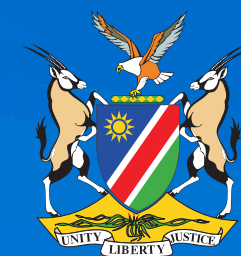


Republic of Namibia

Ministry of Youth, National Service
Sport and Culture

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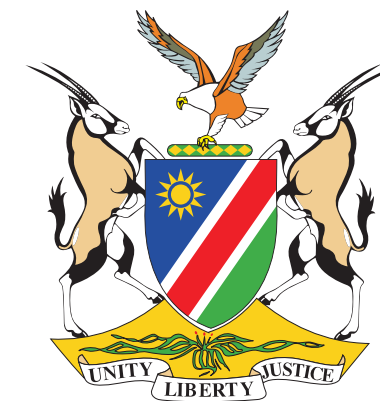


Republic of Namibia

**Ministry of Youth, National Service
Sport and Culture**



Annual Report
2010/11

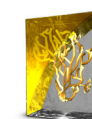


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ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome
ANNA	All Namibian Netball Association
BBE	Black Economic Empowerment
CEC	Central Economizing Committee
COTA	College of the Arts
FNCC	Franco Namibian Cultural Centre
FNB	First National Bank
HIV	Human Immunodeficiency Virus
HOD	Head of Department
ICT	Information Communication Technology
IT	Information Technology
ILO	International Labour organization
JMAC	John Mwafangeyo Art Centre
KCAC	Katutura Country Art Centre
MATS	Media Arts Technology Studies
MPYRC	Multi-Purpose Youth Resource Centre
MYNSSC	Ministry of Youth, National Service, Sport and Culture
NACN	National Art Council of Namibia
NAGN	National Art Gallery of Namibia
NTN	National Theatre of Namibia
NTA	Namibia Training Authority
NAEP	National Arts Extension Programme
NPC	National Planning Commission
NDP 3	Third National Development Plan
NYCS	National Youth Credit Scheme
NAPPA	Namibia Planned Parenthood Association
NHE	National Housing Enterprises
NDF	Namibia Defence Force
NSSU	Namibia School Sport Union
NBC	Namibia Broadcasting Corporation
NQA	Namibia Qualification Authority
PACC	Programme Advisory Committee for Child labour
PTF	Performance Task Force
SADC	Southern African Development Community
TISAN	Tertiary Institute Sport Association of Namibia
UN	United Nations
UNISA	University of South Africa
UNAM	University of Namibia
VAN	Visual Arts Namibia

SECTION 1

FOREWORD



Hon. Kazenambo Kazenambo

Minister of Youth, National Service, Sport and Culture

This was indeed an eventful year during which the Ministry not only consolidated its mandate, but was able to take the steps necessary to realise its set vision as encapsulated in its Strategic Plan. I am confident that with the commitment, dedication and hard work of all staff members and the unwavering support of the public, as well as our development partners, we will succeed in the implementation of the Ministry's agreed upon policy objectives and annual work programmes.

The year under review presented the Ministry with many opportunities and challenges, amongst them being the need to improve our overall performance across all functional areas. The Ministry's organisational structures were appraised to ensure better service delivery and to meet the expectations of users of the various services which the Ministry offers. Furthermore, the Ministry continued to prioritise staff development in all Directorates to build capacity which is a prerequisite for excellent service delivery.

The Ministry also strengthened the vital linkage between youth skills development, sport promotion, arts enhancement and culture integration with the view to better coordinate programme implementation, optimise resource use and ensure better policy outcomes. I am convinced that with all the strategic interventions we embarked upon during the period under review, the Ministry is now in a strong position to fully deal with all critical issues in the course of the year. It is my hope that all these interventions will streamline our operations more effectively for the future and that the Ministry will continue to serve the public.

Let me avail myself of this opportunity to extend my profound gratitude to everybody that has contributed to the activities undertaken by the Ministry during 2010/2011. I urge you all to rise to your full potential in the coming year.

Kazenambo Kazenambo

Honourable Kazenambo Kazenambo

Minister of Youth, National Service, Sport and Culture

Hon. Kazenambo Kazenambo
Minister



Hon. Pohamba Shifeta
Deputy Minister



Dr. Peingeondjabi T. Shipoh
Permanent Secretary



Rev. Ludwig Siyaka Hausiku
Special Advisor to the Minister



Republic of Namibia

Ministry of Youth, National Service
Sport and Culture

Management Organogram



Mrs. E. Moombolah - Goagoses
*Acting Director: National Heritage
& Project Programmes*



Mrs. R. K. K. Tjaveondja
Director: General Services



Dr. V. S. Veli
Director: Sport



Mr. P. Simataa
Director: Youth



Mrs. R. L. Hofmeyr
Director: Arts



Mr. A. Strauss
*Deputy Director:
Culture Programmes*



Ms. A. U. Hengari
*Deputy Director:
Finance*



Mrs. M. Chunga
*Deputy Director:
Human Resources*



Mr. B. M. Kaanjuka
Deputy Director: Sport



Ms. J. N. Manuel
Deputy Director: Sport



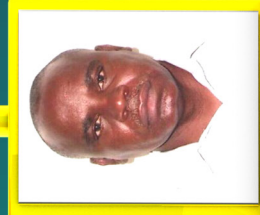
Mr. E. Katamba
Deputy Director: Sport



Mr. S. Hoveka
*Deputy Director:
Youth & Employment*



Mr. P. Haingura
*Deputy Director:
Youth Development*



Mr. E. Mtota
Deputy Director: Arts



DIRECTORATE: GENERAL SERVICES

SECTION 2

DIRECTORATE GENERAL SERVICES



Ms. R. K. K. Tjaveondja

Director

2. 1 INTRODUCTION

The Directorate of General Services manages the human resources programmes of the ministry; ensures vacant post are filled; ensures competent staff are recruited and retained; process administrative issues; handles disciplinary matters; operates and maintains the human resources records and systems and administers the ministry's HIV policies and guidelines. It also manages the ministry's transport and logistics; provides administrative support systems within the ministry; prepares tenders and procures goods and services; manages the information systems and equipment; runs the training programme; prepares budgets, manages capital development projects, prepares annual reports, draft strategic plans and contributions of the ministry to national development plans.

2. 2 STRATEGIC OBJECTIVES

The major strategic objective of the directorate is to ensure that resources are equitably, effectively and efficiently utilized.



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2. 3 PROGRAMME AND ACTIVITIES

2. 3. 1 Programme: Coordination and Support Services

The purpose of this programme is to manage human resources; provide administrative support services; manage the information systems; ensure proper financial and risk management corporate planning and project management.

2. 3. 2 Main Activities under this programme

(a) Human Resource Management and Development

This activity focuses on recruitment and retention of competent staff, processing of human resource administrative issues, handling labour relation matters, operate and maintain Human Resources Information and Management System (HRIMS), training and Development, Compilation of Affirmative Action Reports and plan, administer and coordinate employees' wellness programme.

Output

- Effective and efficient management of human resources
- Provide conducive working environment
- Optimise capacity building
- Produce affirmative action reports

(b) Administrative Support Services

Procurement of goods and provision of administrative support services as well as transport and asset management.

Output

- Procurement of goods and provision of services
- Provision of transport
- Compliance with policies and regulations
- Ministerial assets register produced



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(c) Acquisition and maintenance of ICT equipment and systems

The activity focuses on the acquisition, maintenance and upgrading of ICT software, equipment, network infrastructure and webpage development.

Output

- Effective and efficient development of ICT systems.
- Development and maintenance of ICT infrastructure for the Ministry.

(d) Risk Management

The activity entails the identification of risk areas and devising mechanisms aimed at minimising the identified risks and conduct internal audit activities yearly.

Output

- Audit reports produced
- Risk areas identified and recommendations made to overcome the risks.
- Compliance with applicable laws and regulations

(e) Financial Management

The activity focuses on cost effective, prudent and equitable utilisation of financial resources which includes budgeting, budget implementation, monitoring and effective control of the annual budgets, revenue collection, reconciliation of the accounts, and timely payments to internal and external customers. Facilitate and prepare budget motivation speech and production of reports such as Auditor General Report, Appropriation Account and Expenditure Reports.

Output

- Compliance with relevant Acts and Regulations
- Timely delivery of services
- Reports produced
- Budget formulated, implemented and monitored
- General ledgers reconciled
- Strengthened revenue collection methods



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Table 1 and 2 below show the Summary of Revenue and the expenditure on the Operational Budget for the 2010/11 financial year

Table 1: Summary of Revenue

Revenue Description	Budget (N\$)	Outturn (N\$)	Collections as % of the budget
Private telephone calls	220	0	0
Unclaimed cheques	14 000	74 802	534
Miscellaneous	180 000	318 264	177
Sport stadium	65 000	11 700	18
Youth Centres	1 700 000	1 464 213	86
College of the arts	230 000	104 230	45
Culture Centres	245 000	179 850	73
Total	2 434 220	2 153 059	88

Programme	Budget (N\$)	Outturn (N\$)	Expenditure as % of the budget
Youth Development	238 978	235 268	98
Sport	67 197	66 254	99
Arts	50 755	50 176	99
Culture	54 252	54 113	100
Total	411 180	405 811	99



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(f) Planning and development

The activity focuses on corporate and physical planning which entails facilitation and preparation of the development budget, management, monitoring, evaluation and maintenance of capital projects as well as provision of office accommodation. It also includes the drawing up of Annual Reports, the Strategic Plan and implementing National Development Plans NDPs.

Output

- Physical facilities constructed and maintained
- Annual reports and strategic plan produced
- Co-ordinated National Development Plans
- Adequate office space provided
- Capital projects budget compiled
- Compliance with laws and regulations

Table 3 below shows expenditure on the Development Budget

Table 3: Development Budget Expenditure (Capital Projects)

Programme	Budget (N\$)	Outturn (N\$)	Expenditure as % of the budget
Youth Development	33 580	16 465	49
Sport	9 000	5 364	60
Arts	3 000	1 477	49
Culture	2 500	1 295	52
Total	48 080	24 600	51



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- *Construction of Frans Dimbare YDC*
Phase seven (7) which consist of the reception, 1 bungalow and 10 campsites was under Construction
- *Upgrade of Berg Aukas to National Youth Service Centre-Rietfontein*
Five (5) staff houses were renovated at Berg Aukas
- *Upgrading of Farm Du Plessis/Otjinene Rural Development Centre*
Phase one (1) which consist of male and female dormitories, kitchen and dining hall was completed at Otjinene.
- *Maria Mwengere MPYRC*
Phase three (3) comprising of the administration block was completed in March 2011.
- *Construction of Swakopmund Sport Complex*
Phase one (1) consisting of the extension to male and female ablution block and installation of a PA system was completed.
- *Construction of Eenhana Sport Complex*
Phase two (2) comprising of earthworks and leveling of the ground, service tude and field tracks were completed.
- *Renovation of National Theatre & National Art Gallery of Namibia*
The budgeted amount was spent on the installation of air conditioners.

2. 4 ACHIEVEMENTS

- Two hundred and thirty-nine (239) staff members were trained in the Ministry in 2010/11 as follows; eighty-eight (88) received functional training, seventy-seven (77) qualifying training and seventy-four (74) administrative training.
- The Ministerial Annual Plan for 2009/2010 was completed on time
- A Ministerial Webpage has been developed
- The Ministerial Affirmative Action report for 2009/2010 was completed on time



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2. 5 CONSTRAINTS

- Registry filing system is not computerized.
- Limited office space for Ministerial staff members
- Shortage of vehicles and lack of proper transport management system
- High staff turnover in the Directorate of General Services.
- Absence of relevant/skilled human resources such as Work Inspectors and Artisans on the structure.
- The late appointment of consultants and the delays in evaluating the Bill of Quantities.
- Some of the BEE contractors lack the skills of completing tenders awarded.
- Late release of General Ledgers by MOF
- Out-dated and non-responsive budget ceiling

2. 6 FUTURE PLANS

- Construction of the Ministerial Headquarters.
- Establishment of own transport fleet.
- Review of the Strategic Plan and compilation of the Annual Report for the coming financial year.
- Establishment of a utility office to control payments.
- Setting up a HELP DESK office to better manage IT and allow officials to lodge complaints and follow up on job completion.
- Installation of a new server
- Networks Upgrading
- Planning for the Directorate of General Services retreat






MINISTRY OF YOUTH
AND SPORTS
AND CULTURE


YOUR FUTURE OUR MIND

NAMIBIA YOUTH CREDIT SCHEME

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MINISTRY OF YOUTH
AND SPORTS
AND CULTURE


COMMONWEALTH
YOUTH PROGRAMME

Progress
Meeting

DIRECTORATE OF YOUTH DEVELOPMENT



Republic of Namibia

Ministry of Youth, National Service, Sport and Culture

SECTION 3

DIRECTORATE OF YOUTH DEVELOPMENT



Mr. P. Simataa

Director

3. 1 INTRODUCTION

The main purpose of the Directorate of Youth Development is to empower, encourage and support the participation of the youth in the process of national development and decision making. The Directorate of Youth Development also ensures that youth concerns, needs and aspirations are integrated in the mainstream of all government policies, programmes and actions. It is thus important to recognize that the youth are an important population group and have to meet many challenges to be able to realize their visions and aspirations.

3. 2 STRATEGIC OBJECTIVES

- To empower, encourage and support the participation of the youth in the process of national development and decision-making; To ensure that youth concerns, needs and aspirations are integrated into the mainstream of all Government policies, programmes and actions;



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- To provide special services and support to the youth who are disadvantaged based on their sex, economic status, educational background and geographical location;
- To mobilize the Namibian youth for the urgent task of national reconciliation and development, and;
- To provide opportunities for the youth to develop relevant skills, to become responsible, self reliant members of the community.

3. 3 PROGRAMMES AND ACTIVITIES:

3. 3. 1 Youth volunteers

This programme offers temporary employment opportunities to both rural and urban unemployed youth as a way of building capacity as well as advancement in career opportunities. The programme exposes youth volunteers to the job market, and also as a means of addressing unemployment and poverty alleviation. During the period under review, eighty four (84) youth volunteers are currently operating in all thirteen (13) regions of whom the largest group is assisting at Berg Aukas Rural Youth Development and Training Centre.

Equally important is the Ministerial Draft Policy on Youth Volunteers which was submitted to the Management Committee of the Ministry for perusal, further input and approval. This will assist in paving the way for a well regulated and constituted Youth Volunteer Programme for the Ministry.

3. 3. 2 Youth and reproductive health

This programme caters for young people in the form of Friendly Health Services and includes sexual and reproductive health information sessions, HIV/AIDS information, screening and referring of sexual transmitted infections and general health information and counselling services.

One of the major achievements of this programme is the recently signed Co-operation Agreement between this Ministry and Namibia Planned Parenthood Association (NAPPA) which provide for the management and provision of comprehensive reproductive health and HIV/AIDS information at Multi-Purpose Youth Resource Centres' (MPYRC) clinics of this Ministry.

The provision of comprehensive sexual reproductive health services at the MPYRCs is one of such initiatives that can contribute significantly to the reduction of most social challenges affecting young



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people. Equally important, the provision of Family Planning services and information at MPYRC contributes immensely to the reduction of maternal and child mortality, high teenage pregnancy, orphans and vulnerable children, young people and youth infected with HIV, and unsafe abortions and infanticide. Early this year the Directorate and NAPPA staff embarked on the assessment of the Clinics. Currently there are seven (7) clinics nationwide and the operation of these clinics will commence in the current financial year.

3. 3. 3 National consultative conference on youth development

The Ministry hosted the first ever National Consultative Conference on Youth Development from 8th-11th November 2010 at Windhoek Country Club where His Excellency the President of Namibia, Hifikepunye Pohamba, officiated at the opening ceremony. The Conference was attended by participants from all 13 regions of Namibia. A total number of 330 delegates participated in the Conference. This number represents youth delegates and stakeholders from 94 institutions across the country and beyond the border.

The immediate objective of the Conference was “to provide a platform for national consultations and discussions on key issues affecting the youth with a view to evaluate progress made towards the implementation of the National Youth Policy and the African Youth Charter. The theme of the Conference was, “Youth and Economic Development, Our collective Responsibility”.

The focus of the Conference was as follows:

(a) Youth and Economic Development

The five major challenges identified were:

- Lack of access to funding;
- Lack of coordination of youth programmes;
- Lack of linkages between tertiary education and the job market;
- Lack of technical subjects in the formal education system;
- Lack of access to the market;



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(b) Youth and Social Development:

Five key priorities identified were as follows:

- Oversupply of unskilled labour and non-enabling labour market for the youth;
- Lack of recreational facilities;
- Lack of national legislation regulating the employment of local volunteers;
- Lack of civic education;

(c) Youth and Political Development:

Challenges identified as key issues were:

- Policy domain;
- African Ethics and Governance;
- Representation and voice of young people;
- Conflict transformation;
- Heritage;

(d) Conference declaration:

- Review of the National Consultative Conference Report to be carried out by a selected youth committee before the report is submitted to the Minister;
- The Action Plans of the Conference Report should be aligned;

3. 3. 4 Berg Aukas Rural Agricultural, Research and Training:

The Ministry entered into a Technical Agreement with the Nigerian Government through the Nigerian High Commission to Namibia to acquire technical assistance from Nigerian volunteers. Subsequently, a group of sixteen (16) Nigerian technical volunteers arrived in Namibia to assist with vocational skills training at Berg Aukas whilst some have been assigned to the Namibia Youth Credit Scheme. The centre has been renovated, hostel accommodation for trainees revamped and it is ready to receive the new trainees. So far more than 50,000 applications have been received countrywide from those who are eager to acquire the needed skills and expertise from the Centre. It is hoped that the first group of



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trainees will start anytime between April and May 2011 once the annual appropriation is released. To this end, a Cabinet Information Memorandum has been prepared to inform Cabinet on the proposed training to take place, and to seek endorsement and blessing in this regard.

3. 3. 5 Namibia Youth Credit Scheme (NYCS):

The NYCS is aiming at becoming the leading agency in harnessing and developing innovation and entrepreneurship amongst the youth of Namibia, in order to reduce youth unemployment and to alleviate rural poverty. The Scheme has been replicated in all thirteen (13) regions during the year in discussion. With exception of Otjozondjupa, Hardap, Karas, Erongo and Khomas regions where the Scheme was replicated during the last quarter of the current financial year, close to 3,000 youth received loans and it is projected that by the end of the next financial year (2011/2012), total loans disbursed will reach N\$1,720,000.00, while the corresponding number of loan recipients will exceed 5,000.

3. 3. 6 Youth Brick-Making Projects:

The Ministry entered into two Memorandums of Understanding (MOU) with the National Housing Enterprise (NHE) and Afrisam (Namibia) respectively for the funding of major brick-making projects in three piloted regions of Karas, Omaheke and Kunene respectively. Afrisam (Namibia) has so far donated N\$30,000 for each project and the Ministry equally parted with the same amount. All three piloted projects are running smoothly under the watchful eyes of the Regional Councillor's Offices. To-date, the projects are making headways in terms of selling the bricks to the community. The demand is quite high especially in Omaheke region where construction of Build Together houses has been ongoing.

3. 3. 7 Juvenile/Child Justice:

The main aim of this programme is to promote public awareness and address issues related to youth and children rights, and to assist with the monitoring of these expressed youth and child rights as embodied in Article 15 of the Namibian Constitution, as well as the UN and other International Treaties and Agreement to which Namibia is a signatory.

To this end, the programme has recorded the following successful achievements during the year in discussion:

- MYNSSC is a member of the Permanent Task Force Committee (PTF) for all Orphans and Vulnerable Children (National Level).
- MYNNSC is also an active member of the Programme Advisory Committee for Child Labour (PACC)



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under the International Labour Organisation (ILO); the Action Plan on the Elimination of Child Labour in Namibia has been developed.

- Currently the Ministry has appointed two (2) Social Workers; one is at the Head office whilst the other is at the Windhoek Multi-Purpose Youth Resource Centre (WMPYRC). The Ministry is in the process of appointing more Social Workers for the Regions.
- 141 young offenders successfully completed the life-skills training programme which includes Khomas, Oshana and Omusati Regions.
- There is a dire need for more Youth Officers to undergo Facilitation Skills Training, as well as to implement the Youth Against Crime Prevention Awareness Programmes.

3. 3. 8 Youth Training:

Vocational Education and Training remains a major concern for this Ministry due to limited number of training facilities under its jurisdiction. The Ministry currently owns and manages one fully fledged youth skills training centers in Mariental, Hardap Region, with an annual intake of 120 students. In addition, the Ministry has a small community skills development center in Okahao, Omusati Region, with an annual capacity of 30.

It is in view of the aforementioned that the Ministry is planning to introduce limited skills training components at the multi-purpose youth resource centres provided that there are sufficient funds to cover for the acquisition of training equipment and materials. During the previous financial years (2009/2010 and 2010/2011), Frans Dimbare Rural Youth Development Centre introduced a number of courses, namely, Hospitality and Tourism, Welding and Fabrication and is in the process of introducing basic car maintenance.

3. 4 ACHIEVEMENTS

- *Micro Gardening Projects*

The Rural Youth Development Programme has embarked on a country-wide activities to empower rural youth with skills and knowledge. Amongst these activities is the recently established poultry project at Dordabis Rural Constituency, where youth are making income from selling eggs. This initiative is being piloted at Dordabis before being replicated in other rural areas.



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- *Regional Brick-making Projects*

This initiative was originally piloted at Usakos MPYRC with funding from Afrisam Namibia and later joined by the National Housing Enterprise. A Memorandum of Understanding was entered between the Ministry and the two parties respectively, whereby Afrisam Namibia will provide cement; NHE will ensure that the final products are purchased by it for construction of the Build Together Project houses. These projects are now operational in Keetmasnhoop, Karas Region; Epukiro Constituency, Omaheke Region and Khorixas in Kunene Region.

- *National and Regional Youth Expo*

These are annual activities that are jointly organised by the Directorate Youth Development and the National Youth Council. This year, the national youth expo was held in Rundu, Kavango Region where youth from all walks of life gathered, interact and exchange views on the best practices and experience.

- *Berg Aukas Rural Youth Development and Research Centre*

The Centre which was recently renovated is due to recruit approximately 500 rural unemployed youth from all 107 constituencies. More than 8000 applications have been received and selected to commence with skills training in the current academic year. Courses on offer are short, medium and long-term. It is envisaged that upon completing training, those who wish to start their own businesses will be accessed to the Namibia Youth Credit Scheme, while others may be fortunate to be employed.

- *The Namibia Youth Credit Scheme*

The NYCS is aiming at becoming the leading agency in harnessing and developing innovation and entrepreneurship amongst the youth of Namibia, in order to reduce youth unemployment and alleviate poverty. The Scheme which is now operating in all thirteen regions has so far managed to train 4020, disbursed 3849 loans, created 4871 jobs and 2548 businesses established.

3. 5 CHALLENGES

- The ever increasing youth unemployment and the resultant anti-social behaviour that comes with it.
- The pending Executive Management Committee approval of the Ministerial Policy on Youth Volunteers



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which will enable them to benefit from being considered for permanent appointment in the future.

- Slow pace at which Capital Projects are being implemented due to administrative huddles.

3. 6 FUTURE PLANS

- Construction of MPYRCs in each of the thirteen regions of Namibia.
- Replication of the current computer literacy and tailoring programmes to all regional and constituency youth offices.
- Introduction of skills training component to all our MPYRCs country-wide.
- Equipping MPYRCs with health clinics, and recruiting nurses and social workers to take care of the health needs of youth through the recently signed MOU between NAPPA and the Ministry.



DIRECTORATE OF SPORT



Republic of Namibia

Ministry of Youth, National Service, Sport and Culture

SECTION 4

DIRECTORATE OF SPORT



Dr. V. S. Veii

Director

4. 1 INTRODUCTION

The Directorate of Sport strives to develop a healthy and disciplined nation through sport. To reach this noble goal the Directorate has to provide and continue to maintain sport facilities in all thirteen regions of the country. The Directorate also assists by providing administrative training in sport and coaching.

4. 2 STRATEGIC OBJECTIVES

- To construct sport facilities and appoint Regional Sport Officers;
- To promote unity and national reconciliation and enhance the pride of the nation regionally and internationally through sport links at developmental and competitive levels;
- To develop a healthy and disciplined nation through sport and contribute to the development of the nation;
- To enhance socio-economic development through sport participation.



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4. 3 PROGRAMMES AND ACTIVITIES

4. 3. 1 COPA Coca-Cola Youth Cup 2009

The COPA Coca-Cola youth cup started in 2004. This tournament involves more than 100 secondary schools country wide. The Copa Coca-Cola 2009 finals took place in Walvis Bay where it was attended by all thirteen regions including Tsumkwe as a developmental team. For every goal scored during the tournament Coca-Cola gave N\$100 to the Ministry of Health for the plight of people living with HIV and AIDS. Winning prizes has enormously contributed towards purchasing of text books, printers, copiers and the upgrading of sport facilities. A team was selected at the finals and had an opportunity to participate in the Continental Copa Coca-Cola competition in South Africa, Pretoria, with other eleven African Countries.

4. 3. 2 Vision 2016 Athletic Development

Vision 2016 has been in existence for the past three years. Currently the program has 53 athletes from all over Namibia ranging from ages 14-25. The program has fostered a memorandum of understanding with Athletics Namibia, Namibia Defence Force, Namibia Police Force, Namibia School Sport Union and TISAN.

One athlete participated in the World Indoor Athletics Championships in Doha. Three athletes participated in the South African Yellow Pages Series. During this series one national record was set up in the 200m for women. Two athletes participated in the African Youth Championships in Morocco. After three years of existence the results are evidently coming to the fore, it shows that with the progress made, Namibia will definitely be well represented at international competitions and might become an athletic force in the region by 2016.



Some of our athletes in action



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4. 3. 3 Namibia Paralympics Committee

The Committee sent a team of six (6) athletes to the South African Physically Disabled Championships held in March 2010 in Port Elizabeth, South Africa. The team returned with eight (8) gold and four (4) silver medals.

4. 3. 4 Wrestling Development Programme

The development programme focused on the training of wrestlers countrywide. Five athletes from Otjiwarongo were selected to represent Namibia at the South African Regional Championship in Cape Town. Three athletes ended in the top 3 of their age categories. The Cuban Coach Lius Forreledo trained club coaches in Windhoek on the design and progression of technical programs from entry level to elite level.

4. 4 ACHIEVEMENTS

The provision of sport facilities is an ongoing process and the following complexes are under construction and some have been already completed.

4. 4. 1 Windhoek Independence Stadium

As part of Namibia 2010 World Cup positioning strategy, the Independence stadium was upgraded and renovated. This has left a legacy to the Namibian people, particularly the sport industry as they have now a top world class sport facility. This facility meets international standards for the use of sport codes as well as to host international sport events. The following has been renovated and upgraded; new irrigation systems, new grass planted, new LED screen, new boundary wall for safety and security, flood lights were replaced, new PA system, media facilities, paint of the open stand and the new security chains.

4. 4. 2 Construction of Centre of Sport Excellence

The Ministry still has to purchase the land on which the Centre is to be constructed. The major problem that the Ministry is faced with is lack of sufficient funds. The whole project is budgeted for N\$ 80 million, but the Ministry only receives N\$ 5 million per annum for the construction of the Centre.



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4. 4. 3 Rundu Sport Complex

The grass from the Independence stadium was replanted at Rundu Sport Complex. The irrigation system at Rundu Sport Complex was upgraded.

4. 4. 4 Swakopmund and Eenhana Sport Complex

Currently, the construction of the Eenhana Stadium, and the Vineta Stadium in Swakopmund are underway, and pretty soon, youth in those towns will have decent sport facilities where they can participate in the sport codes of their choice. Once these are completed, other areas such as Outapi, Okakarara, and Otjinene etc. are next in line for the construction of basic sport facilities as well. Erecting sport facilities is an expensive undertaking, that is why only a few at a time are done, given the meagre resources.

4. 5 HUMAN RESOURCES

From the thirteen (13) Regional Sport Officers who were under qualified on our establishments, six (6) of them have upgraded their qualifications and the remaining seven (7) are currently busy upgrading their qualifications. The Directorate remains committed to assisting its staff members to improve their qualifications and skills to the benefit of the Directorate and the Ministry by allowing them to attend courses and assist them financially.

4. 6 NAMIBIA SCHOOL SPORT UNION

With the implementation of the full time staff in the office since May 2007, the following were the achievements of the Union;

- Stability in the school sport structures.
- Athletes' participation at Zonal, Regional, National and International in all the disciplines that the NSSU is having.
- Implementation of a Troika to monitor and take decisions in the absence of National Council meetings.
- Sound and stable financial affairs



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4. 7 NAMIBIA SPORT COMMISSION

In July 2009, the Namibia Sport Commission organized a Netball Indamba to map the way forward and to implement the directive from the Minister. All thirteen (13) regions were fully represented at the Indamba. A National Organizing Committee (NOC) was elected. The terms of reference of the NOC included revising and amending the All Namibia Netball Association (ANNA) constitution; the establishment of functional regional and national structures; to facilitate the elections of regional structures and the election of a new executive and council for ANNA.

The elective Annual General Meeting (AGM) was preceded by a Netball Indamba in March where ANNA constitution was reviewed. The election process was then conducted in line with Namibian Sport Act and ANNA constitution and the members present agreed that the rules and statutes would be acceptable and binding.

4. 8 CONSTRAINTS

In order to maintain the upgraded facilities; it has become clear that further information sharing sessions must be held with other stakeholders and users of these facilities. The Opuwo Sport Complex is a perfect example where users destroyed the grass by driving onto it.

4. 9 BILATERAL AGREEMENTS

(a) WESTFALLEN

There is a bilateral agreement with Westfallen in Germany, where games are staged on a bi-annual basis. In 2009 a team from Germany came to Namibia. Westfallen will host Namibia for two years. Through this agreement Namibian coaches receive training from experts in Germany.

(b) CUBA

Namibia and Cuba signed a bilateral agreement. Cuban coaches were sent to Namibia in the following disciplines; athletics, boxing, wrestling and basketball. These coaches will be in the Country on a four (4) year term. Some young Namibians are in Cuba where they study in the field of sport.



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4. 10 Future Plans

- The Directorate plans to construct a Centre of Excellence because we don't have enough coaches
- The Directorate is in the process of starting a development programme for gymnastic
- The Directorate plans to attach it's students who went to Cuba so that they can have a practical experience before they graduate and hopefully to employ them upon completion of their studies



DIRECTORATE OF ARTS



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SECTION 5

DIRECTORATE OF ARTS



Ms. R. L. Hofmeyr

Director

5. 1 Introduction

The main purpose of the Directorate of Arts is to identify, develop and promote the creative talents and artistic skills for the purpose of income generation, employment creation, innovation, enjoyment and the nurturing of pride and cultural identity.

The Directorate has two divisions through which it aims to achieve its mandate namely;

- Arts Education and Training
- Arts Promotion and Creative Industry Development

5. 2 Strategic Objectives

- To ensure the implementation of the Arts and Culture Policies, National Development Plans (NDPs) and Strategic plans.



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- To do annual budget planning for the Directorate and the National arts Institutions receiving Grant-in-Aid from the MYNSSC and to provide on-going support to them to ensure the successful implementation of their programmes.
- To do quarterly, mid-term and annual reporting on the budget execution and operations/functions of the Directorate and National Arts Institutions supported by the MYNSSC.
- To coordinate participation in international engagements such as attending functions, meetings and exchange programmes, etc.

5. 3 PROGRAMMES AND ACTIVITIES

5. 3. 1 College of the Arts (COTA)

The COTA aims to achieve continued excellence in its teaching programmes and to maintain high standards of arts education. It also aims to continuously provide accessible and affordable arts training services to Namibian public at the levels of post grade 12/vocational, secondary and primary arts education. The COTA maintains a high standard in arts training through exchange programmes with various international partners and fosters participation in local and international events such as performances, exhibitions, competitions etc. The COTA also provides staff development assistance for under-qualified personnel.

Training at vocational level to provide graduates for the various disciplines in the arts industry has been achieved through the presentation of seven Applied Arts Diplomas for two hundred and four (204) full time students. A number of approximately six hundred (600) students have received general tuition as extra-curricular activities for skills training in various Music instruments in Classical and Modern Music, Music Theory, Ballet, Contemporary and African Dance, Visual Arts, Ceramics and Drama Studies. Choral music has provided opportunities for musical learning for approximately seventy (70) school-going children in Windhoek through the COTA Children and COTA Youth Choirs.

The National Arts Extension program has provided arts education at primary level to four thousand six hundred and twenty six (4,626) school going children and out-of-school youth in twenty-three (23) centres across the country in Music, Visual Art, Ceramics, Community Drama and Dance.

The COTA Youth Choir won the regional ATKV Animato Competition and went to Pretoria, (South Africa) to compete against the winners of other Southern African regions. They won the ultimate award for Best African performance and the Best Youth Choir.



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The COTA Youth Choir in performance in the UNISA Hall

The New Media Centre was erected in the previous Stores Building at KCAC through the generous funding of NTA and has also brought with it the era of true digitalization of media courses, including industry-level software and a server-based intranet system with thirty (30) IMAC workstations. The JMAC Gallery has been renovated through funding from the Social Development Fund through the French Embassy and has opened in August with a triumphant RECYCLE! Exhibition. Eight (8) student and lecturer exhibitions have taken place in various galleries. As part of the drive towards accreditation, all three (3) departments presenting Applied Arts Diplomas have conducted various curriculum development workshops in order to develop and structure the various curricula.



African Performing Arts lecturers Mr Sylvester Biwa and Mr Ishmael Sam receiving the new set of Marimbas from CIIMDA official who has produced the instruments



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A very successful Wind Band has been established in the year 2009 and continued this year with approximately thirty (30) students from the various Wind sections. In the String Section, a String orchestra has been established and could perform at a number of events.



Mr Jurgen Kriess (violin teacher), Ms Michelle du Preez (oboe teacher) and Ms Junius (Rector) together with the three students who attended the Metzingen Orchestral workshop: Charlotte Meaden-Thompson, Esther Shitaa and Melody Lunbinda

The functions of the practice and recording studio were extended for wider use by students from various departments. The studio has made training in studio work and music editing software possible. More students and lecturers have made use of the recording facilities during the period under review.



Students making use of the rehearsal facilities in Studio 22



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The New Media Design Centre has been completed during the period under review and this was made possible by funding from ETSIP. Also, the software application has been upgraded to industry level thanks to financial assistance from the Spanish Development Fund.



Printmaking at the Visual Arts and Crafts Department

5. 3. 2 Donations

A subsidy for the Institutional Strengthening of the College of the Arts has been received by the Spanish Cooperation Office in Namibia to the amount of N\$1,400,000.00

The following projects have been completed successfully:

- Recording studio at the Main Campus;
- Purchase of computers for staff members and the libraries at both campuses;
- Three workshops for part-time staff training, including some expenses of the NAEP Arts festival, has been conducted;
- Acquisition of traditional and western instruments for educational purposes for African Performing Arts.
- A five staff members' delegation visited and taught at various arts institutions in Spain through a lecturer exchange program. They were: Mr Howard Duminy (piano), Mr Fred Kazandjian (Classical Guitar), Ms Angelika Schroeder (Dance), Mr Fannie Dorfling (Choral Conducting) and Mr Eric Schnack (Visual Art)



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The five lecturers together with Spanish Cooperation Officials Mr Roelof Kunst and Ms Candice Zimny, as well as Ms Junius (Rector)

- The COTA successfully completed all the projects under the Social Development Fund from the Embassy of France for the amount of N\$ 148,000.00 This funding has been used to support the Music Academy, the Music Festival. The NAEP workshop, the African Dance Performance, the Children's Theatre and the renovation of the JMAG Gallery at KCAC. The final report has been submitted to the Social Development Fund in September.
- First National Bank has again donated the amount of N\$10,000.00 towards the FNB Prize of Excellence for the best overall achiever. The German Embassy has donated N\$5,000.00 towards the costs of the Music Festival.
- The College of the Arts is in partnership with the Bank Windhoek Arts Festival and under this agreement receives a monthly contribution to support the various performance and visual art activities. This funding forms a crucial segment of conducting a large variety of College-based performance and exhibition activities.

5. 3. 3 Partnerships and Links

- The COTA has been identified by the Swedish theatre production house Arioso as a partner in the production of an integrated theatre work, for which new music and script will be written, making use



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of traditional and folk elements from both countries. Performing artists from both countries will perform this theatre cantata with the theme “Ripples on the Water”. This work is scheduled for late 2011 to premiere in Windhoek with a countrywide tour, after which it will be premiered in Stockholm, with a Swedish tour.

- The COTA has also been identified by a Northern Norwegian institution as southern partner for a teacher exchange program under the sponsorship of Fredskorpset, a Norwegian government educational and cultural body.
- The first two Norwegian teachers, Mr Lars Espen Vestad and Mr Eirik Walmsness have arrived by middle March 2010 and began their year-long teaching tasks, mostly at the Department of African Performing Arts.
- The Visual Arts and Craft department maintained cooperative links with inter alia following institutions: Studio 77, Omba Gallery, Namibian Craft Centre, Arterial Network, Namibia Arts Council, National Arts Gallery of Namibia, Visual Artists Namibia (VAN), American Cultural Centre, UNAM, and Tulipamwe.
- MATS kept a good working relationship with the NBC by producing local material for the Radio and Television.
- An Agreement of Understanding has been signed between COTA and NBC in March which will further ensure cooperation at the levels of training, research and the use of facilities and equipment, especially in the field of television.

5. 3. 4 Constraints

Instrument Hire

- The lack of adequate hire instruments has negatively impacted the number of students who can be accommodated in this department. Brass, Wind and Saxophone are cases in point.

Space

- Office and teaching space becomes more and more of a problem as activities and student numbers increases. There are virtually no practice rooms available for students. No more staff can be appointed as there is no office/studio space available.

Staffing and Filling of Vacancies

- The Classical Department teaching component has been the hardest hit as no suitable Namibians applied for the vacancies. Suitable candidates have been South Africans but due to lower salaries



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being offered and the accompanying bureaucratic processes they could not be hired.

- The number of applications received by the Modern Music Department was three hundred and four (304), of which only one hundred and thirty-five (135) students could be accommodated due to the restricted number of staff members.
- There is a serious need for a full-time Music and Sound production staffing position to sufficiently anchor and administer this Diploma Course. The Media Arts Technology Studies (MATS) department is excessively dependent on part time staffs which are provided by the NAEP staffing component. This structure is vulnerable and staffing positions need to be applied for and filled every year. Appointments of new staff, for example the appointment of an HOD, take unnecessarily long to be advertised by HR and to be finalized by the Public Service.
- The COTA has experienced unrelenting problems with the processing of work permits through the Personnel office. Although a specific lecturer has a four year contract, Ministry of Home Affairs has approved her work permit for only five months after a 6 month long struggle to have it processed.

Section Administration

- Vehicles were very often in disrepair affecting communication with the Directorate Arts and Personnel, as well as to and from KCAC.

- The activities of two COTA choirs have been disrupted and led to unnecessary tension and conflict.

Maintenance

- Regular maintenance and for larger needs has been let down.
- As both the building are old and not being used for the purpose they were built, they needed a handyman to do smaller repairs and the lack of a handyman severely impacted the delivery of services.
- Severe constraints have also been experienced with larger repair works, such as the sealing of the roof of KCAC, Repairs of dance floors, repair of the Concert Hall floor and the fencing of the Theatre School. The process of inspection is done, but then no bills of quantities are processed. The method of equal distribution has not been accepted by the Economizing Committee.
- Urgent work requested in 2009 has not materialized and the repeated communications to the Division Maintenance are met by zero response.
- Inadequate response from the Division Maintenance has also not helped matters.



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Procurement

- Delays with the processing of requisitions and the acquisition of the needed materials were once again a serious constraint, especially with arts materials, cleaning materials, photocopy paper and other items.
- The sharing of CEC minutes with the Rector or the accountant has not materialized as repeatedly requested. This makes it extremely difficult to keep track of approved requisitions and of balances on the various votes and budget items.

Student House

- Efforts to determine if the flats next to KCAC can be relocated to COTA for student residence has so far remained unanswered.

5. 3. 5 Future plans for the COTA

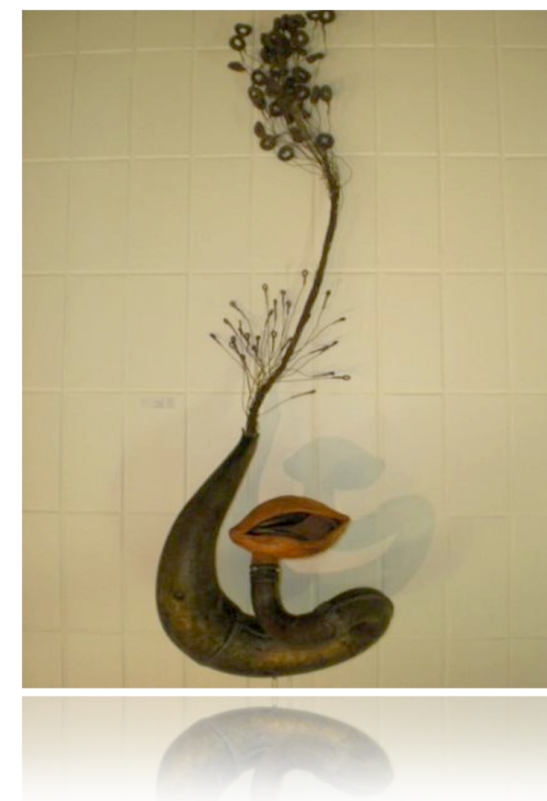
- The vision is to become a semi-autonomous arts education institute which will be enabled to present tertiary arts education, while keeping the current levels of General Tuition (secondary) and community arts education (primary) as part of the institute. The Namibia Institute of Arts will require Government support to fulfil its mandate of affordable arts education. This status can only be given through an act of Parliament.
- The COTA currently does not qualify to teach on a tertiary level as it has no legal mandate to do so through inclusion under the Act on Higher Education. (The COTA also does not have sufficient graduated staff members in the various Diplomas. The current student body will not be able to apply for tertiary education as their grade 12 marks will very seldom meet an entry requirement of at least 25 points with a minimum of a D in English).
- Attention will need to be given to creating a business plan, in which additional income need to be created. It will defeat the purpose of the institution to present affordable arts education to a wide scope of students if income needs to be created by the Institution alone without subsidiary assistance from Government.
- Applied Arts Diplomas should be able to fulfil the requirements of the Namibia Qualifications Framework on a level 5. An agreement with UNAM should be sought to recognize this Diploma as entrance into a BA Degree at UNAM with entry level 5.



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- As NTA does not yet find itself in a position to register the COTA as a Vocational Training Institution, accreditation will be sought from NQA, hopefully still during 2011. This requires dedication from all COTA management.
- Upgrading of software to be aligned with industry levels for the Media Arts Technology Department;
- The Fashion Design Section will continue their work not only to educate the Namibians about clothing industry, but also to make them understand how to cultivate Namibian culture. Their dream is to put "Made in Namibia" trend on the map.
- The MATS Department still envisions being part of piloting Media Arts/Media Literacy in Secondary Education to enable the youth to prepare themselves for further studies in this direction.
- NAEP Centre Heads for each region could become a possibility to streamline activities within the regions. This step could improve effective liaison with Cultural officers at Regional Offices, as well as with Head of Departments.



A work by lecturer Eric Schnack as part of the RECYCLE! Exhibition in the JMAG Gallery



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5. 4 National Theatre of Namibia (NTN)

5. 4. 1 Introduction

The year 2010 marks the 20th Anniversary of Namibia's Independence and offers not only the National Theatre but also the entire arts and culture landscape an opportunity to reflect on and celebrate its achievements over the past twenty (20) years.

The National Theatre has diversified and increased its programs and activities to cater for its increasingly diverse audience. This activities range from children's' theatre programs to celebrating Namibia's rich cultural diversity through Afrikaans Theatre and Literature month to Annual Charity Concert that showcases Namibia's choir and choral music and network.

These activities are designed across a broad spectrum of performing arts. NTN's success stories are owned and shared by all our partners and sponsors. All programs produced by NTN are implemented in collaboration with critical partners.

The NTN's focus consist of two main focus areas of activities: One focuses on immediate and short-term activities that keeps the institution running on a daily basis while the other focuses on expanding and extending the macro environment of the institution, as per its five year strategic focus, beyond its current boundaries.

5 .4. 2 Appreciation

There is a notable upswing in the awareness and appreciation of the arts; The Ministry has increased its funding and the private sector is more supportive of the arts and culture and its role as a tool for social and economic transformation.

A word of gratitude also goes to the Management and entire Staff of the National Theatre for ensuring that this institution continuous to perform its critical role of influencing the transformation of Arts and Culture for the benefit of all Namibians.

In order to position this organisation to better meet the of the future, the Board and Management revised its Strategic Plan in compliance with the State Owned Enterprises Governance Act of 2007.



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5. 4. 3 Strategic objectives

- Win stakeholder confidence;
- Empower people (employees, artists, audiences);
- Ensure compliance with national legislation and policy guidelines to ensure good governance;
- Increase earned income through diversification and increase in the number of productions;
- Improve on financial stability through increased Grant-In-Aid, fund-raising and diversification of funding.

NTN has along with the stated strategic objectives prioritised financial as a critical of its five (5) year strategic approach.

The other strategic objectives identified by the board against which the performance of the NTN is to be assessed are as follows:

- Revision of the Articles of Association,
- Development of the Human Resources and Financial Management Policies,
- Review of Stakeholder Relationship and Institutional positioning

The National Theatre's work has been possible largely due to assistance received from various quarters. However, NTN would like to express specific gratitude to the Namibian Government for the operational and the logistical support provided by the Ministry of Youth, National Service, Sport & Culture (MYNSSC), through the Directorate of Culture. Our relationship with Bank Windhoek, the Finnish Embassy and Brot Fuer die Welt, French Mission for Cooperation, the FNCC and the Spanish Embassy continue to support our initiatives.

5. 4. 4 Projects and Programs

The NTN continued to increase its programming and diversification process. There were some highlights such as showing of the film namely; the screening of Namibia: The Struggle for the Liberation, The staging of the COTA Youth Concerto as well as the NTN inaugural Annual Fundraising Charity Concert. The ever popular and sold out, Chinese acrobat music show, Joe Barber and a series of Theatre Zone Productions as well as the Premier Productions. were amongst some programmes staged during the review period. The Piloting of the Artbeat Schools Holiday Project proved to be a success as well.



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5. 4. 5 Partnerships and Collaborations

The NTN has been able to attain much needed national and international exposure through strategic partnerships. Partnerships such as the NBC/NTN Agreement, Spanish Embassy Culture Exchange Programme; the NTN/FNCC and the Bank Windhoek/NTN Theatre Development Smart Partnership.

There are two others pending with the College of the Arts, National Arts Council, One Africa TV, Polytechnic of Namibia and UNAM.

5. 4. 6 Funding and State Grant-In-Aid:

Bank Windhoek through the Bank Windhoek Arts Festival has once again funded the Premier Productions for the year with the amount of N\$126 000.00

Grant-In-Aid: The government has increased its funding for the NTN to N\$5.034 million; most of the money will be used to service the loan and the overdraft facility with the bank. The NTN's financial status and confidence has been boosted with this generous support from the government and the show of longitude by the Bank to extend the facility and leniency to the repayment of the loan.

5. 4. 7 Achievements

(a) Achievements: productions/programs

The NTN staged some notable productions during this period, notably; Socrates by the veteran theatre practitioner, Prof Behrens; the ever popular Chinese Cultural Performance; the Gospel show by Vocal Motion 6; The Dance All Night Classical and the high profile NTN/COTA collaboration production for the 20th Independence Celebrations, 'The Creation'. In addition the NTN staged the Poetry & Stand-Up Comedy Show which brought together the cream of the crop of the two genres to share the stage with the new and upcoming artists.

For the first time, in its ten year history, the NTN succeeded in staging a production in January – the Lauren De Call Mime Show. This was a successful production drawing a reasonable crowd. The thirteen productions offered a variety to our audience; from opera, dance, gospel, drama to acrobatic presentations. We are looking forward to the inaugural Afrikaans Theatre & Literature Month (September) and the Dance Theatre Month (July) as well as the Artbeat: Schools Holiday Program, the Premier Productions and the NTN Bursary Students Production.



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(b) Achievements: Activities

- All donor funds were expended within the required time lines and both narrative and financial Reports submitted in accordance to agreed requirements.
- Audience attendance continues to increase as a result of diversified programming.
- A total number of 14 436 patrons visited the theatre during the year 2009/10 of which 12 600 bought tickets, the remaining being complimentary and free entrances as part of NTN's social responsibility initiative (Schools, Pensioners and others)
- The Social Responsibility campaign has reached the target mark of 15 000 children (Children Theatre, Theatre Zone, School Theatre Awareness Program), pensioners and other groups.
- Renovation and upgrade NTN facilities are completed.
- NTN won the PMR Golden Arrow Award 2009 for the promotion of the Arts.
- The Membership and campaign has been revised to suite the new reality and strategic direction of the NTN. Two types have been developed: 'Friends of the Theatre Membership' and the Artbeat which is more a theatre skills development program for the youth.
- The new programs: Artbeat Schools Holiday Program, the Charity Concert and the premier productions successfully implemented.
- The Name-A-Seat project has attracted about ten (10) Companies and thirty three (33) individuals since its inception.
- NTN/NBC signed the collaboration agreement.

5. 4. 8 Compliance with the SOE Governance Act and relevant policy guidelines:

During this quarter the NTN successfully completed and submitted the Turn-Around Strategy (Strategic Plan) and the Business Plan required to the SOEG Secretariat via the office of the Directorate of Arts.

5. 4. 9 Staff Development and Team Building

The NTN albeit limited resources continued to provide skills development opportunities for its staff through various avenues of short to medium term workshops, seminars and conferences. It also creates conducive working environment through the provision of up to date facilities and equipment and encourage better interpersonal relationships and workplace ethics.



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5. 4. 10 Constraints

The adequate funding of the NTN remains a challenge for both the Management and the Board. The Cash flow on all projects was not satisfactory. NTN needs to embark on an aggressive fund-raising campaign to augment the government Grant on project funding and development.

5. 4. 11 Future Plans

(a) Audience Development

Although, the NTN faced the challenge of having to do without a Public Relations Officer, for most of the first quarter of the new year, all the departments pulled together to contribute towards the marketing and the promotion of products and activities during this period. The Board recently approved the Audience Development and Turn-Around Strategy developed in partnership with the Win-Win Group. This opportune will help NTN to review its current programs and develop better ones over the next few years. The upgrading of the backstage and the restaurant presents opportunities for NTN to expand its creative space and to generate some more revenue.

The NTN is still consulting how best to make the 'Friends of the Theatre' membership effective and functional. The Management is in discussion with the Market Theatre, Laboratory for Training and internships for its staff from the Technical & Facilities Department. African Institute of Management Studies (AIMS) has also come on board as a staff development partner.

(b) Corporate Governance

Every effort is being made to ensure continued sound corporate governance in accordance with the appropriate principles of Good Corporate Governance. This includes the activities to fully comply with the provisions of the State Owned Enterprises Council Governance Act. This is a milestone for NTN's transformation and transition from a mere performance venue to a truly international, diverse and an inclusive space for intangible cultural heritage development, presentation and safeguarding. The Management and the Board need to develop medium to long term strategies for sustained financial stability. Although corporate funding for Arts programming is not popular in Namibia there is a need to lobby government for increased Grant-In-Aid as well as the private sector for program funding.



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5. 5 National Art Gallery of Namibia (NAGN)

The National Art Gallery of Namibia (NAGN) works towards achieving the objectives as defined in Act No 14 of 2000. It serves as a museum gallery for the protection & exhibition of Namibia's national art heritage, and as a body to promote Namibian contemporary arts and artists. The NAGN presented an extensive exhibition of the Arts Association's Heritage Collection for an extended period, as well as the Bank Windhoek Triennale (with at least 400 entries), the exhibition of the Visual Artists of Namibia (representing 200 artists), exhibitions of local and visiting artists, student art exhibitions, and commercial exhibitions. The NAGN also activated the Mobile Exhibition System (MES) which allows it to decentralize exhibitions.

5. 5. 1 Policies of the NAGN

HR Policy, Collection Management Policy, Financial Policy and internet policy as well as the new structure were signed by the BOT members.

5. 5. 2 Constraints

Due to staffing constraints the NAGN is unable to carry out its duties in all the Regions. Key positions has remained vacant for some time, hampering the efficiency of NAGN.

5. 6. National Arts Council of Namibia (NACN)

Introduction

The National Arts Council of Namibia (NACN) was established in 2005 and has shown progress over the past two and half years. It has a Board of Directors which is made up of Council Members from the various arts genres and government representatives.

Each year the Council set up committees composed of arts practitioners in the various art fields to recommend to the board, to assess and recommend to the Council as to who should receive funding.

5. 6. 1 Financing and Disbursement

The NACN has received a total of N\$1,2m from government for the financial year under review. The fund was mainly used for grants to the artists and arts organizations for activity implementation. A



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portion of the grant went into internal organizational development and capacity building. With the view to orient and inform artist across Namibia about the fund, the council embarked on a very extensive trip throughout the country. This intervention in turn improved on the quality of applications in general and the number of applications went up significantly.

The orientation trip covered all regions of Namibia resulting in increased popularity and interest and therefore attracting applications from remote communities. The applications received were predominantly Visual Arts with a total of two hundred and seventy-two (272) followed by Performing Arts with one hundred and thirty-six (136).

5. 6. 3 Programs

(a) Performing Arts

In total one hundred and thirty-six (136) applications were received with thirty-four (34) female and one hundred and two (102) male applicants and the total amount requested was N\$ 8,375,130.71. Khomas region attracted the most applications in the category with the Kavango and Hardap regions attracting the smallest number of applications. Khomas region attracted the highest performing arts applications. Only forty-seven (47) applications in this category met the requirements of the fund and got approved.

(b) Visual Arts

The visual Arts category received the most number of applications during the reporting period. A total of two hundred and seventy-one (271) applications have been submitted of which one hundred and seventy-five (175) came from female artists and the remaining ninety-six (96) from male artists. The total amount requested in this category was N\$ 9,110,076.93. The most number of applications came from Oshana Region accounting for over 70% of the total applications in this category.

(c) Literature Arts

Only sixteen (16) applications were received in this category, with fifteen (15) of the applications coming from Khomas region with only one (1) from Oshana. The projects are dominated by artist who have already benefited from the grant in the previous rounds doing poetry and, short stories and novels,



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amongst others. A lot needs to be done in this category looking at the number of applications received and the quality of the projects. Only six (6) projects got approved with the ten (10) being disapproved.

(d) Crafts Arts

The Council received seventy-seven (77) applications in crafts category with thirty-two (32) coming from Oshana region and Ohangwena submitting twelve (12) applications. Only twenty-four (24) projects were approved with the remainder being disapproved as they did not meet the requirements.

5. 6. 4 Summary of Approved Projects

Due to budgetary limitations the Council could only allocate N\$1, 756 million, although a total of N\$ 22,8 million worth of requests was received from artists and arts organisations.

5. 6. 5 Constraint

Although the council should cater for the whole country, it is unable to do so due to limited human capital. This has led to the council only being able to reach artists in well served areas, neglecting those in remote areas.

5.7 John Muafangejo arts Centre (JMAC)

The reporting period saw JMAC implementing its activities, providing of fully equipped studios for rent to visual artists and designers at a reasonable price. More than ten (10) artist workshops were conducted benefitting about one hundred and fifty (150) artists. Apart from these informal visual art/design classes artists were also assisted with information on marketing and sales strategies to equip them with these entrepreneurial skills. JMAC also continued to assist the COTA Product Development Diploma students with their printing and ceramic classes.

5. 7. 1 Constraint

JMAC needs a suitable place to operate from in order to be able to fully execute its mandate. These include the provision of fully equipped studios to practicing artists/designers; hosting informal visual art/design classes; introduction of artist's residence programme, introduction of artist incubation programme; host art and design exhibitions/expos and so on.



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5. 8 Otjiwarongo Arts Centre (OTAC)

OTAC continued to successfully provide visual art classes for the registered students and host art workshops in the surrounding communities. OTAC also managed to register as an association not for gain.

5. 8. 1 Constraints

OTAC also needs a suitable place to operate from, as well as funding to operationalise its strategic plan.

5. 9 Head Quarters Programmes

(a) Community & Schools Arts Support, Arts Research, Documentation and Arts Marketing

Head office continued to render its advisory services to all arts institutions and to ensure the successful implementation of the relevant policies. An internal audit of the capacity of the national institutions of the arts was done to determine how to decentralize activities, share resources and to map the impact of arts on the economy and social development. Current policies need to be updated in order to create an enabling environment for the development of the arts industry.

(b) The Namibia Choral Network (NCN)

In preparation for the World Choral Games in the USA in 2012, the NCN and the NACN conducted auditions to select the voices that would form the 'Voices of Namibia' which would represent Namibia in the USA.

5. 9. 1 Constraints

The Directorate has been severely understaffed and two staff members have been on long term study leave, which has weakened the efficiency of the office. This is caused by the continuous unfilled vacancies particularly the Deputy Director and Senior Education Officers. In November 2010 the Directorate of Arts requested the relaxation of criteria in order to re-advertise the position of Deputy Director: Arts Promotion and Creative Industry. This approval was granted in October 2011 only. Another constraint



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experienced by the Directorate is the shortage of office space.

The Directorate of Arts has identified the need to review the Policy on Arts and Culture, in order for it to be in line with the current status of the industry. This exercise needs an expert who will conduct a survey to determine the relevancy of the Policy to the current situation of Creative Arts Industry.





**DIRECTORATE NATIONAL HERITAGE
& CULTURE PROGRAMMES**



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SECTION 6

DIRECTORATE NATIONAL HERITAGE & CULTURE PROGRAMMES



Mrs. E. Moombolah-Goagoses

Acting Director

6.1 INTRODUCTION

The main purpose of this Directorate is to identify, develop and promote heritage and culture for the nurturing of national pride and identity. The Directorate consists of two divisions namely Culture Programmes and the National Museum. Culture Offices in all the regions, and implement programmes and activities in pursuit of the goals of the Directorate. In addition, the Directorate provides grants-in-aid to the National Heritage Council, the Museums Association of Namibia, and the Pan-African Culture Centre of Namibia. A special projects office under the Permanent Secretary ensures implementation of immediate projects outside the current capacity of the Directorate. Directorate staff also serves on a range of national and regional planning and development committees where cultural or heritage projects need to be implemented.



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6.2 STRATEGIC OBJECTIVES

- To promote and preserve Namibia's diverse cultures through mutual understanding and tolerance;
- To create an environment conducive for the development of creative industries related to the culture and heritage sectors;
- To provide quality service for the culture and heritage sectors; and
- To ensure an enabling legal and policy environment for the promotion of culture and heritage

6.3 PROGRAMMES AND ACTIVITIES

6.3.1 Exchange Programmes on Culture

Namibia is part of an increasingly globalised world and this is also applicable to the area of culture. Namibia shares its culture products and its knowledge on bilateral and multilateral levels. During the course of 2008/2009 the Directorate participated in quite a number of joint discussions leading to culture agreements between Namibia and friendly sovereign states. The countries Namibia entered joint cultural agreements into are: Botswana, Algeria, Angola, Zimbabwe and Democratic Republic of Congo.

The nature of these culture agreements normally emphasizes mutual respect and lead to actual exchanges on a culture level. During the past year we had actual exchanges with Zambia, China, Egypt, Rwanda, South-Africa, Federal Republic of Germany and Botswana with the emphasis on sharing traditional performing arts and delivering papers on an intellectual level. The Directorate also attended international gatherings on culture and heritage in France, Switzerland, Angola and South-Africa and Tanzania. Through these exchanges not only does the Directorate contribute to sharing our culture knowledge but also learns from others. Namibia as a sovereign Nation State ratified the following Conventions (UNESCO).

- 1972 Convention for the protection of the world cultural and natural heritage.
- 2003 Convention for safeguarding of the intangible cultural heritage.
- 2005 Convention for the protection and promotion of the diversity of cultural expression. We are implementing these in line with our own national legislative framework.



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6.3.2 Establishment of Culture Centres and Villages countrywide

In the Arts and Culture Policy (2001) the following is stated under vision (page, paragraph 4):“We envisage ourselves as a united and flourishing nation, treasuring and protecting our material and spiritual heritage and customs, developing and creative talents throughout our lifetimes, and employing our skills and knowledge for economic development and the common good.” (emphasis ours).

The Directorate is now in the second stage of developing centres and villages in all thirteen regions. It identified at least three sites in each region and will now select one. This was necessary to widely consult local communities and leaders in order to ensure buy-in (ownership) by them. The major features of the culture villages which emerged after thorough consultation are inter alia: job creation projects, artistic creativity and excellence, product development for trade, preservation, marketing, entrepreneurship, festivals, displays and exhibitions, training and edutainment. In short: the culture villages and centres are spaces of excellence in each region. The Maria Mwengere Multipurpose Culture Centre in Rundu, Kavango, is fully operational. During the year under review the Directorate also completed phases 1 and 2 of the Omuthiya Multipurpose Culture Centre in the Oshikoto region. During this financial year we plan to finish all pre-feasibility studies and do documentation on all thirteen culture villages. A white-paper on culture villages will be launched during the second trimester this year.



Hon. Deputy Minister of Youth, National Service, Sport and Culture Pohamba Shifeta showing off his dancing skills at the cultural Festival for Karas region in Berseba



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6.3.3 Festivals

Thirteen (13) Regional Festivals took place nationwide on the level of Constituencies, Districts, Zonals, School Clusters ending in Regional ones. The number of performing traditional groups and artists in the thirteen (13) regions who participated were eighteen thousand six hundred and forty-two (18642) for the period under review. The number of spectators attending these performances were approximately two hundred and sixty-four thousand (264 000). The number of culture groups participating were one thousand three hundred and sixteen (1316).

Summary by region, number (of groups) number (of participants) and spectators

Region	Num. of Groups	Num. of Participants	Num. of Spectators
Karas	42	630	7000
Ohangwena	159	2385	32000
Oshikoto	287	4305	60000
Hardap	42	630	5000
Caprivi	150	2250	30000
Khomas	41	615	8000
Erongo	30	450	4000
Oshana	28	420	10000
Kunene	30	450	4000
Otjozondjupa	20	300	2000
Omaheke	48	672	7000
Omusati	39	585	9000
Kavango	400	4950	66000
Total	1316	18642	264000

This represents an increase of 57 culture groups from 2007/8 when the total number of groups was 1259.



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Every year thousands of young Namibians participate in traditional culture festivals.

The statistics for the National Culture Festival are:

No of groups : 112 (one hundred and twelve)
No of participants : Approximately 1680 (one thousand six hundred and eighty)
No of spectators : Approximately twenty thousand over a period of six days

The main aim of the culture festivals is to bring the diverse cultures of Namibia together in order to promote respect, tolerance and understanding



The Jan Möhr culture group entertaining arriving guests at the independence stadium with Langarm dances



The Volkstanzkreis culture group at independence stadium entertaining arriving guests



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6.3.4 School Culture Clubs for Development

School Culture Clubs for Development have been established in all thirteen (13) administrative regions. The Directorate of National Heritage and Culture Programmes will continue to establish more School Culture Clubs in the regions to nurture the revival of traditional morals and ethics. The Directorate will furthermore endeavour to nurture the restoration of individual self-respect, respect towards others, pride in the National Anthem, the National Flag, the National Coat of Arms, nurturing a strong sense and sincere love for Namibia, a sense of ownership regarding all the various breathtaking national heritage and diversities of culture. School Culture Clubs indeed enable the youth to build confidence in Namibian diversities of Cultures, to enhance quality of life and building a knowledge – based society. Activities like orature, traditional and modern music, dance, traditional medicines and herbs, performances and research into traditional beliefs and lifestyles, making of traditional tools and other implements are being discussed and demonstrated at School Culture Clubs level.

Summary by region and number of School Culture Clubs

Region	Number of Clubs
Karas	30
Ohangwena	46
Oshikoto	40
Hardap	10
Caprivi	98
Khomas	15
Erongo	25
Oshana	31
Kunene	23
Otjozondjupa	5
Omaheke	None
Omusati	85
Kavango	84
Total	492

During the 2007/8 financial year we had 789 School Culture Clubs. The number dropped to 492 in 2008/9 that is a decrease of 297 clubs.



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6.3.5 Organizing events at State Visits, State Occasions and National days

These are annual activities and therefore successful traditional performances were developed around them. The main national days and state occasions celebrated in the past year were as follows:

- Opening of Parliament
- Africa Day
- Day of the African Child
- Independence Celebrations
- Heroes Day
- Cassinga Day

The Directorate organized all entertainment and culture programmes at these events. The best of Namibian culture is displayed at these occasions, serving two major purposes. A positive atmosphere is built around events emphasizing nationhood. Our cultures are shared with the world, celebrating our beauty and forging friendships, easing our developmental progress in a globalised world.

6.3.6 Grants-in-Aid

The Directorate also work together with the Museum Association of Namibia (MAN) to curate, train, educate and assist more than 30 Museums in smaller towns countrywide. Legislation was promulgated for the National Heritage Council of Namibia in order to maintain all monuments and to develop new ones. The Pan African Centre of Namibia receives a grant-in-aid in order to encourage pride and respect of African Heritage. The total budget requested for this programme is thirty three million, three hundred and eighty nine thousand Namibian dollars (N\$ 33,389 000).

6.3.7 The National Museum

The main purpose of the Division National Museum is to preserve, understand and explain the national heritage of Namibia. This is achieved by systematically collecting, documenting and preserving information and objects of importance; by promoting heritage through displays, activities, and loans; by undertaking and encouraging research, and by disseminating knowledge through publications, training, and public media for the benefit of all Namibians. The National Museum is Namibia's primary national heritage research institution. It is mainly responsible to plan and implement strategies and work programmes to safeguard the tangible heritage of Namibia, particularly to obtain, maintain,



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and conserve movable heritage objects for the national collections in social science (archaeology, anthropology, history) and natural science (mainly animals such as mammals, birds, snakes, insects, spiders, fish). It also maintains professional and technical expertise on how to carry out research and address conservation issues about Namibia's tangible and intangible heritage; promote our heritage through exhibitions at the Owela and Alte Feste Display Centers; provide technical and advanced training in Namibia on heritage conservation; provide technical expertise to other museums, government offices, and Ministries in Namibia; and liaise with agencies, museums, and experts from all over the world about heritage issues.

The National Museum works in close collaboration with the National Heritage Council, which is a statutory institution established through the National Heritage Act 27 of 2004, and the Museums Association of Namibia, which represents all the museums in Namibia. The National Heritage Council is primarily concerned with the identification, maintenance and management of immovable heritage at sites such as the Twyfelfontein World Heritage site, Heroes' Acre, Omugulugombashe, the Eenhana Shrine and many other buildings, monuments, sites and areas of national heritage importance. Similarly, the Museums Association of Namibia coordinates advice and assistance to the smaller museums in Namibia to ensure that they can conserve and maintain community heritage assets, to explain and educate their local communities about that heritage, and to promote heritage conservation in communities. The National Museum provides technical and professional expertise in terms of specialized conservation, academic information, and training capacity to the National Heritage Council and members of the Museums Association of Namibia.

Table 1: Recorded number of visitors to museums and heritage places

MUSEUMS				HERITAGE PLACES				MONUMENTS		TOTAL
Alte Feste	Owela	NMN ACRE	Nakambale	Twyfel- fontein	Brandberg	Petrified Forest	Hoba Meteorite	Heroes' Acre	Eenhana Shrine	
12810	7476	2177	2031	57087	13391	32064	13606	7418	2224	150284



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Table 2: Breakdown of visitors to the National Museum of Namibia

National Museum Centres	Foreign Visitors	Namibian Adults	Namibian Learners	Total
Alte Feste	10798	1244	768	12810
Owela	2799	2584	2093	7476
NMN ACRE (Collections)	138	441	1598	2177

6.4 ACHIEVEMENTS

- Festivals have taken place covering all one hundred and seven (107) constituencies
- Research has been undertaken in all thirteen (13) regions
- Forty-two (42) theatre groups for development have been identified and are preparing for their first orientation which will be followed by performances.
- Staff have been trained in business skills for culture practitioners, stock control, Intangible Culture Heritage, museology, Indigenous Knowledge Systems, Methodologies for school culture clubs for Development and Culture Diversity.
- A national strategic evaluation and planning meeting with all senior managers have been concluded.
- The independence Memorial Museum is being constructed.
- The MDG project is making steady progress
- A performance target for almost one hundred and fifty eight thousand (158000) people visiting museums and heritage places was set. Where visitor monitoring is in place, one hundred and fifty thousand two hundred and eighty-four (150284) visitors were recorded (Table 1 and Table 2). As visitor numbers to several popular museums and heritage places are not listed as they are not yet properly monitored, the target number is likely to be exceeded.
- The national reference and research collections at the National Museum received around one hundred and thirty-eight (138) international researchers and scholars from twenty-nine (29) countries
- The Museum Open Day event, which grants open access for the general public to the collections, were redesigned into a "Heritage Week" and was visited by one thousand one hundred and eighty-four (1184) learners and twenty-eight (28) teachers
- The National Museum provided opportunities for in-service training to twenty-five (25) students, which included twenty-one (21) Namibians and four (4) students from the USA (from



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the Worcester Polytechnic Institute). This training was carried out in collaboration with the Polytechnic of Namibia (8 students), the University of Namibia (13 students) and international partners in the USA, South Africa, Spain, and Germany.

- In collaboration with the National Museum of Natural History of France and the Franco-Namibian Cultural Centre, the National Museum have launched a successful "Summer school" training course for Namibian University and Polytechnic graduates. Forty-five (45) Namibian graduates, who are the leaders of the future, have been trained in heritage conservation, appreciation and awareness. The training course is also an opportunity to evaluate and identify the best candidates to recommend for further studies. In addition, the National Museum hosted three (3) training workshops for the Biota programme where fifty-eight (58) community members were trained on how to collect, preserve, and identify invertebrates such as insects, spiders, and scorpions.
- In April 2008 an important discovery, the Oranjemund Shipwreck, attracted global attention, which necessitated a rescue excavation during October of that year. A contract specialist was appointed in 2009 to develop a conservation protocol for the remains, which includes in-service training to Namibians. In addition, international consultants assisted Namibia to develop a range of measures to ensure the long-term conservation and research issues. Through intervention by the National Museum three (3) Namibians have been awarded bursaries to improve Namibia's capacity to deal with a diversity of heritage issues highlighted through the shipwreck discovery, including specialist marine archaeology training.
- A highly popular exhibition on the diversity and beauty of Namibian women's traditional dresses; an exhibition on Swedish explorers and their early maps of Namibia; and a travelling exhibition about the Nama people of Namibia were completed with support from the Finnish Embassy. In addition, a poster display providing information about the Oranjemund Shipwreck attracted much interest, while the EcoRat project has developed an exhibition about Namibia's rodents that will be presented to the public once the taxidermy has been completed.
- The National Museum accessioned more than 189,315 items into its collections, the bulk of which consists of insects collected through a study of the diversity gradient in trees along the Omaruru river from the desert to the savannah. In addition, a large number of rodents originating from the SADC EcoRat project were accessioned into the collections.



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6.5 CONSTRAINTS

- Training new staff members took longer than expected
- The construction of multipurpose culture centres took longer than expected due to bureaucratic red-tape
- Culture officers receive inadequate salaries in comparison with their counterparts.
- The Directorate needs to make documentaries on culture programmes.
- Research into culture needs to become more focused to accelerate outputs.
- The lack of qualified technical and research Namibian professionals hampers the effective implementation of projects and increases reliance on consultants and external expertise. Namibian students have ample skills, ambition, and desire to excel, but the absence of a scholarship framework to encourage professional development in rare and essential disciplines, combined with inadequate remuneration and a mechanism for upwards mobility, continue to contribute to the severe staff shortages in professional posts.
- Despite having been the first African museum to offer on-line information, the National Museum has almost no capacity in the digital age. This situation is due to non-investment into maintaining and regular upgrading of the National Museum's computer equipment, its internet network, and the software needed to maintain its databases.
- The buildings occupied by the National Museum are all in a bad state of disrepair and are in urgent need of renovation.
- Inadequate transport continued to be problem that delays timely implementation and execution of activities.





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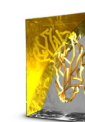
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