227	184,022	99.6
	2001	396,252	198,173	198,079	100.0
Secondary	1995	3,149	1 55,641	47,508	117.1
	2001	130,577	69,396	61,181	113.4
Tertiary	1995	540	232	308	75.3
	2001	663	329	334	98.5

Source: 2001 Census

There has been a gradual increase in the ratio of females. The ratio increased from 99.6 in 1995 to 100.0 in 2001. As for the secondary level, the ratio of girls to boys has been quite high. Under tertiary level, the ratio of girls to boys has been relatively low, but increased gradually from 75.3 in 1995 to 98.5 in 2001. Ratio of literate females to males of 15-24 year old (2001 Census).

Literacy Ratio between Female and Male

Category	Female	Male	Ratio
Namibia	91.7	87.3	105
Urban	95.4	91.5	104
Rural	89.8	85.3	105

Source: 2001 Census

The table above represents the ratio of literate females to male of 15-24 years old. Overall, the Ratio of literate females to males is high in Namibia. This trend shows that Namibia's educational system is performing well and needs of women are also being met. The following gender-specific sectoral objectives and strategies are highlighted in the Plan:

- To integration of Women in Development (WID);
- To increasing awareness about practical and strategic needs of women;
- To reconcile existing customary laws and practices with the provision of the Constitution and CEDAW;
- To recognize, accept and appreciate the significance of women's role and contributions to food production;
- To increase women's physical accessibility to health facilities;
- To reduce female illiteracy by more than half its current level;
- To create awareness among women of the significance of commercial undertakings;
- To increase the number of women in wage employment; and
- To create more awareness among policy makers, planners; implementers, women and the general public on issues relating to the environment.

Furthermore, Namibia ratified the Convention on the Elimination of All Forms of Discrimination

3-2 Health

Health

- 1) Government policy on women's health is to improve the health of the Namibian population through the provision of relevant preventative, curative and rehabilitative health services which are affordable by all Namibians, in particular, women
- 2) Namibia gained its independence in 1990, and since then has made remarkable gains in social and economic conditions. While more than 75 percent of Namibian women deliver babies with the assistance of skilled birth attendants, life expectancy for women and men alike actually has fallen as a direct result of HIV. An estimated 20% of the country's 2.1 million people are living with HIV.
- 3) Women account for 53% of all reported new HIV cases. In 2002 HIV prevalence among pregnant women was 22%. The Ministry of Health introduced a National Program for the prevention of Mother – to – Child HIV transmission in 2001 using Anti-Retroviral Drugs
- 4) National health services coverage is relatively high in Namibia

[Government Policy]

The Namibia's government policy on women's health is as follows;

- To improve the health of the Namibian population through the provision of relevant preventative, curative and rehabilitative health services which are affordable by all Namibians, in particular, women⁴.

[Women's General Health]

Namibia gained its independence in 1990, and since then has made remarkable gains in social and economic conditions. While more than 75 percent of Namibian women deliver babies with the assistance of skilled birth attendants, life expectancy for women and men alike actually has fallen as a direct result of HIV. An estimated 20% of the country's 2.1 million people are living with HIV.

[Types of Available Health Services Nationwide⁵]

The country's health services are as follows;

- Delivery care (51%)
- Education on HIV/AIDS (81.5%)
- Nutrition (56.7%)
- Immunization (91.5%)
- Family Planning (77.9%)

⁴ Namibia National Progress Report on the Implementation of the Beijing Platform For Action (Beijing +10)

⁵ Namibia National Progress Report on the Implementation of the Beijing Platform For Action (Beijing +10)

- Distribution of Condoms (81.3%)
- Separate Ante and Post Natal Care (59.9%).
- Hemoglobin testing is done for pregnant women. Women receiving antenatal care (90%).
- Seventy-seven percent of the population has access to safe drinking water and sanitation⁶

[Gender and HIV/AIDS⁷]

Women account for 53% of all reported new HIV cases. In 2002 HIV prevalence among pregnant women was 22%. The Ministry of Health introduced a National Program for the prevention of Mother – to – Child HIV transmission in 2001 using Anti-Retroviral Drugs i.e. Nevirapine. The service is now available for pregnant women in most regions of the country.

The Third Mid- Term Plan on HIV/AIDS for the period 2004 – 2009 has been and is ready to be implemented. The document provides the framework for all the actors to collaborate and guide the implementation process needed for an effective multi-sectoral HIV/AIDS response. The following principles underpin all strategies contained in this document:

HIV/AIDS is a developmental issue

- Multi-sectoral engagement
- Broad political commitment
- Civil Society involvement
- Reduction of stigma and discrimination
- Prevention to care continuum
- Human rights based approach
- Prioritization
- Good governance, transparency and accountability
- Access to care
- Confidentiality and privacy
- Responsiveness and flexibility

The MBESC and MHETEC have adopted a National Policy on HIV/AIDS for the education sector in 2003. Similarly, the Ministry of Fisheries and Marine Resources has adopted an HIV/AIDS Policy. Parastatals such as NAMDEB, is providing Retroviral Drugs to its employees who are HIV positive. There is hope that other state owned enterprises will soon follow suit. The MWACW's project on Mainstreaming Gender in Reproductive Health – have introduced the female condom. The project, through workshops and meetings demonstrates the use of the female condom throughout all the

⁶ Namibia National Progress Report on the Implementation of the Beijing Platform For Action (Beijing +10)

⁷ Namibia National Progress Report on the Implementation of the Beijing Platform For Action (Beijing +10)

regions. The condom was welcomed by many people and is distributed free of charge with the assistance of the UNFPA. There are also successful initiatives

Gender norms—societal expectations of men’s and women’s roles and behaviours—help fuel the global HIV epidemic. Women’s low status and lack of power in many societies limits their ability to protect themselves from infection. At the same time, traditional male gender norms encourage men to equate a range of risky behaviours—the use of violence, substance abuse, the pursuit of multiple sexual partners, and domination of women—with being manly. Rigid constructs of masculinity also lead men to view health-seeking behaviours as a sign of weakness. These gender dynamics all play a critical role in increasing both men and women’s vulnerability to HIV. Engender Health’s Men As Partners program addresses these issues through a series of community workshops and activities. With support from the President’s Emergency Fund for AIDS Relief (PEPFAR), Men As Partners launched in Namibia in early 2008. Among other activities, Engender Health and Lifeline/Child-line recently hosted a three-day digital storytelling workshop in Namibia, where 10 women and men shared their experiences with relationships and HIV.

3-3 Agriculture, Forestry and Fisheries

Agriculture, Forestry and Fisheries

- 1) Nearly 80% of the population of Namibia is engaged in agriculture. In 1989, commercial agriculture, primarily exports of beef and cattle, contributed 10.8% of the GDP and employed 34.1% of the labor force.
- 2) Women account for 59% of all those engaged in skilled and subsistence agricultural work. According to the 1991 census. This work employs over 70% of rural women classified as employed.
- 3) At present, national gender mainstreaming in each ministry is not yet completed and there are no focal points in the Ministry of Agriculture or other technical ministries for promoting gender concerns, yet plans exist to facilitate an inter-ministerial network on gender issues, composed of individuals from the line ministries.

[Agricultural situation and policy in the country⁸]

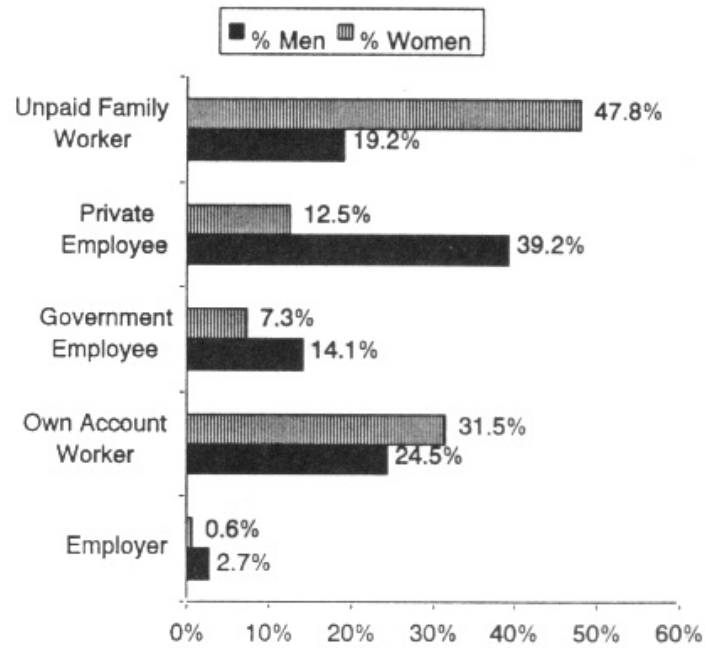
Nearly 80% of the population of Namibia is engaged in agriculture. In 1989, commercial agriculture, primarily exports of beef and cattle, contributed 10.8% of the GDP and employed 34.1% of the labour force. Of a total land area of 82.3 million hectares, 69.3 million (84%) are suitable for agriculture. The commercial farming sector consists of 44% of the agriculturally useable land. The communal farming sector consists of 41% of the agricultural land and accommodates approximately 64% of the population - of which an estimated 90% are dependent on subsistence agriculture for a living. Livestock constitutes the major source of livelihood. The main crops are maize, millet and wheat. The achievement of national food self-sufficiency is a major economic strategy of the country.

[Agriculture and women]

Women account for 59% of all those engaged in skilled and subsistence agricultural work. according to the 1991 census. This work employs over 70% of rural women classified as employed. While the 1991 census takes account of subsistence agriculture for the first time, it does not capture the full involvement of women in the work force as it overlooks the participation of many "homemakers" (22.4% of the women who are classified as not economically active) in agriculture and other productive activities.

A comparison of the employment status of the economically active population in rural areas shows that many more women than men are own account or unpaid family workers.

⁸ Women and Agriculture in Namibia, web site (source is not available)



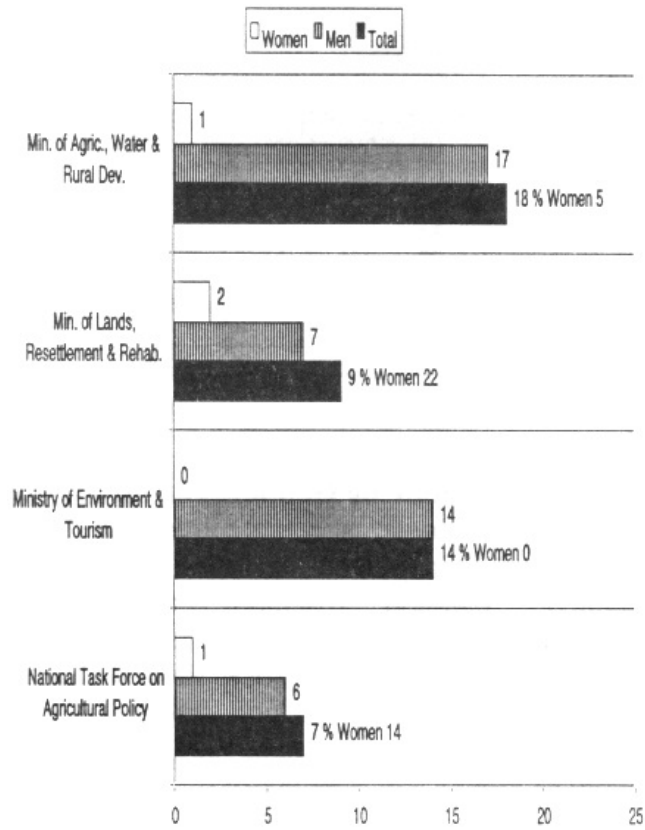
Status of Economically Active Population in Rural Areas

Source: 1991 Census. I

[Women’s decision making power in agriculture]

Since women are primarily smallholders engaged in subsistence agriculture, few are represented in commercially-oriented farmers associations such as the Namibia Agricultural Union (NAU). However, women comprise 30 to 60% of the affiliate associations of the Namibia National Farmers Union (NNFU), established in 1992 for communal farmers whose activities, however, focus mainly on marketing and surplus production rather than on improved food production and food processing for women farmers.

At present, national gender mainstreaming in each ministry is not yet completed and there are no focal points in the Ministry of Agriculture or other technical ministries for promoting gender concerns, yet plans exist to facilitate an inter-ministerial network on gender issues, composed of individuals from the line ministries.



Women in Decision-making Positions in Ministries and Government Bodies

Source: Personnel Officers, Namibia

3-4 Economic Activities

Economic Activities

- 1) The national policy on gender and employment is to promote equal economic rights between men and women as well as the economic independence of women.
- 2) The proportion of unemployed females is higher than that of their male counterparts.

[Government policy in terms of employment opportunities of women]

The national policy on gender and employment is to promote equal economic rights between men and women as well as the economic independence of women. In order for this objective to be realized, various legal framework and other programs were put in place in different government Ministries and other agencies geared towards promoting women's economic self-sufficiency.

[Female labor force]

About 54% of the population aged 15 years and above belongs to the labor force in Namibia. Table below shows that, out of these, about 69% were employed, while 31% were unemployed. At national level, slightly over two thirds of the labor force population is employed, while the rest are unemployed. The proportion of unemployed females is higher than that of their male counterparts.

**Economically Active population aged 15 years and above
by activity status, sex and area, Namibia, 2001 Census**

Area	Activity Status	Total Number	Female Number	Male Number	Total %	Female %	Male %
Namibia	Employed	409,591	180,459	229,132	68.9	64.1	73.2
	Unemployed	185,258	101,251	84,007	31.1	35.9	26.8
	Total Labor Force	594,849	281,710	313,139	100	100	100
Urban	Employed	196,960	84,626	112,334	68.5	62.9	73.4
	Unemployed	90,630	49,978	40,652	31.5	37.1	26.6
	Total Labor Force	287,590	134,604	152,986	100	100	100
Rural	Employed	212,631	95,833	116,798	69.2	65.1	72.9
	Unemployed	94,628	51,273	43,355	30.8	34.9	27.1
	Total Labor Force	307,259	147,106	160,153	100	100	100

Source: CENSUS, 2001

[Government support on female employment]

The followings are laws/regulations which support women's participation in economic activities.

1) The Affirmative Action (Employment) Act 28 of 1998

The Act makes provision for people in designated group i.e. racially disadvantaged people, women and the people with disability to equally enjoy equal employment opportunities at all levels of employment and be equitably represented in various sectors. The Act is intended to improve the participation of blacks, women and people with disability in the formal workforce, by requiring employers with more than 50 employees to prepare Affirmative Action Plans with clear time-frames.

2) The Establishment of the Employment Equity Commission

The Employment Equity Commission was established to monitor Affirmative Action Programs and consists of persons from the designated groups. It is required that two persons should represent women's interests, although only one is mandatory to be a woman. Employers are required to submit progress reports on their implementation status to the Commission that oversees if the Act's provisions are adhered to.

3) Other programs aimed at empowering women economically

There are also other programs, such as, the Affirmative Action Loan Scheme from the Ministry of Agriculture Water and Rural Development where women are benefiting from the loans. The Agricultural Bank of Namibia also offers loans to farmers aimed at improving their agricultural activities with low interest rates and women are beneficiaries from this scheme. The MWACW also provides grants to women to assist them in establishing small projects to generate income. MWACW facilitates women's participation in Trade Fairs and assist women exhibitors with transportation to and from the fairs and buying them stalls. The Namibian National Women in Business Association is a body that also facilitates women who are in business through the sharing of information and capacity building.

4. Gender issues which should be particularly taken into consideration in future JICA and other donors/NGOs' intervention in the country.

- 1) There is a gap in gender issues between urban and rural area in Namibia. It is suggested to take it into consideration in any intervention.
- 2) It is also suggested to see the gap among tribes. There are some tribes which maintain their strong traditional customs but there less access to social services such as education and also economic activities, which also affects gender issues among them..

5. On-going Gender Projects

Project / Program	Implementing Organization	Donor Organization	Duration	Budget (US\$)	Area
Women / General					
Gender Research & Advocacy Project	Legal Assistant Centre, Namibia	Legal Assistant Centre, Namibia	N/A	N/A	Legal assistant to Gender issues In Namibia
Increasing the involvement of women in natural resources management	WHO	WHO	N/A-	N/A-	Women's participation for natural resource management
Education					
Quarterly Primary Education	UNAID	USAID	N/A	N/A	Primary education
Health / Medicine					
Risk of HIV/AIDS	UNAID	UNAID	N/A	N/A	HIV/AIDS
The Rights Approach to HIV	Legal Assistant Centre, Namibia	Legal Assistant Centre, Namibia	N/A	N/A	Legal assistant to HIV
Agriculture, Forestry, Fishery					
Land, Environment and Development (LEAD) Project	Legal Assistant Centre, Namibia	Legal Assistant Centre, Namibia	N/A	N/A	Legal assistant to land and environment
Economic Activities					
Economic Empowerment	USAID	USAID	N/A	N/A	Economic growth and development
Others					
NICI Project	Economic Commission for Africa	Economic Commission for Africa	N/A	N/A	Information and communications technologies hold the promise of enormous positive influence on our countries' economic and social development
Natural Resource Development	USAID	USAID	N/A	N/A	Natural resource development

Project / Program	Implementing Organization	Donor Organization	Duration	Budget (US\$)	Area
Accountability of Government	USAID	USAID	N/A	N/A	Governance
Human Rights and Constitution	Legal Assistant Centre, Namibia	Legal Assistant Centre, Namibia	N/A	N/A	Legal assistant to human rights
Encouraging the Namibian government to make conservation a priority	WHO	N/A	N/A		Governance and environment

6. Gender Information Sources

6-1 List of Organizations related to Gender

Name of Organization	Area of Specialization	Activity	Contact
Government Organization			
Ministry of Women's Affairs and Child Welfare (MWACW)	Overall gender issues	Gender mainstreaming	Corner of Independence Avenue and Juvenis Building Private Bag 13359 Private Bag 13339, Windhoek, Namibia Ph#: (264-61) 2833111/2833204 Fax#: (264-61) 221304/226842 Email: women_affairs@namibia.com.na
Department of Women's Affairs, Office of the President	Overall gender issues	Gender mainstreaming	Tre Building, 1st Floor, Private Bag 13339, Windhoek Ph#: (264-61) 226 842 / 226 637 Fax#: (264-61) 32 222 E-mail: women_affairs@namibia.com.na
International Organisation			
United Nations Development Fund for Women (UNIFEM) - Southern Africa Regional Office	Regional gender mainstreaming that covers Angola, Botswana, Lesotho, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Seychelles Islands, Namibia, Swaziland, Tanzania, Zimbabwe	Gender mainstreaming	Takura House, 67/69 Union Avenue Harare, Zimbabwe Ph#: 263 4 792 681 Fax#: 263 4 704 729
UNDP Namibia	Overall development	N/A	Private Bag 13329, Windhoek, Namibia 264 Ph#: + 264 61-204-6111 Fax#: + 264 61-204-6207 Email: fo.nam@undp.org Web site: www.undp.org/rba/
NGOs			
Khomas Women in Development (KWID)	This organization is a good resource for women in Namibia to seek information, education,	N/A	P.O. Box 7061 Katatura, ERF 682, Windhoek, Namibia Ph#: 264-61 218723

Name of Organization	Area of Specialization	Activity	Contact
	and support while learning new skills and developing confidence to promote their advancement.		Fax#: 264-61 265893
Legal Assistance Centre	Working on law reform issues, compiling statutes on rape and domestic violence from countries around the world	Human Rights/Political Status of Women, Conflict Resolution and Peace Building, Interfaith Dialogue, Refugees, Disarmament	P.O. Box 604, Windhoek, Namibia 4 Korner str., Windhoek, Namibia Ph#: 061 223356 Fax#: 061 234953 Email: dianne@iwwn.com.na
Namibian Women's Association (NAWA)	Overall Gender issues	N/A	P.O. Box 3370 John Knox Street, Maroela, Katutura Ph#: 061 262 461 Fax#: 061 213 379
Sister Namibia	Lesbian Rights, Media & Communication, Reproductive Rights, Sexuality, Violence Against Women	N/A	P.O. Box 40092, Windhoek 9000 Ph #: 264 61 230 618/230 757 Fax #: 264 61 236 371 Email: sister@windhoek.org.na or sister@iafrica.com.na

As of March 2009

6-2 List of reports and references related Gender

Title	Author	Publisher/Source	Year
General Statistics			
Namibia Household Income and Expenditure Survey	Staff of Central Bureau of Statistics	Central Bureau of Statistics	2006
Population Projections 2001-2031	Staff of Central Bureau of Statistics	Central Bureau of Statistics	2006
2001 Population and Housing Census	Staff of Central Bureau of Statistics	Central Bureau of Statistics	2003
Education and Training			
Education Statistics	Education Management Information System (EMIS)	Ministry of Education, Namibia	2006
Health and Medicine			
Demographic and Health Survey	Staff of Ministry of Health and Social Services	Ministry of Health and Social Services	2008
A Guide to HIC and AIDS	Directorate for Special Programmes	Ministry of Health and Social Services	2008
The National Strategic Plan on HIV/AIDS, Third Medium Term Plan 2004-2009	Directorate for Special Programmes	Ministry of Health and Social Services	2004
National Policy on HIV/AIDS	National AIDS Committee	Ministry of Health and Social Services	2007
A Guide to HIV and AIDS Workplace Programmes	Directorate for Special Programmes	Ministry of Health and Social Services	2007
Report on the 2008 national HIV Sentinel Survey	Directorate for Special Programmes	Ministry of Health and Social Services	
Agriculture, Forestry and Fisheries			
The National Agricultural Policy	Staff of Ministry of Agriculture, Water and Rural Development	Ministry of Agriculture, Water and Rural Development	1995
Economic Activities⁹			
National Account	National Planning Commission	Central Bureau of Statistics	2008
Social/Gender Analysis			
Statistics on Men and Women in Management Positions in the Private sector of Namibia	Staff Ministry of Gender Equality and Child Welfare	Ministry of Gender Equality and Child Welfare	2006
Statistics on Men and Women in Management Positions in the Parastatals of Namibia	Staff Ministry of Gender Equality and Child Welfare	Ministry of Gender Equality and Child Welfare	2006
Statistics on Men and Women in Management Positions in the Public Sector of Namibia	Staff Ministry of Gender Equality and Child Welfare	Ministry of Gender Equality and Child Welfare	2006
National Development Plan (Goal Indicators, Baseline and Target in Gender issues)	Government of Namibia	Government of Namibia	2007
Ministerial Annual Report	Staff Ministry of Gender Equality and Child Welfare	Ministry of Gender Equality and Child Welfare	2006
National Gender Policy	Department of Women's Affairs	Office of the President	1997

⁹ Economic activities of women are included in general statistics

Title	Author	Publisher/Source	Year
Monitoring and Evaluation Plan, for the National Plan of Action 2006-2010 for Orphans and Vulnerable Children in Namibia Vol. 1	Staff Ministry of Gender Equality and Child Welfare	Ministry of Gender Equality and Child Welfare	2007
Monitoring and Evaluation Plan, for the National Plan of Action 2006-2010 for Orphans and Vulnerable Children in Namibia Vol. 1	Staff Ministry of Gender Equality and Child Welfare	Ministry of Gender Equality and Child Welfare	2007
National Gender Policy, Domestic Violence Act among Measures Highlighted Anti-discrimination committee experts welcome namibia's steps to advance women's	Minister of Gender Equality and Child Welfare Presents	Minister of Gender Equality and Child Welfare Presents Report,	2007
Namibia National Progress Report on the Implementation of the Beijing Platform For Action (Beijing +10)	Ministry of Women Affairs and Child Welfare	Ministry of Women Affairs and Child Welfare	2004

7. Definitions

<Technical Terms>

Informal sector

Part of economy consisting of small competitive individual or family firms listed in the labor indicators. According to the definition of ILO, those engaged in this sector have simple technology, insufficient amount of capital, unidentified business location, minimum number of employees (or none of them), lack of legality and registration, and no capability of bookkeeping.

Reproductive health/rights

Health/Rights concerning sex and reproduction. To be able to live safe and satisfied sex life, and to have freedom to decide whether, when and how many children to deliver.

National machinery

Administrative organization to promote equal participation between men and women, and to implement and strengthen policies related to women, and to supplement organization for women.

Affirmative action

Prioritized positive measure to promptly correct the difference, in the case that discriminated groups are placed in extremely unequal conditions to other groups, due to the discrimination accumulated in the past.

<Indicators>

Inflation rate

Instead, GDP deflator is used.

Gini index

Aggregate numerical measures of income inequality ranging from 0 to 100. A Gini index of zero represents perfect equality, while an index of 100 implies perfect inequality.

Percentage of Women's Income

There are no appropriate data comparable to each country. UNDP works out that the women's income is 75% of men's in non-agricultural sector.

Total fertility rate

Average number of children whom a woman delivers in all her life

Under-one mortality rate

Annual number of infants who die among 1,000 newborn babies within 1 year after the birth

Under-five mortality rate

Annual number of infants who die 1,000 newborn babies within 5 years after birth

Maternal mortality rate

Annual number of mothers who die among 100,000 cases of delivery due to pregnancy

Percentage of births attended by trained health personnel

The rate of births with the help of doctors, nurses, midwives, trained health personnel, or trained traditional midwives

Percentage of infants with low birth weight

The rate of newborn children of which the birth weight is less than 2,500 grams

Oral Rehydration Therapy (ORT) use rate

The rate of using oral rehydrate salt or substitute solution for under- infants having diarrhea

Enrolment ratio of primary and secondary school

Total enrolment ratio (or gross enrolment ratio) is the rate of pupils going to school with no respect to school age against population at the school age. Net enrolment ratio is the rate of pupils going to school at the school age against the people at the school age.