

REPUBLIC OF NAMIBIA | PROFILE 2022

MIGRATION
GOVERNANCE
INDICATORS



IOM is committed to the principle that humane and orderly migration benefits migrants and society. As an intergovernmental organization, IOM acts with its partners in the international community to: assist in meeting the operational challenges of migration; advance understanding of migration issues; encourage social and economic development through migration; and uphold the human dignity and well-being of migrants.

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Publisher: International Organization for Migration
17 route des Morillons
1211 Geneva 19
P.O. Box 17
Switzerland
Tel.: +41.22.717 91 11
Fax: +41.22.798 61 50
Email: hq@iom.int
Internet: www.iom.int

With research and analysis by

**ECONOMIST
IMPACT**

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MIGRATION GOVERNANCE INDICATORS

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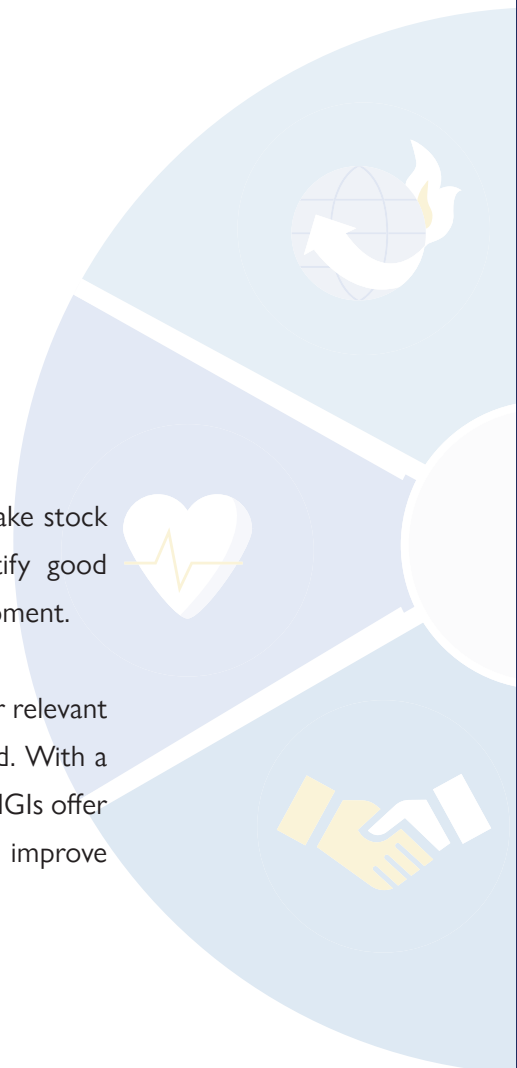
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OBJECTIVES

The MGIs aim to help governments, upon request, take stock of their migration policies and strategies to identify good practices and areas with potential for further development.

The MGIs open dialogues with governments and other relevant stakeholders to identify priorities on the way forward. With a focus on government ownership of the process, the MGIs offer support at the national and local levels to gradually improve migration management systems.



INTRODUCTION

“ Migration has been part of the human experience throughout history, and we recognize that it is a source of prosperity, innovation and sustainable development in our globalized world, and that these positive impacts can be optimized by improving migration governance.¹

The need to maximize the opportunities and to face the challenges that mobility brings has been recognized with the inclusion of migration in the 2030 Agenda for Sustainable Development, and with the adoption of the Global Compact for Safe, Orderly and Regular Migration. The incorporation of target 10.7 into the 2030 Agenda created the need to define “planned and well-managed migration policies”. This is why, in 2015, the International Organization for Migration (IOM) developed the Migration Governance² Framework (MiGOF). This Framework³ offers a concise view of an ideal approach that allows a State to determine what it might need to govern migration well and in a way that suits its circumstances. That same year, IOM in collaboration with Economist Impact developed the Migration Governance Indicators (MGIs), a standard set of almost 100 indicators that help States assess the comprehensiveness of their migration governance structures.

The indicators constitute a starting point to engage governments in a consultative process that allows them to identify areas that are well developed and others that would benefit from further development, and most importantly priorities that are in line with the specific challenges and opportunities that a given country is facing.

The MGIs are characterized by three main fundamental attributes:

1. The MGI process is a **voluntary** exercise: The MGIs are conducted in countries that have requested to be part of the process.
2. The MGIs are **sensitive to national specificities**: The MGIs recognize the different challenges and opportunities of each context, and therefore, do not propose a one-size-fits-all solution, but rather aim to spark a discussion on what well-governed migration can mean.
3. The MGIs constitute a **process**: The MGI process is not a static tool to collect data on countries’ migration frameworks. It is rather the first step of a dynamic exercise that can enable governments to identify areas of their migration policy in need of further development, or that could benefit from capacity-building.

The MGIs recognize that all countries have different realities, challenges and opportunities in relation to migration. Therefore, the MGIs do not rank countries on the design or implementation of their migration policies.

Finally, the MGIs do not measure migration policy outcomes or institutional effectiveness. Instead, they take stock of the migration-related policies in place and operate as a benchmarking framework that provides insights on policy measures that countries can consider as they further progress towards good migration governance.

This country profile presents a summary of the well-developed areas of the migration governance structures of the Republic of Namibia (hereinafter referred to as Namibia), as well as the areas with potential for further development, as assessed by the MGI.⁴

¹ United Nations, *Global Compact for Safe, Orderly and Regular Migration* (A/RES/73/195 of 11 January 2019), paragraph 8.

² “Migration governance” refers to the system of institutions, legal frameworks, mechanisms, and practices aimed at regulating migration and protecting migrants. It is used almost synonymously with the term “migration management”, although the latter is also sometimes used to refer to the narrow act of regulating cross-border movement at the State level.

³ IOM Council, *Migration Governance Framework*, 106th Session, C/106/40 (4 November 2015), page 1, footnote 1.

⁴ The MGI initiative is a policy benchmarking programme led by IOM and implemented with the support of Economist Impact. Funding is provided by IOM’s Member States.

CONCEPTUAL FRAMEWORK

MiGOF

IOM's MiGOF sets out the essential elements to support planned and well-managed migration. It seeks to present, in a consolidated, coherent and comprehensive way, a set of three principles and three objectives which, if respected and fulfilled, would ensure that migration is humane and orderly, and benefits migrants and society.

At the basis of

PRINCIPLES

1. **Adhere** to international standards and fulfil migrants' rights.
2. **Formulate** policy using evidence and a whole-of-government approach.
3. **Engage** with partners to address migration and related issues.

OBJECTIVES

1. **Advance** the socioeconomic well-being of migrants and society.
2. **Effectively address** the mobility dimensions of crises.
3. **Ensure** that migration takes place in a safe, orderly and dignified manner.


MGIs

WHAT THEY ARE

-  A set of indicators that offers insights on policy levers that countries can use to strengthen their migration governance structures
-  A tool that identifies good practices and areas that could be further developed
-  A consultative process that advances dialogues on migration governance by clarifying what "well-governed migration" might look like in the context of SDG target 10.7 and the Global Compact for Migration implementation*

Which support the measurement of

WHAT THEY ARE NOT

-  Not a ranking of countries
-  Not an assessment of policy impacts
-  Not prescriptive



Note: The Global Compact for Migration is framed in a way consistent with target 10.7 of the 2030 Agenda for Sustainable Development in which Member States committed to cooperate internationally to facilitate safe, orderly and regular migration." More information is available [here](#).



KEY

FINDINGS

The MGIs consist of almost 100 indicators grouped under the six different dimensions of migration governance that draw upon the MiGOF categories:



MIGRANTS'
RIGHTS
PAGE 12

Indicators in this domain look at the extent to which migrants have access to certain social services such as health, education and social security. They look at family reunification, access to work, and access to residency and citizenship. The international conventions signed and ratified are also included.



WHOLE-OF-GOVERNMENT
APPROACH
PAGE 15

Indicators in this area assess countries' institutional, legal and regulatory frameworks related to migration policies. This area also looks at the existence of national migration strategies that are in line with development objectives and overseas development efforts, as well as institutional transparency and coherence in relation to migration management.



PARTNERSHIPS
PAGE 17

This category focuses on countries' efforts to cooperate on migration-related issues with other States and relevant non-governmental actors, including civil society organizations and the private sector.



WELL-BEING
OF MIGRANTS
PAGE 19

Indicators in this area assess countries' policies on the recognition of migrants' educational and professional qualifications, provisions regulating student migration and the existence of bilateral labour agreements between countries. Aspects of diaspora engagement in the country of origin and migrant remittances are also under this domain.



MOBILITY DIMENSION
OF CRISES
PAGE 21

This category looks at the type and level of preparedness of countries when they are faced with mobility dimensions of crises. The questions look at the processes in place for nationals and non-nationals in relation to disasters and climate change, including if humanitarian assistance is equally available to migrants as it is to citizens.



SAFE, ORDERLY AND
REGULAR MIGRATION
PAGE 23

This area looks at countries' approach to migration management in terms of border control and enforcement policies, admission criteria for migrants, preparedness and resilience in the case of significant and unexpected migration flows, as well as the fight against trafficking in persons.



1

ADHERE TO INTERNATIONAL STANDARDS AND FULFIL MIGRANTS' RIGHTS

1.1. International conventions ratified

Table 1. Signature and ratification of international conventions

Convention name	Ratified (Year)
International Labour Organization (ILO) Migration for Employment Convention (Revised), 1949 (No. 97)	No
United Nations Convention relating to the Status of Refugees (also known as the Refugee Convention), 1951	Yes (1995)
United Nations conventions on statelessness, 1954 and 1961	No
ILO Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)	No
Convention on the Rights of the Child (CRC), 1989	Yes (1990)
International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW), 1990	No

1.2. Migration governance: Examples of well-developed areas

Migrants with a regular migratory status have the same access as citizens to universal free primary and secondary education. The Constitution of Namibia (1990), Article 20 grants “all persons” the right to education, and outlines that primary education is compulsory and that the State will facilitate this right for every resident by establishing and maintaining schools at which primary education is provided free of charge. The Education Act No.16 (2001) states that “all tuition provided for primary and special education in state schools, including all school books, materials and other related requisites must be provided free of charge to learners until the seventh grade, or until the age of 16 years, whichever occurs first.”

Migrants with a regular status can access any private sector job and self-employment. Beyond the requirements for an employment permit, there are no additional restrictions in terms of the industries or sectors they are permitted to work in. The Foreign Investments Act No.27 (1990) allows migrants to conduct any business or invest in any business activity in Namibia.

All temporary residents can apply for a permanent residence permit in Namibia and there is no requirement for the applicant to have lived in Namibia for a certain length of time, as per the Immigration Control Act (1993).⁵ The act also established the Immigration Selection Board – under the Ministry of Home Affairs, Immigration, Safety and Security and including different line ministries such as the Ministry of Education,

⁵ The application costs N\$ 20,000 (USD 1,343) and the applicant must be 21 years of age or above and submit: completed application form, completed temporary work or student permit form (where applicable), completed visa form (where applicable), completed medical and radiological reports, completed deed of surety form signed by bank or employer, copy of passport, two passport photos, police clearance certificate from country of origin, latest police clearance from Namibia, marriage certificate (if married), death certificate of late spouse, detailed curriculum vitae, work references/letter(s) of recommendation, proof of financial resources and assets (own income and any other) and completed questionnaire (training and experience).

Arts and Culture and the Ministry of Labour, Industrial Relations and Employment Creation – to review applications for permanent residence and employment permits.

There are three pathways to citizenship for migrants under the Namibian Constitution: after marrying a Namibian national and subsequently residing in the country for at least 10 years, after residing in Namibia for a continuous period of at least 10 years and satisfying any other criteria pertaining to health, morality, security or legality of residence and, finally, upon receiving authorization from Parliament in recognition of a special skill or experience, or of commitment or services rendered to the Namibian nation.

1.3. Areas with potential for further development

According to the Hospitals and Health Facilities Act (1994), only citizens or permanent residents can access government-funded healthcare in Namibia. Other individuals “shall not be classified as a state patient except with the approval of the Permanent Secretary”. Under the act, “State patients” receive free or subsidized treatment in government-funded hospitals and as well as emergency health care services.⁶ Proof of identity is required to be classified as a State patient. However, in cases where non-State patients are unable to pay for emergency medical treatment, the Ministry of Health and Social Services may cover the costs on a case-by-case basis. Additionally, all patients – regardless of their migratory status – are eligible for free treatment of certain diseases of public health significance such as malaria, measles and cholera.⁷

Only citizens can access Namibia’s government study loans, which are applied for and disbursed through the Namibia Students Financial Assistance Fund.

Only citizens and permanent residents have access to social protection in Namibia.⁸ Under the National Pensions Act No.10 (1992), which provides for national pensions to be paid to the elderly and persons with disabilities, a beneficiary must be ordinarily resident in Namibia at the time of application, and must either be a Namibian citizen or a resident in Namibia for a “continuous period” immediately preceding their application.⁹ According to the International Labour Organization’s Namibia Social Protection Floor Assessment (2014), the majority of cash transfer-based social protection is only available to citizens.

Namibia does not have agreements with other countries on portability of social security entitlements and earned benefits. However, according to the National Labour Migration Policy (2020), as of November 2022, the Government is considering the cross-border transfer of social security benefits as well as unilateral coverage to Namibian migrant workers who are not adequately covered by social security arrangements in the host country. The policy’s implementation plan states that this will be achieved by “conducting a situational analysis on social security benefits” led by the Social Security Council, Ministry of Home Affairs and Immigration, and Ministry of Labour, Industrial Relations and Employment Creation. At the regional level, Article 17 of the Southern African Development Community (SADC) Code on Social Security, adopted in 2008, appeals to Member States to award migrants similar forms of social security as citizens of their host countries. SADC Member States, through the Employment and Labour Sector arm, adopted the Guidelines on Portability of Social Security Benefits (2020) to ensure that workers moving within the region maintain their social security benefits acquired under the jurisdictions of different Member States. This instrument calls for equality in treatment of non-nationals and nationals under social security legislation of Member States. However, SADC codes and guidelines are not legally binding and are yet to be operationalized at region and domestic levels.

⁶ An exception is that all full-time students at a State-run school, training or educational institution who are admitted to a State hospital for emergency treatment for an injury sustained during any activity organized by or on behalf of the school or institution, will receive free emergency treatment.

⁷ Other such diseases and conditions are acute flaccid paralysis, anthrax, borreliosis, brucellosis, diphtheria, haemorrhagic fever, Hepatitis A, B and C, human immunodeficiency or acquired immune deficiency syndrome, leprosy, malnutrition, meningococcal meningitis, neonatal tetanus, pertussis, plague, polio, rabies, schistosomiasis, sexually transmitted infections, tetanus, typhoid fever, tuberculosis, worm infestations and yellow fever.

⁸ Social assistance in Namibia includes a number of child grants, disability and old age grants, maternity leave, sick leave, death benefit, and veterans’ allowances and support programmes.

⁹ The term “continuous period” is not defined in the act.

Only permanent residents have equal access to employment as citizens as they do not require an employment permit to work in Namibia. According to the Immigration Control Act (1993), an employment permit is issued only if “the employment, business, profession or occupation concerned is not or is not likely to be any employment, business, profession or occupation in which a sufficient number of persons are already engaged in Namibia to meet the requirements of the inhabitants of Namibia”. Under the Immigration Regulations (1994), employment permits can be issued only if no Namibian citizen or permanent resident is available to take on the role. Since employment permits are granted for a specific job, migrants are unable to change jobs under the same permit and must instead apply for a new one. There are no regulatory limits on the number of times work permits can be renewed, but continued renewal is dependent on whether the job the applicant seeks to undertake is a “critical skills” job,¹⁰ whereby there is a scarcity of necessary skills among Namibian citizens. Additionally, under the Affirmative Action Act (1998), an employer hiring a labour migrant must also train a Namibian citizen as an understudy to enable them to acquire such skills.

Namibia does not have a specific policy or strategy in place to address hate crimes, violence, xenophobia and discrimination against migrants. Article 10 of the Constitution states that “all persons shall be equal before the law” and that discrimination is prohibited on the grounds of “sex, race, colour, ethnic origin, religion, creed or social or economic status”, but it does not refer to nationality or migration status. The Racial Discrimination Prohibition Act (1991) makes no specific reference to migrants.

¹⁰ A skills audit was last conducted in 2006, but there is no current assessment to determine critical skills. However, the Ministry of Labour, Industrial Relations and Employment Creation refers to the Namibia Integrated Employment Information System’s (NIEIS) database, which includes a list of Namibian job seekers before providing a letter to the employer determining whether this is a critical skill.



2

FORMULATE POLICY USING EVIDENCE AND WHOLE-OF-GOVERNMENT APPROACH

2.1. Migration governance: Examples of well-developed areas

The Ministry of Home Affairs, Immigration, Safety and Security (MHAISS) is responsible for overall migration management. The MHAISS developed and is responsible for coordinating implementation of the National Migration Policy (NMP) (2020). It chairs the interministerial National Committee for Migration Management (NCMM), set up in 2018 to draft the NMP, and is responsible to oversee its implementation.

The NCMM brings together all relevant governmental and non-governmental stakeholders and promotes a common understanding of the country's priorities regarding migration management.¹¹ The NMP formally designates the NCMM as the mechanism through which all stakeholders coordinate migration issues at national level.

Namibia's NMP, and its implementation action plan (2020), seek to create a well-managed migration process that takes into account the needs, aspirations, concerns and possible benefits of movement of persons within, to and from Namibia. Its objectives include improving the legal, regulatory and institutional frameworks on migration,¹² enhancing migration data collection, processing and dissemination,¹³ closing loopholes that lead to irregular migration, trafficking and forced migration,¹⁴ creating a more organized environment to facilitate labour migration policy, cross-border trade, tourism, refugee management, diaspora and remittances¹⁵ and addressing rapid internal migration.¹⁶ The NMP is complemented by the National Labour Migration Policy (2020), developed by the Ministry of Labour, Industrial Relations and Employment Creation, which aims to ensure the development and implementation of a labour migration system that has a positive impact on human resource development, economic growth and decent work in Namibia.¹⁷

Gender is considered a "cross-cutting issue" in the NMP. It acknowledges that the Namibia National Gender Policy (2010–2020) does not address the needs and vulnerabilities of migrants and states the need to enact laws that clearly prescribe affirmative action for vulnerable groups of society, especially during and after migration. One of its objectives is to review the gender policy to include the dynamics of migration, tasking both policymakers and practitioners to address the special needs of migrant women, in order to strengthen responses to their particular needs, especially as regards their health and labour rights. It also aims to collect and analyse sex-disaggregated data and gender-responsive evidence on migratory trends. Furthermore, it states the need to ensure that migrants, especially women and girls, have the right to form associations and

¹¹ The NCMM consists of the Ministry of Health and Social Services; Ministry of Industrialization and Trade; Ministry of Defence and Veteran Affairs; Ministry of International Relations and Cooperation; Department of Gender Equality, Poverty Eradication and Social Welfare; Ministry of Labour, Industrial Relations and Employment Creation; Ministry of Environment, Forestry and Tourism; National Planning Commission; Namibia Statistics Agency; National Union of Namibian Workers; Namibia Non-Governmental Forum; International Labour Organization; United Nations Development Programme; University of Namibia; and International Organization for Migration.

¹² The Ministry of Justice is responsible for achieving this.

¹³ The Ministry of Health and Social Services; Ministry of Home Affairs, Immigration, Safety and Security; Ministry of Information and Communication Technology; Ministry of International Relations and Cooperation; Ministry of Labour, Industrial Relations and Employment Creation; Namibia Planning Commission; and the National Statistics Agency are responsible for achieving this.

¹⁴ The Ministry of Agriculture, Water and Land Reform; Ministry of Environment and Tourism; Ministry of Finance; Ministry of Health and Social Services; Ministry of Home Affairs, Immigration, Safety and Security; Ministry of Works and Transport; and the National Committee on Migration Management are responsible for achieving this.

¹⁵ The Bank of Namibia; Ministry of Agriculture, Water and Forestry; Ministry of Environment and Tourism; Ministry of Finance; Ministry of Health and Social Services; Ministry of Higher Education, Technology and Innovation; Ministry of Home Affairs, Immigration, Safety and Security; Ministry of International Relations and Cooperation; Ministry of Justice; Ministry of Labour, Industrial Relations and Employment Creation; Namfisa; Namibia Planning Commission; Namibia University of Science and Technology; National Committee on Migration Management; National Statistics Agency; Office of the Prime Minister; United Nations Development Programme; and the University of Namibia are responsible for achieving this.

¹⁶ The Ministry of Finance, Ministry Responsible for Agriculture and Namibia Planning Commission are responsible for achieving this.

¹⁷ The policy is implemented by the Bank of Namibia; Ministry of Agriculture, Water and Forestry; Ministry of Education; Ministry of Finance; Ministry of Gender Equality and Social Welfare; Ministry of Health and Social Services; Ministry of Home Affairs, Immigration, Safety and Security; Ministry of Industrialization, Trade and SME Development; Ministry of International Relations and Cooperation; Ministry of Justice; Ministry of Labour, Industrial Relations and Employment Creation; Ministry of Works and Transport; Namibia Planning Commission; National Statistics Agency; Office of the Prime Minister and the Social Security Commission.

networks to offer support, information and education, and to enable victims of trafficking and smuggling to come forward for assistance.

The NMP is aligned with the Namibia Vision 2030 (2004), the country's long-term development plan. Vision 2030 aims to address migration, urbanization and population distribution by implementing issue-specific migration policies in the country. The national developmental framework emphasizes “the need to avoid imposing barriers on immigration, to ensure that illegal immigration is reduced to the minimum, and to support refugees and asylum seekers”. It also contains an overarching policy directive to integrate migration issues and control population density in urban centres owing to the rapid pace of urbanization.

The Population and Housing Census, carried out by the Namibia Statistics Agency, includes questions on migration. The 2011 Census contained questions on citizenship, the country where the respondent's mother was ordinarily resident at the child's birth and country of current residence. It included questions on emigration, such as details on all persons who had left the household since year of previous census for another country and did not spend the census reference night in Namibia. For example, their highest grade/standard or level of education completed; their professional training/occupation; their status/reason for staying abroad and their country of residence and year of departure.

2.2. Areas with potential for further development

The NCMM does not meet regularly and was last convened in 2020 to consider the draft NMP prior to its approval by Cabinet. The NCMM's functionality remains on hold as the NMP is planned to be officially launched by the Government in December 2022.

Namibia has not yet developed a framework to formally include its diaspora in policy considerations. There is no legal, policy, institutional or operational framework for Namibian diaspora engagement, and no mapping nor profiling of the Namibian diaspora has been conducted. However, the National Labour Migration Policy recognizes that the diaspora population plays a key role in alleviating poverty in Namibia. As of November 2022, the Ministry of International Relations and Cooperation (MIRCO) is developing a draft diaspora policy. Additionally, the NMP provides for a Diaspora Desk at the MIRCO to monitor Namibians abroad and promote their participation in employment and other opportunities, but it has yet to be established as of November 2022.

Namibia regularly collects administrative migration data, but these are not published. The MHAISS produces an annual report containing migration data, including on border entries, exits, work permits and visas, but is not published and is instead submitted to Parliament. However, certain migration-related sectoral statistics are available online. For instance, the Ministry of Environment, Forestry and Tourism's Tourist Statistical Report includes data on foreign arrivals disaggregated by sex and indicates the main purpose of entry. The NMP outlines Namibia's need to enhance migration-related data in census and household surveys and to mainstream migration data in Namibian policy.



3

ENGAGE WITH PARTNERS TO ADDRESS MIGRATION AND RELATED ISSUES

3.1. Migration governance: Examples of well-developed areas

Namibia is a member of the Pan-African Forum on Migration, a continental consultative process for African Union Member States and regional economic commissions, along with other important actors in migration and mobility governance issues in Africa. Namibia also participates in the Migration Dialogue for Southern Africa, a regional consultative forum to enhance inter-State cooperation and improve migration governance. In 2005, Namibia signed the Southern African Development Community (SADC) Protocol on the Facilitation of Movement of Persons (2005) which seeks to facilitate the development of policies aimed at the progressive elimination of “obstacles” to the movement of SADC citizens, such as the elimination of visa requirements, facilitation of permanent and temporary residence, and employment in the territory of a member country. Although Namibia has ratified the Protocol, it has not garnered sufficient ratifications to enter into force as of November 2022. Nonetheless, Namibia allows the exemption of visas prior to arrival for nationals of some SADC Member States.¹⁸

Namibia participates in a number of bilateral platforms, including permanent cooperation commissions. It has Joint Permanent Commissions on Defence and Security with three neighbouring countries – Angola, South Africa and Zambia – to discuss defence and security issues, including immigration. Police, defence and border agencies meet at these commissions and discuss issues of mutual interest. Namibia’s Joint Permanent Commission on Defence and Security with Botswana was replaced in September 2021 with the Bi-national Commission on Defence and Security, established and chaired by the heads of state of Namibia and Botswana. Namibia and Zimbabwe’s Joint Permanent Cooperation Commission was also elevated to a Bi-National Commission in May 2021 and focuses on all-round reviews of relations. These commissions address developmental and cooperation issues relating to migration, including migration management, border control, policing, and security.

In 2003, Namibia, Botswana and South Africa signed a memorandum of understanding on the Development and Management of the Trans-Kalahari Corridor (TKC) to improve the flow of commercial traffic of goods and persons between the three countries through simplifying requirements and controls, with a view to harmonizing regulations and reducing transportation costs and transit times for truck stops. The TKC is still in effect as of November 2022. At the inaugural session of the Botswana-Namibia Bi-National Commission (BNC) – on 9 September 2022 in Gaborone, Botswana and co-chaired by the presidents of Botswana and Namibia – the two countries signed new bilateral instruments. This included the memorandum of understanding on the One-Stop Border Post (OSBP) at Mamuno–Trans–Kalahari border post. Together with the OSBP at Kazungula Bridge, these developments contribute to maximizing the operational efficiency of the SADC transport development corridors, namely the Trans–Kalahari and North–South corridors. Moreover, as of November 2022, Namibia and Zambia are drafting an agreement on the establishment of a OSBP at the Katima Mulilo-Wenela Border Post given the importance of the Katima Mulilo–Sesheke Bridge in the logistics and transport value chain.

Namibia engages civil society organizations (CSO) on migration issues. For example, CSOs were consulted during development of the National Migration Policy. The National Committee on Migration Management includes among its members the National Union of Namibian Workers and the Namibia Non-Governmental Forum, a representative of CSOs. The National Labour Migration Policy promotes a tripartite policy framework (government, employers and labour) and lists the National Union of Namibian Workers and the Trade Union Congress of Namibia as stakeholders for its implementation.

¹⁸ This does not include the Comoros, the Democratic Republic of the Congo or Madagascar.

3.2. Areas with potential for further development

Namibia is not part of any regional agreement promoting labour mobility. At the African Union level, the Protocol on the Treaty Establishing the African Economic Community Relating to Free Movement of Persons, Right of Residence and Right of Establishment (2018) was adopted, but is yet to come into force due to an insufficient number of ratifications as of November 2022.¹⁹ The SADC's Labour Migration Action Plan (2020–2025) aims to promote skills transfers and match the demand for regional development and integration through the elimination of obstacles to the free movement of capital, labour, goods and services. However, these goals are yet to be operationalized in Namibia.

Namibia engages with the private sector in agenda setting and implementation of migration-related issues only on an ad hoc basis. For instance, the Namibia Employers Association attended the validation exercise of the NMP. Additionally, the NMP lists the private sector as a partner in its implementation. In particular, under its counter-trafficking and smuggling strategy – whereby the Government intends to offer training on the identification of victims, victim assistance, the legal framework, and international cooperation in dealing with trafficking on a continuous basis – the NMP states that this should also include the private sector, especially the tourism industry, to identify and refer cases of trafficking. Similarly, the Government does not formally engage members of the diaspora and expatriate communities in agenda setting and implementation of development policy.

¹⁹ Namibia has neither signed nor ratified the protocol.



4

ADVANCE THE SOCIOECONOMIC WELL-BEING OF MIGRANTS AND SOCIETY

4.1. Migration governance: Examples of well-developed areas

The Immigration Selection Board under the Ministry of Home Affairs, Immigration, Safety and Security (MHAISS) considers work permit applications and grants permits based on whether the applicant has the required skills, qualifications and experience in their specific field, and whether the prospective employer has been unable to fill the position with a Namibian candidate.²⁰

The Constitution of Namibia (1990) prohibits slavery, forced labour and provides that children under the age of 16 years are entitled to protection from economic exploitation. The Labour Act No.11 (2007) also establishes several measures to protect all workers, including migrants, against exploitation. It prohibits child labour, forced labour, discrimination and sexual harassment in employment. These provisions apply to citizens and migrants alike.

The country has well-defined accreditation criteria to recognize foreign educational and professional qualifications through its National Qualifications Framework (NQF). The Namibia Qualifications Authority (NQA), established by the Namibia Qualifications Authority Act No.29 (1996), is responsible for evaluating and recognizing foreign qualifications. The Ministry of Education promulgated the Regulations Relating to the Evaluation of Qualification by the NQA (2007), which outline the procedures in place for individuals to have qualifications recognized. According to the NQA, the NQF is intended to be a register of all relevant and legal qualifications in Namibia.

Namibia implements the SADC Qualifications Framework (SADCQF, 2011), consisting of 10 Regional Qualifications Framework (RQF) levels based on learning outcomes and providing a regional benchmark for qualifications and quality assurance mechanisms in SADC countries. The Southern African Development Community Qualifications Verification Network (SADCQVN), of which Namibia is a member, provides a networking tool for SADC Member States to verify qualifications. The NQA is a member of the SADC Technical Committee on Certification and Accreditation, responsible for overseeing the effective implementation of the SADC RQF. The committee aims to establish common principles and procedures for the evaluation of qualifications across Member States.

4.2. Areas with potential for further development

The Ministry of Labour, Industrial Relations and Employment Creation registers job seekers and vacancies in the public and private sectors and assists them in finding suitable employment through its Namibia Integrated Employment Information System (NIEIS) databank. Within the same system, employers can also upload opportunities like tenders, grants and vacancies. However, the NIEIS databank is not utilized to its full capacity for monitoring labour market demand for immigrants, domestic labour supply and the effects of emigrants on the domestic labour market. The National Human Resources Plan (2010–2025) contains a directive to establish a labour market information system encompassing labour demand, supply and emigration. While the system has been set up, it has not been launched as of November 2022. The annual Labour Force Survey²¹ conducted by the Namibia Statistics Agency (NSA) does not collect comprehensive labour market data disaggregated by migration status.

²⁰ To prove its qualifications, education and experience, an applicant is required to submit information on and attachments of qualifications and proof of registration with the Namibia Professional Board/ Council or Association if required by its profession.

²¹ The Labour Force Survey was last conducted in 2018.

Namibia does not have specialized visa types to attract specific labour skills. Under the Immigration Control Act No.7 (1993), there are four types of visas/permits that migrants can apply for, none of which requires applicants to hold specific labour skills.²²

Although international students can access university education in Namibia if they obtain a student permit, they pay higher fees than citizens.²³ The Higher Education Act (2003) prohibits private higher education institutions from imposing restrictions with respect to the admission of students based on race, colour or creed, but restrictions based on nationality are not expressly proscribed. There is also no scheme for allowing international students to work in the country following graduation. Students are required to return to their countries of origin upon the expiration of their student permits as per the Immigration Control Act. Working on a student permit is also prohibited unless it is part of training or an internship required to complete their education in the country.

Namibia has not developed specific mechanisms to protect the rights of its nationals working abroad. However, the National Migration Policy (NMP) highlights the need to support migrant workers through dedicated pre-departure and return interventions, as well as support services while they work and reside in destination countries. According to the NMP's implementation plan, these interventions are to be achieved through developing and implementing binding and enforceable bilateral labour agreements (BLAs) addressing labour migration needs. A target of 10 BLAs in five years has been set, with the Ministry of Labour, Industrial Relations and Employment Creation taking the lead with support from employers, trade unions, civil society organizations, ministries and agencies.

Namibia is not actively involved in promoting the creation of formal remittance schemes. However, the NMP aims to develop a formal remittance framework to support Namibian migrant workers abroad to send remittances.

There are no programmes in place to promote the financial inclusion of migrants and their families. The Namibia Financial Sector Strategy 2011–2021 (2012) recognizes that the level of financial exclusion in Namibia is high, even for citizens. To address this, it makes provisions for consumer financial literacy and protection as well as access to financial products and services, but none of these measures are targeted at migrants. The Namibia Financial Inclusion Survey conducted in 2017 by the NSA did not include data disaggregated by migratory status.

²² The four types of visas/permits are: permanent residence permits, employment permits (to take up employment or start self-employment), student permits (to undertake studies) and visitors' entry permits (for short-term visits and tourism).

²³ Permanent residents, refugees, asylum seekers and diplomatic representatives do not require a student permit.



5

EFFECTIVELY ADDRESS THE MOBILITY DIMENSIONS OF CRISES

5.1. Migration governance: Examples of well-developed areas

Implementation of disaster risk management is multi-layered in Namibia. The Office of the Prime Minister, through the Directorate of Disaster Management, has overall responsibility for the coordination of disaster risk management. Namibia's National Disaster Risk Management Committee (NDRMC) is a multi-stakeholder platform²⁴ chaired by the Office of the Prime Minister and is responsible for disaster risk management, whilst the Directorate for Disaster Risk Management (DDRM) executes NDRMC decisions. The National Focal Persons Forum (NFPF), chaired by the Directorate of Disaster Management, ensures consultation and coordination of disaster risk management planning, operations and involves a focal representative of every association, organization or institution involved in disaster risk management activities. Regional Disaster Risk Management Committees (RDRMCs) cover each of the 14 regions of Namibia and are mandated to advise relevant regional governors on disaster risk management and coordinate sector governmental institutions, local authorities, communities and stakeholders involved in disaster risk management at the local level. Constituency Disaster Risk Management Committees (CDRMCs) are mandated to advise the regional councillor of each constituency on disaster risk management and coordinate efforts among sector governmental institutions, communities and other stakeholders. Local Authorities Disaster Risk Management Committees, subject to the Local Authorities Act No.23 (1992), are mandated to promote an integrated and coordinated approach to disaster management in the local authority area, with special emphasis on prevention and mitigation. These committees are required to submit regular reports to the Directorate of Disaster Risk Management.

The National Disaster Risk Management Plan 2011 (NDRMP), developed by the Directorate of Disaster Risk Management, makes provisions for disaster responses to protect life through evacuation, search and rescue of at-risk populations, and for ensuring that family ties are protected and family members are traced and reunited if separated during displacement. For post-disaster recovery, the NDRMP provides for resettlement, which may include returns to places of origin, local integration, or resettlement. As a preparedness measure, it makes provision for the protection of property and possessions left behind by displaced persons against destruction and arbitrary and illegal appropriation, occupation or use. While this includes the provision of temporary shelter, security, and food for displaced populations, the NDRMP emphasizes long-lasting solutions for displaced persons, including internally displaced persons allowed to resettle voluntarily in another part of the country. While the NDRMP does not mention migrants or refugees specifically, they are not excluded from these measures.

Namibia's disaster communication systems policy takes into account the needs of all people, including migrants. The NDRMP requires the establishment of early warning mechanisms with clear information flows between the field/incident area and the regional and national emergency operations centres. This communication is to take place through the use of telephones, mobile phones, community broadcast and television, teleconferencing, radio, two-way frequency radio communications, satellite systems and the internet. The information is to be disseminated in local languages and English. According to the NDRMP, all operational levels are required to have communication linkages that are sufficiently robust to withstand any disruptions due to disasters. Hotlines must be available in emergency operations centres at regional and national levels. There is also provision for the establishment of a reserve communication system under the National Disaster Risk Management Policy (2009), since normal communication systems may be adversely affected by a disaster. Although migrants are not mentioned, these communication systems are to be used to reach "all people" in the country.

²⁴ Members of the NDRMC include the Ministry of Finance, Ministry of Health and Social Services, Ministry of Defence and Veterans Affairs, and the Ministry of Agriculture, Water and Forestry, in addition to other line ministries.

Namibians abroad are able to voluntarily register at embassies or consulates, which provide consular and welfare services (such as repatriation) to Namibians abroad in cases of emergencies.

5.2. Areas with potential for further development

The NDRMP, National Disaster Risk Management Policy (2009) and National Disaster Management Act (2012) do not contain specific measures to provide assistance to migrants before, during or post-crisis.

In 2016, the Directorate of Disaster Risk Management and the United Nations country team in Namibia released a Capacity Assessment Report of the National Disaster Risk Management System in Namibia. One of the gaps highlighted was the need to develop a national disaster risk management awareness and communication strategy to include public and community awareness campaigns at national and local levels through television, radio, social media, printed materials and dedicated national days. Additionally, as of November 2022, the communication systems envisaged under the NDRMP have not been operationalized.

The National Policy on Climate Change for Namibia (2011) seeks to mitigate and respond to the effects of climate change and associated environmental problems, but it does not address climate change-related migration, displacement or relocation. The National Climate Change Strategy and Action Plan 2013–2020 (2013) does not include provisions on migration linked to environmental degradation and climate change. According to the National Migration Policy, the long-term effects of climate change and environmental degradation in Namibia have not been properly analysed in a quantifiable manner to assess risk, and this includes effects of climate change on migration flows within and beyond national borders.

Although Namibia does not have specific measures in place to make exceptions to immigration procedures for migrants whose country of origin is experiencing a crisis, there is a general allowance for exceptions on an ad hoc basis by the Minister of Home Affairs, Immigration, Safety and Security through the Immigration Control Act No.7 (1993). It states that “Notwithstanding the provisions of this Act, the Minister may exempt any person or category of persons from all or any of the provisions of this Part, and for a specified or unspecified period and either unconditionally or subject to such conditions as the Minister may impose, and may do so also with retrospective effect.” Additionally, the Namibia Refugees (Recognition and Control) Act No.2 (1999) allows asylum seekers to enter and stay in Namibia until their status is determined.

There are no specific measures to promote the sustainable reintegration of returning migrants who have fled the country during crises.



6

ENSURE THAT MIGRATION TAKES PLACE IN A SAFE, ORDERLY AND REGULAR MANNER

6.1. Migration governance: Examples of well-developed areas

The Ministry of Home Affairs, Immigration, Safety and Security (MHAISS) manages and administers the National Population Register, facilitates lawful migration and receives and protects refugees and asylum seekers. It also bears the responsibility for designating offending migrants as prohibited persons under the Immigration Control Act No.7 (1993) and facilitating their removal from the country. It carries out its functions through the Department of Civil Registration – responsible for the issuance of national identity documents such as birth and death certificates, marriage certificates and national IDs, while the Department of Immigration Control and Citizenship oversees the movement of persons in and out of the country and the issuance of visas, permits and passports. The Department of Administration and Refugee Management is responsible for refugee management and rendering of core support functions such as finance, human resources, transport and logistics in cases of deportations.

The Immigration Control Act is the primary statute that regulates immigration. It was enacted to control the entry and residence of foreign nationals in Namibia, and it addresses all aspects of the movement of people in and out of the country, including the issuance of visas and permits. The act's subsidiary legislation, the Immigration Regulations Government Notice 134 (1994), sets out how permits and visas are to be applied for and issued. The Departure from Namibia Regulation Amendment Act No.4 (1993) is the primary legislation on emigration and regulates border management processes which facilitate outward movement at the ports of exit.²⁵ It prohibits an individual's departure from Namibia, or the provision of assistance to an individual wishing to depart from Namibia, without passport or permit at a place other than a port, and prescribes penalties for individuals who contravene its provisions.

Namibia uses the advanced Electronic Border Management System (EBMS) to facilitate border control and monitor visa overstays. The Directorate of Immigration and Border Control, under the MHAISS, is responsible for facilitating the movement of people in and out of the country, and works with the country's security services, in particular the Namibian Police Force (NamPol). It operates the EBMS at border crossings and at its various offices and stations. Travellers' information and biometric data are captured by immigration officers after each arrival and departure. All data collected at the border are stored on a central database hosted by the MHAISS, which provides authorized agencies throughout the country with real-time insights and an overview of visitors and immigrants. The system is also linked to a range of international watch lists, including Interpol databases, and allows the country to monitor visa overstays.

The MHAISS provides training on immigration laws and regulations for border staff upon recruitment. Furthermore, the University of Namibia offers ongoing short courses on migration management for immigration officials. The MHAISS, in collaboration with IOM, has also developed the Namibian Immigration Standard Operational Procedures Manual (2012), which border staff are expected to know and operationalize. IOM also carries out ad hoc trainings for senior Namibian immigration officers focused on migration management, counter-trafficking and passport examination procedures based on the manual. For instance, in April 2021 in collaboration with the MHAISS, IOM and the United Nations Children's Fund (UNICEF) conducted a training on health protocols at points of entry for Port Health officials and immigration officials.

Namibia has a paper-based visa application system, through which migrants can obtain visas pre-arrival by applying at embassies and consulates. The Department of Immigration Control and Citizenship has an open

²⁵ Beyond these laws, several statutes provide supplementary provisions on various aspects of migration, including the Namibia Refugees (Recognition and Control) Act No.2 (1999), Combating of Trafficking in Persons Act No.1 (2018), the Prevention of Organised Crime Act No.29 (2004), and the Prevention and Combating of Terrorist and Proliferation Activities Act No.4 (2014).

access website with detailed information on visa and permit applications. Information provided includes the types of visas and permits available and their validity, the requirements for each, processing times and payable fees. Information on the website is available in English. The Immigration Regulations Government Notice 134 (1994) specifies the forms which an applicant must complete for each type of visa or permit. The Namibia Investment Promotion and Development Board also launched the Namibia Digital Nomad Visa in October 2022 for applicants seeking to reside in the country for a period of up to six months and work remotely. The application can be submitted online and applicants need to demonstrate proof of income as well as have valid travel documents and health insurance. As of November 2022, the MHAISS is developing an online visa application platform for short-term work permits, designed for foreign workers who wish to take up employment in Namibia on a temporary assignment for up to six months.

Namibia has legislation in place to combat human trafficking. Counter-trafficking measures are the responsibility of the MHAISS, under which NamPol operates. The MHAISS is responsible for safety and security in the country, including policing, and administers the Combating of Trafficking in Persons Act No.1 (2018). It includes provisions to prosecute trafficking offences, prescribes penalties, and provides for the protection of and assistance to victims of trafficking, including child victims. While the act does not contain explicit gender-sensitive provisions, it includes the provisions of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children (2000), supplementing the United Nations Convention against Transnational Organized Crime (2000). This act works alongside the Child Care and Protection Act No.3 (2015), which criminalizes trafficking in children for labour and sexual exploitation and sets out protective measures for victims. Under Chapter 14, the Child Care and Protection Act requires investigations to be conducted where child trafficking is suspected, makes child trafficking an offence, and prescribes criminal penalties for convicted perpetrators. Namibia has also enacted the Prevention of Organised Crime Act (POCA) Act No.29 (2004), which criminalizes labour and sex trafficking. To enhance knowledge about the scope and magnitude of trafficking in Namibia, the Ministry of Gender Equality and Child Welfare, in collaboration with other stakeholders, initiated an assessment of trafficking in persons in Namibia in 2020.

6.2. Areas with potential for further development

Namibia does not have a specific policy or strategy to ensure that migrant detention is used only as a measure of last resort, and to work towards alternatives. Namibian Refugee (Recognition and Control) Act 2 does not have any relevant provisions relating to the prioritization of non-custodial alternatives to detention. Similarly, the Constitution of Namibia (1990) states that irregular migrants may be detained until matters pertaining to their residency are resolved.²⁶

There is no formal government programme or dedicated policy that focuses on facilitating the reintegration of returning nationals in Namibia.

Namibia does not regularly publish information about its counter-trafficking activities. According to the National Migration Policy, actual data on the extent of human trafficking and smuggling have been difficult to obtain. Neither the Office of the Prosecutor General, the MHAISS nor NamPol release any data or reports on the country's counter-trafficking activities.

In May 2022, the Ministry of Health and Social Services, in coordination with IOM, called for the development of a national referral mechanism document for the protection of vulnerable migrants in the context of COVID-19 in Namibia. As of November 2022, this is yet to be finalized. The Ministry of Gender Equality and Child Welfare developed the National Referral Mechanism and Standard Operating Procedures for the

²⁶ Under Article 11(3), the Constitution states that "all persons who are arrested and detained in custody shall be brought before the nearest Magistrate or other judicial officer within a period of forty-eight (48) hours of their arrest or, if this is not reasonably possible, as soon as possible thereafter, and no such persons shall be detained in custody beyond such period without the authority of a Magistrate or other judicial officer." However, Article 11(4) makes an exception to the 48-hour rule for illegal immigrants. It states that "nothing contained in Article 11(3) shall apply to illegal immigrants held in custody under any law dealing with illegal immigration: provided that such persons shall not be deported from Namibia unless deportation is authorised by a Tribunal empowered by law to give such authority."

Identification, Protection, Referral and Safe Return of Victims of Trafficking in Namibia (2018) to identify victims of trafficking. But, this does not include specific procedures for the timely identification of migrants in vulnerable situations or to provide them with adequate referral and protection services.

Namibia does not have systems or formal cooperation agreements with other countries to trace and identify missing migrants within the national territory. There have been cases of missing migrants where trace-and-search was conducted by NamPol working with other departments, such as the National Tourism Board and the Ministry of Environment, Forestry and Tourism. NamPol keeps a record of individuals who enter Namibia as tourists and are later reported missing. Incidents where migrants go missing and international cooperation is required are dealt with only on an ad hoc basis.

After the MGI assessment

IOM would like to thank the Government of Namibia for their engagement in this process. IOM hopes that the results of this assessment can feed into the Government's strengthening of their migration governance. After an MGI assessment, the following are recommended:



The MGI report can be used to inform policy work with the support of IOM (if desired).



The findings can feed into capacity-building activities, which may connect to other IOM initiatives.



A follow-up assessment can be conducted after three years to verify progress.



Governments can exchange best practices and innovative solutions with other governments that have conducted the MGI process.



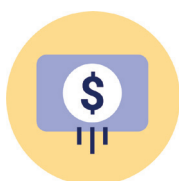
PREPAREDNESS AND RESPONSE PROTOCOLS ON THE RISKS OF THE NOVEL CORONAVIRUS (COVID-19)

This annex summarizes key national COVID-19 policy responses in Namibia from a migration governance perspective. It is based on 12 questions that were added to the standard Migration Governance Indicators (MGIs) assessment in Namibia in order to effectively assess national migration governance in the context of the COVID-19 pandemic.



All migrants had access to COVID-19-related health services under the same conditions as nationals, which is an exception to general practice in access to healthcare in Namibia. The Hospitals and Health Facilities Act No.36 (1994) allows for free treatment of all patients, regardless of origin, particularly for outbreaks and certain highly infectious diseases, including COVID-19.¹ Proclamation No. 9 on the State of Emergency – COVID-19 Regulations (2020),² the Public and Environmental Health Act No.2 (2015) and its subsequent regulations such as the Public Health COVID-19 General Regulations (Government Notice 233 of 2021 and Government Notice 85 of 2022),^{3,4} also do not differentiate between citizens and migrants in the event of a pandemic.⁵ Specialized treatment facilities situated at the Windhoek Central Hospital were also accessible to migrants.⁶

All migrants regardless of their migratory status have access to vaccines under the government-led vaccination programme. The National Deployment and Vaccination Plan (2021) did not exclude migrants and was available for “all persons”. Similarly, Public Notice No.5 on Importation of COVID-19 Vaccines into Namibia for Public Use and Guidance on Administration of Vaccines by Private Health Care Providers (2021) did not exclude migrants from accessing vaccines.⁷



Only Namibian citizens had access to the Emergency Income Grant (EIG) targeted at workers in the informal economy, intended to cover the lockdown periods. This involved a one-off payment of N\$ 750 (USD 41) open to all Namibian citizens, between the ages of 18 to 59 years, who lost jobs or income in the informal sector as a result of the COVID-19 outbreak. Those unemployed in the same age category were also covered. A valid Namibian ID was required in order to complete the verification process.⁸

There was no specific consideration of migrants for measures implemented in response to COVID-19. In June 2020, the President of the Republic of Namibia declared a State of Emergency

¹ Parliament of Namibia, *Hospitals and Health Facilities Act 4459*, 2010.

² Proclamation No.9 on the State of Emergency – COVID-19 Regulations (2020).

³ Public Health COVID-19 General Regulations (Government Notice 233 of 2020).

⁴ Public Health COVID-19 General Regulations (Government Notice 85 of 2022).

⁵ Parliament of Namibia, *Public and Environmental Health Act 1*, 2015.

⁶ World Health Organization Namibia, *A comprehensive COVID-19 response from Government, WHO and partners keeps community transmission at bay and protects health services for the vulnerable*, 2020.

⁷ Government of Namibia, *National Deployment and Vaccination Plan*, 2021.

⁸ Ministry of Finance, *Frequently Asked Questions about the Emergency Income Grant of the Economic Stimulus and Relief Package*, n.d.



PREPAREDNESS AND RESPONSE PROTOCOLS ON THE RISKS OF THE NOVEL CORONAVIRUS (COVID-19)



in Namibia as a result of the pandemic, closing all international borders, schools, universities and business, and locking down all 14 regions. The Namibian military set up a medical facility at the airport as part of the country's response. Outbreak preparedness and response teams and staff from public and private health facilities were trained on various topics, including coordination, surveillance, points of entry, rapid response, laboratory case management and infection prevention and control, risk communication, and community engagement mental health. The training attracted close to 1,000 participants from government, academia and civil society organizations.⁹



The Namibian Government implemented measures to ensure that migrant visas did not expire during the COVID-19 crisis. At the height of the 2020 lockdown, the Minister of Home Affairs, Immigration, Safety and Security granted an exemption for all those in the country with visas expiring and unable to leave on account of border closures and travel restrictions. Those affected could contact an immigration office and get their permit expiry date extended without paying a fee, while those who could not access immigration offices were not prosecuted.



All locations with a high concentration of migrants in Namibia, including the refugee centre and border areas, had measures in place to ensure hygiene and social-distancing protocols. The refugee centre and border areas were equipped with handwashing and sanitization facilities. At the border, Port Health officials screened travellers for COVID-19, and ensured that necessary hygiene protocols were followed.¹⁰



There are no specific measures in Namibia to ensure that migrants in the country can contribute to the COVID-19 response in key sectors such as health, agriculture, energy, food production and distribution, and logistics. However, foreigners with the necessary skills in the medical sector were also recruited to support the COVID-19 response.

⁹ World Health Organization, Namibia praised for its quick and efficient response to COVID-19, 2020.

¹⁰ Government of Namibia, Public Health COVID-19 General Regulations: Government Notice 91 of 2021, 2021.





PREPAREDNESS AND RESPONSE PROTOCOLS ON THE RISKS OF THE NOVEL CORONAVIRUS (COVID-19)



The Ministry of Health and Social Services and the Namibia Statistics Agency collect and publish COVID-19-related health data, but these are not disaggregated by migratory status. These include the number of confirmed, active and new cases, numbers tested per day, recovered patients, and deaths. The data on confirmed cases are disaggregated by sex, region and not by residence status.¹¹ Similarly, the Government of Namibia has not carried out any publicly available assessment on the socioeconomic impacts of COVID-19. In October 2020, the United Nations in Namibia published a Socio-Economic Impact Assessment of COVID-19 which aimed to support the Government in its efforts to respond to the ongoing pandemic. However, the report does not mention migration or migrants.¹²



There were measures in place to support the safe and orderly return of nationals and residents who were stranded abroad due to the pandemic. In April 2020, the Government of Namibia facilitated the return of Namibians from China and South Africa by chartering flights. It also put in place standard operating procedures at the country's borders, which allowed for the return of nationals and those on employment permits to Namibia despite the border closures. Those returning were subjected to screening and quarantines as necessary, including treatment where required. Quarantine facilities were paid for by the Government, but individuals able to cater for themselves were asked to do so.¹³

¹¹ Ministry of Health and Social Service and Namibia Statistics Agency, *Monitoring COVID-19 in Namibia*, n.d.

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¹³ *The Namibian*, 31 repatriated Namibians to arrive from South Africa, 28 April 2020.





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ANNEX

The MGI process



1

Launch of the MGI process

The first step of the process is to explain what the MGIs entail to key government officials, in order to ensure full understanding of the project and complete buy-in.



2

Data collection

The second step of the process is to start the collection and analysis of data, based on about 90 indicators grounded in the six dimensions of the MiGOF. A migration governance profile based on the analysis of the findings is then drafted and shared with the government counterparts.



3

Interministerial consultation

The third step of the process is to convene an interministerial consultation where all relevant ministries and other stakeholders discuss the good practices and main areas that could be developed further as identified in the draft migration governance profile, as well as priorities on the way forward. It is also an opportunity for them to comment and provide suggestions on the draft profile.



4

Publication of the report on the Global Migration Data Portal

After the migration governance profiles are finalized and vetted by government counterparts, they are published on the Global Migration Data Portal²⁷ and the IOM Publications Platform.²⁸

²⁷ You can find the profiles here.

²⁸ Please visit this link.



www.migrationdataportal.org/mgi

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