

# youthvoice)))

Official Newsletter of the Ministry of Youth, National Service, Sport and Culture

June 2012 - February 2013

The day the  
**National Anthem**  
was sung at the  
**Olympics**

VOLUME 1  
ISSUE 1

**Berg Aukas**  
produces  
graduates  
for the  
Namibian  
**JOB-MARKET**

MYNSSC map out  
new **strategic**  
**plan**

**PS**  
outlines vision  
for the **Ministry**

**Minister** addresses  
**Management**

**Inside...** Arts | Culture | Sport | Youth

# Editor's NOTE



**Aina Lelly Shikesho**

Welcome to the first edition of the Ministry of Youth, National Service, Sport and Culture official newsletter, titled "Youth Voice". The publication seeks to inform the public at large about the

Ministry's programmes and activities. This newsletter will be published on a quarterly basis. It is important to draw the readers' attention to the mandate of the Ministry.

The Ministry of Youth, National Service, Sport and Culture is mandated to develop and empower the youth and promote sport, culture and arts. In this edition, articles will mainly focus on informing the public about the functions of the division of culture programmes within the Directorate of National Heritage and Culture Programmes in the Ministry. It is important that readers are acquainted with the services provided by the Ministry.

On the 1<sup>st</sup> of June, the Ministry welcomed its second Permanent Secretary Mr Steve Vemunavi Katjiuanjo on board and bid farewell to its long-serving Permanent Secretary Dr Peingondjabi Shipoh who has been deployed to the Ministry of Justice. In this regard, Youth Voice will provide the readers with a brief personal profile on the new Permanent Secretary to provide insights on the man

at the helm of the Ministry. On the 4<sup>th</sup> December 2012, the Ministry received a new Minister Hon. Jerry Ekandjo and Deputy Minister Hon. Juliet Kavetuna. This edition will bring you Hon. Ekandjo's address to management.

This edition will highlight several achievements of the Ministry that has contributed to putting Namibia's name on the map with the most recent being the greatest achievement by Johanna Benson who won the country's first ever Gold medal in 100m at the Paralympics Games in London.

The newsletter will also discuss the new Strategic Plan for the period 2013/14 to 2017/18. The success of Youth Voice will depend on valuable contributions from staff members and readers of this newsletter to maintain and even better this standard in the next edition.

Youth Voice will hopefully be an exciting read and informative to the public at large.

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### Disclaimer

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### Editorial team

#### Editors

Aina Shikesho  
Dr Buba Gure  
*Head of Agriculture Division: Windhoek*

#### Stories

Aina Lelly Shikesho  
Freda Tawana  
Ziita Augusto  
Samuel Amunkete

#### Photographers

Aina Lelly Shikesho  
Albinus Indongo  
Stavros Beukes

#### Design and Layout

Ulimwengu Trading

#### Printing

Ulimwengu Trading

Contributions and enquiries should be addressed to:  
**Ministry of Youth, National Service, Sport and Culture**

Public Relations Office  
Private Bag 13391, Windhoek  
Tel: 264 270 6528, Fax  
Email: ashikesho@mynssc.gov.na



# PS OUTLINES VISION FOR THE MINISTRY



**Mr. Steve Katjiuanjo**  
**Permanent Secretary**

It is an honour for me to be deployed to this Ministry mandated to develop the youthful members of our society as its second Permanent Secretary. The Ministry of Youth, National Service Sport and Culture is mandated to develop and empower the youth and promote sport, culture and arts. In other words, we should positively promote and nurture the overall development of youth, sport, arts and culture sector.

The Ministry is proud to publish its first ever newsletter that will serve as a tool to reach the wider public. Through this newsletter the Ministry would also promote its programmes and activities and thereby create a positive image amongst its key stakeholders.

Upon my appointment, I embarked on a familiarisation visit to some regional offices in our country. The purpose of this visit was to acquaint myself with regional staff members and become familiar with the programmes and activities of the Ministry. It was also my intention to listen to ideas and challenges faced by the staff members on a daily basis.

The mission to familiarise myself with regional offices was not only limited to knowing the operations of the Ministry, but to also share future plans for the Ministry with staff members. The visit also enabled me to assess the user readiness of the Ministry's infrastructure in the region. It is important that we make sure that the Ministry's facilities are ready to serve the youth and other stakeholders.

The Ministry's programmes should be tailor made to meet all our clients' needs. The future plans for the Ministry will include the introduction of modern ICT infrastructure in order to promote efficient and effective execution and monitoring of activities. The modern information technology infrastructure would enable easy access to information for both internal staff members and our external stakeholders.

The Ministry's activities would be promoted and thus made accessible via the Ministry's new website.

Team work and team spirit at the work place are of utmost importance in making sure that staff members work as a team in the order to provide efficient and effective services to all our important stakeholders. I therefore urge all staff members to identify and come up with new programmes that are relevant to the youth and the artistic and sportive community. The Ministry is ready to improve performance and meet the needs of our external stakeholders. We should all work together to enable our Ministry to fully contribute to national development.

The Ministry's programmes should be innovative, fresh and modern in order to appeal to the youth. For the Ministry's programmes and activities to be appealing to its clients, we should periodically review their relevance and impact.

In order for our sporting and talented people to achieve optimal results in sport, arts and culture, a solid foundation should be laid by working together with all sport codes, arts and culture organisations to scout for and develop hidden talent.

The Ministry has recently finalised its Strategic Plan for the year 2013/14 to 2017/18. This Plan will be used as a guidance to ensure the Ministry achieve its set objectives. A Strategic Plan is a map that shapes the direction of a Ministry. A common vision was created to rally the Ministry's staff and all the stakeholders behind it. This important document will play a role in soliciting support for our staff and stakeholders in achieving Ministerial objectives.

In conclusion, I hope this newsletter will create awareness on the programmes and activities of the Ministry by enabling meaningful interaction between the youth, sporting and artistic people with the staff of the Ministry. I wish you all a productive 2013.



*Hon. Jerry Ekandjo  
(centre) and the MYNSSC  
Management Team*

# HON. JERRY EKANDJO ADDRESSES MANAGEMENT TEAM

**By: Aina Shikesho**

The newly appointed Minister of Youth, National Service, Sport and Culture, Hon. Jerry Ekandjo held his first meeting with management since taking over the reigns at the Ministry. The Minister talked about his vision, plans and administrative issues of the Ministry. He expressed his surprise at the volumes of work the Ministry has to deal with, especially the youth that constitutes the majority of the population.

Collectively, the Minister requested the managers to join their strengths in making the Ministry a success. The Minister further stated that he was happy with the appointment of Hon. Juliet Kavetuna as the Deputy Minister, who herself is a youth and had previously served in the National Youth Council (NYC), as she is well positioned with regard to the mandate of the Ministry.

He informed the meeting that together with the Deputy Minister, they would rely on the full support from management. The Ministry also informed the management to work as a team and to share information with each other.

The Hon. Minister explained the importance for Ministers to be exposed to various areas of government, which will allow one to get a broader experience and knowledge of government structures.

The Minister further informed the meeting that he and the Deputy Minister will develop a program to visit regions to acquaint themselves with the different programmes and operations the Ministry has to offer, in order to plan the way forward.

The Minister then urged the management to assist the Deputy Minister to ensure

that she succeeds in discharging her newly assigned responsibilities, since she has only been a Member of Parliament (MP) and this is her first experience to serve in the Executive branch of government. He also revealed that she was the youngest Cabinet member to be appointed as Deputy Minister.

In conclusion, the Minister had expressed his gratitude to H.E President Hifikepunye Pohamba for having been appointed as a Minister at the Ministry and regarded himself fortunate to be posted to this Ministry.

At the same juncture, the Minister mentioned that the Ministry was blessed to have Reverend Ludwig Hausiku, as the Special Advisor to the Minister and wished him well and success in his position.



# DR PEINGONDJABI SHIPOH BIDS THE MINISTRY FAREWELL



**Dr Peingondjabi Shipoh**  
*Outgoing Permanent Secretary*

*"Everything that has a beginning has got an end!"*

On the 1st of June, the Ministry welcomed its second Permanent Secretary Mr Steve Katjuango on board and bid farewell to its long-serving Permanent Secretary Dr Peingondjabi Shipoh who has been deployed to the Ministry of Justice. Dr Shipoh joined the Ministry of Youth, National Service, Sport and Culture in May 2005.

The announcement of the reshuffle of some Permanent Secretaries in some government ministries came at a short notice, thus, the outgoing Permanent Secretary Dr Shipoh could not bid farewell to staff members in person, but instead

wrote a heartfelt message for all staff members in the Ministry.

In his letter, the former Permanent Secretary mentioned that he enjoyed working with staff members who were dedicated to their work, to the welfare of the youth of the country, to the promotion of sport, culture, art and delivering of quality service to the public.

"It is with a very heavy heart that I say I will miss those that have been working very hard with me to achieve the Ministry's objectives," stated Dr Shipoh. However, he advised staff members to cooperate

with the new Permanent Secretary, Mr Steve Katjuango and described him as a good boss who likes and demand perfection.

In conclusion, Dr Shipoh stated that although he is leaving the Ministry, he will remain available and a friend to all staff members. He wished them well in all their endeavours in going about their work in the Ministry.

***"God Bless!"***



# MYNSSC MAP OUT NEW STRATEGIC PLAN

By: Aina Shikesho




*Mr Steve Katjiuanjo Permanent Secretary  
addressing staff at strategic plan workshop*



*Hon. Kazenambo and Permanent Secretary together with staff members*





## Introduction to Singapore and the Civil Service College

The Ministry of Youth, National Service, Sport and Culture engaged the assistance of the Civil Service College of Singapore in developing its new Strategic Plan for the next five years.

In this regard the Ministry held its first workshop at Midgard Country Estate outside Windhoek to brainstorm on how to come up with the best strategic plan for the Ministry. The Strategic Plan was developed using the Balanced Scorecard (BSC) framework as a guide for the implementation.

The Strategic Plan will facilitate the Ministry to meet expectations of all important stakeholders.

At the opening of the Strategic Plan workshop, Youth, National Service, Sport and Culture Minister Kazenambo

said the Ministry' Strategic Plan will be born out of lively, constructive and engaging consultations with vigorous discussions aimed at turning the Ministry into a strategy focused, result driven and high performing organisation.

Minister Kazenambo said the Balance Scorecard will enable staff members to better understand how their everyday work contributes to the Ministry's vision and mission statements. He further stated that the Balance Scorecard will also enable the Ministry to timely identify problems, rectify them and then report on progress made to all its stakeholders.

The Plan will facilitate the Ministry's various directorates to develop strategy

map objectives and Key Performance Indicators. Through the Strategic Plan, the Ministry will set progressive performance targets to be met over the next five years. The Strategic Plan will also enable the Ministry to monitor, evaluate and implement the assigned strategic objectives.

The Strategic Plan would develop a high performance culture that will be augmented by a passionate, dedicated and committed staff.

In conclusion, the Hon. Minister requested all the staff members to not only embrace the strategic planning process, but to turn the Ministry into a strategy focused, forward looking and result driven organisation.





# THE MAN AT THE HELM

PERMANENT SECRETARY UNCOVERED

By: Aina Shikesho

**Mr. Steve Katjiuanjo**  
*Permanent Secretary*

On the 1st June 2012, Permanent Secretary Mr Steve Vemunavi Katjiuanjo took up his position as the second Permanent Secretary of the Ministry of Youth, National Services, Sport and Culture. His middle name Vemunavi loosely translated means 'how do they see' clearly depicts Mr Katjiuanjo as a visionary man.

He might be new to this Ministry, but he has been in the public sector for a long time and has served as a Permanent Secretary in the Office of the Prime Minister as Deputy Secretary to Cabinet and later as a Permanent Secretary at the Ministry of Justice.



Born in the early 60s on the 14<sup>th</sup> of July at Aminuis in Omaheke region, Katjiuanjo started his primary school at Rietquelle Senior Primary School at Aminuis before moving to Augustineum High School in Windhoek in the early 1980's.

He matriculated at the same school and moved on to enrol at the University of Cape Town where he graduated with a Bachelor of Arts (BA) in Africa Economic History and Industrial Sociology in 1990 and a Bachelor of Social Science (Honours) in Industrial Sociology in 1991. In 2001, he acquired a Masters of Arts (MA) in Public Policy and Administration at the Institute of Social Studies in Hague, the Netherlands.

That earned him a job as a Project Head for Legal Assistance Farmworkers Research and Educational Project in 1994. In 1997, Mr. Katjiuanjo joined the Office of the Prime Minister as Deputy Secretary to Cabinet and Accounting Officer. In 2005 Mr. Katjiuanjo was again appointed as Permanent Secretary and Accounting Officer in the same office.

He was later moved to the Ministry of Justice for the position of a Permanent Secretary in 2007, a position he held until his recent appointment at the Ministry of Youth, National Service, Sport and Culture as a Permanent Secretary in 2012.

Mr Katjiuanjo describes himself as a passionate, committed, collaborative, focused and result-driven person. His top personal values include hardwork, open-minded, committed to the social-upliftment of people and having a need to acquire up-to-date knowledge and information.

Since taking up his position as the second Permanent Secretary in the Ministry, his plans entails consulting widely with stakeholders within the sector in order to understand the challenges and opportunities facing the

various sub-sectors such as sport, arts, culture and the youth in particular.

He further plans to come up with a programme based on the Strategic Plan approach that would enable him and the management to deliver results that are measurable, cost-effective and time bound for the Minister and the country at large.

The PS characterises his leadership style as situational, meaning, a style of leadership that is dictated by the situation on the ground. He doesn't see himself as a dogmatic leader, but rather as a leader that adapts to solving problems at hand.

A factor that contributes towards the Permanent Secretary's passion for his job is the impact his job has on the lives of many; especially the staff members which he says are looking forward to be inspired and motivated in order to achieve the desired outcome.

He is mindful of the society's expectations towards the Ministry rendering effective and timely services; he thus feels this will require commitment and dedication to serve the population whose interest may be vast and large.

Like other personalities in our society, Mr Katjiuanjo is inspired by a number of heroes too, particularly within the political arena.

Topping the list in this regard is Chief Hosea Kutako, who hails from his village of Aminuis in the Omaheke region. Chief Kutako was an early Namibian nationalist leader and Head of the Chief's Council who led the petitions to the United Nations which eventually led to the recognition of Namibia's status as a sovereign country under colonial control by South Africa.

Dr Sam Shafishuna Nujoma, the Founding President with whom the

Permanent Secretary worked closely with at the time when he worked in the Prime Minister's Office and Cabinet is also another inspirational leader, according to the Permanent Secretary.

Internationally, Mr Katjiuanjo has been inspired by the ideas of political activist Vladimir Lenin of Russia and Fidel Castro of Cuba. Lenin's Russia and Fidel Castro's Cuba contributed immensely to the Namibian Liberation Struggle and ultimately to its Independence in 1990.

To get to know a bit about the person, one need to know what makes that person unhappy and in the case of the Permanent Secretary, it upsets him when he is working with people who have taken responsibility and neglect those responsibilities with no care or concern for consequences which can impact on the lives of others.

And for the man that wants nothing but good progress, seeing people working together for a common purpose and solving various problems in the face of prevailing meagre resources, is enough to put a smile on his face.



**Mr. Steve Katjiuanjo**



# BRIEF BACKGROUND ON THE DIVISION OF CULTURE PROGRAMMES

By: Aina Shikesho

The Ministry of Youth, National Service, Sport and Culture was formed in 2005 mainly to promote the welfare of the youth in Namibia. The National Youth Service Act, Act No.6 of 2006 guides and governs each directorate in the Ministry. The Ministry has five directorates, General Services, Youth, Sport, Arts, and National Heritage and Culture Programmes.

In this issue, Youth Forum will bring you a brief background on the functions and programmes of the division of culture programmes within the directorate of National Heritage and Culture Programmes.

The main purpose of this division is to identify, develop and promote heritage and culture as well as to identify Namibians for the purpose of becoming involved in income generating projects, employment creation, innovation, product development and the nurturing of national pride and identity. The division has culture offices in all the regions, to implement programmes and activities in pursuit of its goals.

## MANDATE

To identify, develop and promote the material and spiritual culture and heritage of Namibians for the purpose of nurturing national pride and identity. The mission of government in arts and culture is to promote unity in diversity, to give all Namibians a sense of identity and pride in their own creative talents, and to improve the quality of life. The division implement practical programmes in line with article 19 of the Namibian Constitution which states that:

"Every person shall be entitled to enjoy, practise, profess, maintain and promote any culture, language, tradition or religion, subject to the terms of this Constitution and further subject to the condition that the rights protected by this Article do not impinge upon the rights of others or the national interest."

## 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 sectors.

To provide quality service for the culture sector



## PROGRAMMES & ACTIVITIES

### Exchange Programmes on Culture

The division has entered joint cultural agreements with Botswana, Algeria, Angola, Zimbabwe and Democratic Republic of Congo. The exchange programme involves sharing traditional performing arts. The division participates at international gatherings on culture and heritage held in various parts of the world. The aim is to contribute to sharing culture knowledge and learning from other cultures.

### Culture Centres and Villages

The division is developing centres and villages in all the regions which will be spaces of excellence regionally. The structures of the culture villages will incorporate job creation projects, artistic creativity and excellence, product development for trade, preservation, marketing, entrepreneurship, festivals, displays and exhibition, training and edutainment.

### Festivals

Thirteen (13) Regional Culture Festivals take place nationwide at constituencies, districts, zonals, schools and regional levels. Every year, a number of traditional, culture groups and artists participate at the culture festivals. The aim of the culture festivals is to bring the diverse cultures in Namibia together in order to promote respect, tolerance and understanding.

### School Culture Clubs for Development

School Culture Clubs for Development have been established in all thirteen (13) regions to nurture the revival of traditional strong morals and ethics to fight against the spreading of the HIV and AIDS pandemic among Namibians. It enables the youth to build confidence in the Namibian diverse culture, enhance quality of life and build 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 are being discussed and demonstrated at school culture clubs level.

### Organising events at State visits, State occasions and National days

Performance & entertainment at the annual activities is organised by the division of culture programmes. Namibian culture is displayed at these occasions. The aim is to share Namibia's diverse culture with the world, celebrate Namibia's beauty, forge friendship and ease developmental progress in a globalised world.

## FUTURE PLANS

Is to establish a database that will archive the work done by the division.

To organise national festival that will incorporate sport, arts, heritage and youth activities for exhibition purposes.

To register all Namibian culture groups with the ministry assuming the role of an agent. The registration will be free of charge but the groups have to meet the requirements.





*Mr Steve Katjuanjjo Permanent Secretary (left) and Mr Steve Hoveka Deputy Director of Youth at National Youth Service Stampriet office*

# PS ACQUAINTS HIMSELF WITH THE MINISTRY'S OPERATIONS AT REGIONAL LEVEL

By: Aina Shikesho





The newly appointed Permanent Secretary in the Ministry of Youth, National Service, Sport and Culture visited some regional offices as part of his office familiarisation tour. Steve Vemunavi Katjuango visited various regional offices including Otjozondjupa, Erongo and Hardap to acquaint himself with the operations and the activities of the Ministry at the regional level.

At the visited regional offices, the PS met with regional staff members who briefed

him on their tasks, activities, programs as well as the numerous challenges they are facing on a daily basis.

Mr. Katjuango shared with them his plans for the Ministry promising that he will deal with those challenges faced in the regions. Apart from the regional Youth Centres, the PS also visited the two Youth skills training centres of Berg Aukas and Kai // Ganaxab in Otjozondjupa and Hardap region, respectively.

At both skills training centres, Mr. Katjuango was taken on a tour to witness the various activities taking place at the centres.

The Permanent Secretary was accompanied by Mr. Steve Hoveka, Deputy Director of Training and Development, Chief Human Resource Practitioner Mr. Michael Kadhila and Chief Liaison Officer, Ms. Aina Shikesho.



# P. S. ACQUAINTS HIMSELF WITH THE MIN



*Mr Steve Katjiuanjo Permanent Secretary and Mr Steve Hoveka Deputy Director of Youth with Otjiwarongo staff*



*Mr Steve Katjiuanjo Permanent Secretary and Mr Steve Hoveka Deputy Director of Youth with Okakarara staff*



*Mr Steve Katjiuanjo Permanent Secretary addressing hospitality staff and students at Kai//Ganaxab*



*Mr Steve Katjiuanjo Permanent Secretary and Mr Steve Hoveka Deputy Director of Youth with Grootfontein staff*



*Mr Steve Katjiuanjo Permanent Secretary addressing students at KaiGanaxab*



*Mr Steve Hoveka Deputy Director of Youth with Otjiwarongo Permanent Secretary*



# STRY'S OPERATIONS AT REGIONAL LEVEL



and Mr Steve Hoveka Deputy Director  
a staff members



Mr Steve Katjiuanjo Permanent Secretary and Mr Steve Hoveka Deputy Director  
of Youth with Rehoboth staff



secretary and Mr Steve Hoveka with  
tein staff



Mr Steve Katjiuanjo Permanent Secretary and Mr Steve Hoveka Deputy Director  
of Youth with Mariental staff



of Youth and Mr Steve Katjiuanjo  
with Okahandja staff



Mr Steve Katjiuanjo Permanent Secretary and Mr Steve Hoveka Deputy Director  
of Youth with Okakarara staff





*Ministry staff members together with SA Military students on a study tour*

A delegation from South African National War College paid a visit at the Ministry of Youth, National Service, Sport and Culture (MYNSSC) in September 2012. The delegation consisted mainly of students from that college, who came to Namibia as part of their study tour to visit places of interest in Namibia. The Ministry of Youth, National Service, Sport and Culture was selected in this regard. They were particularly interested in finding out about the programmes and activities of the Ministry. The visiting delegation was hosted by the Ministry of Defence; Lt. Colonel Willem Shigwedha accompanied the visiting delegation.



*SA Military student asking a question during the study tour briefing session*



*SA Military student presenting Mr S Katamba Deputy Director of Sport with a certificate of contribution to the study tour*





# MINISTRY OF YOUTH WINS GOLD AWARD FOR INDOOR EXHIBITION CATEGORY

By: Aina Shikesho

The Ministry of Youth, National Service, Sport and Culture was awarded a Gold prize for the Indoor Exhibition Category at Windhoek Show. The Windhoek Industrial and Agricultural Show which took place on the 26th September to 7th October, 2012 is the biggest trade show in the country. It is a platform where businesses and government institutions market their services to the public. The award was rewarded for decoration of the stand, items displayed at the stand and for the interaction between staff members in handling queries from members of the public.



Gold Diploma for Indoor Exhibition



Ms Mathilde Awases interacting with a visitor at the stand



# NURTURING NATIONAL PRIDE AND

By: Aina Shikesho



**Mr. Andre Strauss**  
*Deputy Director of Culture Programmes*

Nations around the world pay great respect to their cultural heritages, a practice that not only helps to preserve the old way of doing things, but also teaches the younger generations to understand and appreciate where they come from.

In Namibia the Ministry of Youth, National Service, Sport and Culture, through its Directorate of National Heritage and Culture Programmes is making sure that this powerful human tool for survival is preserved. Since its inception in 2005, the division of culture programmes has been promoting and developing culture in Namibia in order to nurture national pride and identity.

In this edition, the Youth Voice had a one-on-one interview with

the Deputy Director of Culture Programmes, Mr Andre Strauss.

## **Q: What is the role of the division of culture programmes?**

**Strauss:** The role of the division is to promote and develop culture in Namibia. It is also to nurture national pride and identity within all Namibians. The division strives to see Namibians being proud of their identity.

## **Q: How does the division of culture programmes promote Namibia's diverse culture?**

**Strauss:** The division of culture programmes has been promoting and developing culture in Namibia since Independence. The strength of promoting culture lies in Namibia's diverse culture.

If you look through the lenses of appreciating other cultures then you start to do two things: First is to start to appreciate yourself and second is to appreciate what others are doing and start learning from them without feeling intimidated.

The Namibian media has a lot of negative perception about Namibian people as a whole. The division is planning to promote culture through educational programmes. The programmes will be promoted through the mainstream media for example newspapers, radios and television.

## **Q: What is your opinion on culture in Namibia?**

**Strauss:** After Independence, I can see that Namibians are proud of their identity. Despite other issues that still needs to be resolved, like some people still reverting to negative thinking about others who don't speak their language and don't look like them, I think that a minority of Namibians are still racist. It is up to other leaders like the churches, political leaders and education leaders to take it further.

The division of culture programmes would like to take pride to another level. We want now to integrate some of the best expressions. So what we are talking about is not to concentrate so much, you know we still have identity to promote and develop the Namibian identity but 60 to 80 per cent of our time for the next 5 years will be spent on



# IDENTITY AMONGST NAMIBIANS

linking the creative talents of our people to culture industries and culture tourism.

## **Q: How are you going to link creative talents to culture industries and culture tourism?**

**Strauss:** We are talking about using more professional films about our lives and selling it to the international market. We are talking about distributing the best Namibian music for instance to all the Namibia Wildlife Resort Kiosks, distribute the music to cuca-shops and supermarkets so that people can start to see the best of our music and listen to it on CDs as an industry.

We want to enter into an agreement with the Ministry of Environment and Tourism by looking at palm trees in the north for which people use for weaving baskets. We want to work with them, to encourage the people to weave more baskets so that people can start to use them for day to day use as food or fruit baskets. The idea is to have a Namibian made baskets instead of a plastic baskets used as fruit baskets. People will also be encouraged to plant more trees so that there is a sustainable use of our resources.

If one looks at Erongo region, it is full of semi-precious stones and we have diamonds, gold, silver and zinc which we can use to make buckets for carrying water. We can make jewellery with the semi-precious stones or any artwork. We

have so many products that we can use. What happened to our cattle, goats and sheep? We can develop a leather industry with such products. The various industries can be used to assist our people with job creation and generating income projects.

On the issue of traditional medicine, we have enough scientists and a medical school. We must look at properties of products especially products that people use on a daily basis. We must start to market the products. Some countries sell inferior products and we get so excited. We have not overcome the barrier to start to produce our own products. In other words we must take control of our raw products, refine them in usable goods instead of sending it to other countries to be manufactured and sold back to us again.

## **Q: How many culture groups are in Namibia?**

**Strauss:** There are approximately 900 to 1000 culture groups in Namibia.

## **Q: How many culture events take place in Namibia?**

**Strauss:** Every social event culture groups are invited to perform. The craft is taking place at various markets in Namibia.

## **Q: What are the future plans of the division of culture programmes?**

**Strauss:** The division is planning to establish a database that will

archive the work done by the division. The Ministry is also planning a national festival that will incorporate sport, arts, heritage and youth activities for exhibition. The division will register culture groups in future, where the Ministry will assume the role of an agent. The registration will be free of charge but the groups have to meet the requirements.

## **Q: What requirements are needed for culture groups to register?**

**Strauss:** The groups should use vernacular languages including English in their performances. The stories should be original and Namibian inspired. The production of the materials must be of good quality. The groups must have participated at previous culture festival at constituency level and must have a proven record and a strong performance history.

## **Q: What are the benefits for the registered culture groups?**

**Strauss:** The groups will be exposed by performing at international events. As the groups will be adorned in national colours, in turn they will be promoting the Namibian brand and become Namibia's culture ambassadors nationally and internationally. The groups will also be paid for their performances, thus becoming entrepreneurs. Finally, they will be awarded with official certificate of achievement.





# MARULA FIRST FRUIT FESTIVAL “OSHITUTHI SHOMAGONGO”

By: Freda Tawana

*Oshituthi Shomagongo* is a cultural heritage that is celebrated by the Ovawambo speaking people in the north. *Oshituthi Shomagongo* celebrates the start of a New Year and a productive cycle when the first fruits become available. The celebration starts when the fruits ripen at the beginning of March. Marula tree (*Sclerocarya birrea*) is an indigenous African fruit tree strongly protected by traditional law. The hard inner nut of the marula fruit is considered to be very nutritious and the fruit contains a high level of Vitamin C, more than double that of orange juice. Marula fruit is treasured for a variety of products such as medicine, wood, cosmetics etc. The process starts with the gathering of the juicy fruits by households. Women come together to extract juice from the fruit which

is fermented into marula wine, after the extraction, the juice is allowed to ferment through natural processes for 2 to 3 days in the kitchen area.

The marula seeds are used to ferment sweet drink, *oshinwa* for the youth and the household. The marula seed is also dried to extract kernels which are used for eating and making marula oil. During the process of fruit fermentation, the women establish social and cultural bonding.

Although the festival is considered for men, the whole society is involved. The head of the household invite neighbours, friends and other guests for the marula festival. The underage youth is forbidden to participate at the festival.

On the day of the festival, guests gather at the household reception area known

as *olupale lwa kula*, where the marula wine is served in a traditional mug accompanied by a feast of traditional food. Customary practices such as how wine is served and consumed, how meals are served and consumed dictates the process of the marula festival celebration. Traditional songs at the festivals are performed by men and if present, women.



Marula fruit





*Women extracting marula juice*



*Marula fruit, fermentation pots, horns used to extract marula juice*



*Marula wine and traditional mugs*



*Women serving marula wine*



*Marula celebration*



*Elders enjoying marula wine at the festival*



# PORTUGAL'S PAST, IS NAMIBIA'S PRESENT

By: Aina Shikesho



**Tate Kaapandu Shatika**  
*Namdeb Employee*

On the 1st of April 2008, Namdeb employee Tate Kaapandu Shatika while working during a routine mining exercise discovered materials from a shipwreck dating to the 16th century AD which lay on the Atlantic sea-bed. Following an initial salvage excavation process between April and May 2008, it emerged that the shipwreck was of high international significance requiring a more detailed intervention plan.

The Namibian government intervened and declared the Oranjemund shipwreck a prime historical site. Subsequently, the government developed a detailed broad-based rescue excavation programme and brought in a specialist programme management team. The implementation of conservation measures of all recovered artefacts is to be conducted with utmost attention to detail. The team was tasked to assist the government to handle the shipwreck discovery in line with international best practice.

During the 16th century, a time of the so-called Voyages of Discovery by the European powers, mainly Portugal and Spain, many ships sailed past the skeleton coast near modern day Oranjemund on their journey to and from the Far East. The skeleton coast of Namibia was an important highway which was disaster prone. Some of the ships did not make it to their final destination as they encountered disaster on the sea.

The Far East bound Oranjemund ship is an example of ships that wrecked in the sea. The loaded ship sank, together with all its cargo and probably some of the crew. The hostile sea gave a home to the ship and preserved it for 500 years until the diamond mining operations revealed the treasure to the whole world. The Oranjemund Shipwreck produced a spectacular range of the

archaeological materials many of which have never been recovered anywhere else in the world.

The remains consist of Portuguese and Spanish gold coin, silver coins, navigation instruments, metal ingots, ivory, guns and swords, cannons and cannon balls, syringe, plates, jugs, lead sheets and other items. The original ship was most likely a merchant vessel of Portuguese origin. Portugal's Past, is Namibia's Present, thus, the Portuguese Consular expressed support and fundamental interests in the shipwreck. Furthermore, the Portuguese government acknowledged the international significance of the shipwreck and guarantees support of complete conservation of this heritage.

The Oranjemund shipwreck and all the material recovered from the site belong to the Namibian government as all historic artefacts older than 35 years and not belonging to individual form part of the Namibian national heritage estate administered by the National Heritage Council and the National Museum of Namibia.

Conservation of these artefacts is of highest importance. On the 1st of August 2012, a third stakeholder's workshop of Oranjemund shipwreck collection exhibition was officially opened by Hon. Pohamba Shifeta, Deputy Minister of Youth, National Service, Sport and Culture.

At this occasion, Hon. Shifeta told the attendees that a storage facility which was equipped with necessary gadgets to control humidity and temperature is in place. "We trained Namibians in all these process. Now, the facility is being run by Namibians" says Shifeta.

However, more training is still being undertaken in conserving and researching the materials. The artefacts



*Portuguese gold coin*



*Portuguese gold coin*



from the Oranjemund shipwreck are currently safely stored away.

There are plans underway of building a museum exclusively at Oranjemund. The building of a museum in Oranjemund will create tourism opportunities for the town and also an opportunity for people from all parts of the world to have access to these artefacts.

According to Hon. Shifeta, the government will ensure that the local communities benefit from this heritage. "We will build a museum so that the world can come and enjoy, educate and entertain themselves", he said. He further stated that government will ensure that small businesses will be developed and the government will continue to build capacity in underwater archaeology both in conservation and research.

In conclusion, Hon. Shifeta said, the idea is to make Oranjemund shipwreck collection, a flagship for the best practice in maritime archaeology conservation and research in Africa and beyond, and that this is only possible if good choices are made right from the start.



*Spanish coins*



*Spanish coins*



*Ivory found at the site*



*Portuguese gold coin*





*Carpentry and Welding students busy at Berg Aukas*

## BERG AUKAS PRODUCES GRADUATES FOR THE NAMIBIAN JOB MARKET

**By: Aina Shikesho**

What started as a youth training centre for the out of school youth by the National Youth Service in 2005, turned out to be a successful training centre for carpenters, plumbers, welders and even fashion designers. The idea was first introduced to cater for the out of school youth and give them a second chance in life by training them to become contributors to the national economy and to reduce the unemployment rate among the youth. Headed by officials from the Ministry, Berg Aukas now boasts a total enrolment of 250 students, who are receiving training in the fields such as horticulture, agronomy, plumbing, fashion designer and tailoring. The centre also offers courses in welding, carpentry, food and nutrition, tie and dye of fabrics and embroidery to the youth. Computer courses are also offered as a compulsory subject to all trainees.

Dr Buba Gure, an Agricultural Specialist is the Head of the centre. He describes the training as that of high quality, producing not only employable youth, but highly motivated and skilled personnel that can contribute positively to the upliftment of the national economy and also boasting

the informal sector. This programme will in time contribute to the reduction of the rural-urban migration of young people in search of white-collar jobs. The training concentrates more on basic skills development which is aimed at empowering the youth with the necessary skills for the realisation of Vision 2030.

The training is offered for a period of twelve months and students receive certificates upon completion of their training. Application forms are placed in newspapers, no fee is paid and trainees are required to be between the ages of 18 – 35 years old. Upon completion, trainees are guided by the Namibia Youth Credit Scheme on how to secure loans for their businesses.

Because of its strategic location and the quality of agricultural activities that are taking place at the centre, higher institutions of learning such as the Polytechnic of Namibia's Faculty of Agriculture also sent their students at Berg Aukas to do their internship. Students doing agricultural related training at Berg Aukas, undergo three

weeks internship at nearby farms within the Otjozondjupa region. Students are at liberty to select areas of internship in the country with the assistance of the centre.

The Ministry has a bilateral agreement with the Federal Republic of Nigeria to avail experts in different areas of specialisation to support the implementation of this programme in Namibia for a period of five years.

With the presence of these experts, the centre is at its peak of agricultural production and manufacturing of home grown products that are currently visible in our local markets. This has enabled the centre to raise up its revenue generation for the state account.

The centre of Berg Aukas has become a role model for skills empowerment and given the right support by the entire nation, the centre will surely alleviate the plight of the young unemployed and under-employed men and women of the society.





*Mr Steve Katjiuanjo Permanent Secretary Dr Gure and Mr Steve Hoveka with the Carpentry Instructor at Berg Aukas*



*Gardening at Berg Aukas*



*Papaya at Berg Aukas*



*Mr Steve Katjiuanjo Permanent Secretary with leaders of struggle kids at Berg Aukas*



*Ground onions at Berg Aukas*



*PS with Dr Gure and Mr Hoveka at Berg Aukas*



*Fashion Teacher Patrick Sunday showing Mr Steve Katjiuanjo Permanent Secretary how to sew*





# NYCS CREATES FREE OPPORTUNITIES FOR THE YOUTH

By: Ziita Augusto

The Namibia Youth Credit Scheme (NYCS) was established in 2005 and started as a pilot phase in Ohangwena, Oshana, Oshikoto and Omusati regions. The programme became successful and was later extended to the remaining nine regions. So far 6 000 youth have benefitted from this programme by receiving training and loans.

Beneficiaries are trained in Basic Business Management prior to receiving loans. The NYCS in collaboration with the Commonwealth Youth Programme in Lusaka organised a Business Exchange Programme for 16 NYCS beneficiaries, which was held in that country as from the 29th October to 3rd November 2012. The event aimed at educating on the best business practices, networking and exchange of business ideas.

The youth that benefitted from this

exchange were selected from all the 13 regions.

The selection process was based on the performance of their businesses in their respective regions. During their visit in Lusaka, the beneficiaries had an opportunity to meet with other youth who are manufacturing sofas, tables, chairs, tables at the following places, Moffat Craft Centre, Chifundo Youth Project and Kalingalinga Youth Skills Training Centre in Lusaka.

The delegation also paid a courtesy call to the Namibian High Commissioner in Zambia, His Excellency Mr. Salomon Josephat Witbooi, who welcomed the team to his office. The High Commissioner mentioned that, he was delighted that the team took time to visit his office and said, "Always feel free to visit whenever you are in Zambia".

On Friday 2nd November the beneficiaries successfully showcased their products at Arcades Mall in the city centre. The products showcased ranged from carpentry, printed t-shirts, glasses, weaving baskets, Nama and Oshiwambo traditional outfits, Ovahimba traditional *otjizumba* (perfume) *Otjize* (powder) and leather bags.

Colleta Mukuahima a beneficiary from Erongo region said the exchange was an eye opener and appreciates that the Namibian and Zambian governments gave them a chance to explore new business ideas. She also believes that the experience will immensely contribute towards the growth of their businesses. The delegation returned to Namibia on the 4th November 2012.



# PENDUKA'S HAND MADE CRAFTS WIN BIG IN EUROPE

By: Samuel Amunkete

**Anna Sheehama**  
*Craft Supervisor at Penduka*



**Samuel Amunkete**  
*Senior Arts Education Officer  
in the Ministry.*

Handmade crafts produced at Penduka, a non-profit organisation for women who produce different craft products on the outskirts of Katutura, a suburb in the city of Windhoek, put Namibia on the world map by claiming first degree award in Russia. The winning came about, when the Ministry approached and sponsored Penduka to showcase their arts and crafts by representing Namibia at the International Craft Fair: Etnomir- Masters and Crafts, on the 20th to 25th of September 2012 held at Kaluga Region in Russia. The main aim of the event was to preserve and enhance the historical and cultural heritage of the people from all over the world. It also aimed to promote national values by artisans who are the true keepers of ancient traditions and customs.

Etnomir is an open-air museum which combines traditional housing of all nations of the world on a single large area by representing their cultural life. The goal is to exchange knowledge and experience by creating opportunities for cooperation between designers and craftsmen from all over the world. The Ministry of Youth, National Service, Sport and Culture through its Directorate of Arts has been involved in the Russia/Namibia Inter-Governmental Commission for Trade and Economic Cooperation since September 2007 with the aim of developing cultural exchanges between the two countries.

The International Craft Fair at Kaluga Region "Etnomir-Masters and Crafts" was a colourful and multifaceted festival that develops marketing strategies for the global market for invited craftsmen from all over the world to showcase their unique exhibitions. Penduka's crafts showcased at the event were handmade, authentic and unique, thus the organisation was awarded the First Degree as the Best Craft Master for its stand. Penduka was represented by Ms Anna Sheehama, Craft Supervisor and accompanied by Mr Samuel Amunkete, Senior Arts Education Officer in the Ministry.



# THE DAY THE NAMIBIAN NATIONAL ANTHEM WAS SUNG AT THE OLYMPICS

By: Aina Shikesho

For five consecutive Olympics Namibia sent its athletes to the Olympic Games with the hope to secure the most prized award. These efforts culminated into a number of silver and bronze medals but never in its Olympic history did the country obtain any gold. But on the 6th of September 2012, the dream became a reality when Johanna Benson scooped the country first ever Gold medal in addition to a silver medal she won.

The 22 year old Walvis Bay born became an instant star; when she emerged victorious in the Women T37 200m race final at the London 2012 Paralympics Games.

It was a joyful moment for the Namibian team at the Paralympics Games to witness such a sensational performance by the young woman, who for the first time in the Olympic history made it possible for the Namibian National Anthem to be heard by millions of people all over the world.

Benson first made a surprise performance by winning a silver medal in the T37 100m race clocking an impressive time of 14,23 seconds. This was Benson's new personal best and managed to break her own African record of 14,63 seconds that she set in her first round heat.

The Paralympic team comprised of a small number of five athletes who despite being inflicted with injuries, managed to perform well. Hon. Pohamba Shifeta, Deputy Minister of Youth, National Service, Sport and Culture who accompanied the team described the games as well organised but very competitive. He said that the team showed confidence and had a high moral. "The team delivered to the best and although it was small in quantity,

Johanna Benson made Team Namibia the proudest and shiniest team", said Hon. Shifeta.

While stating that it was an inspiration to honour a star in the eyes of all athletes, Hon. Shifeta also extended his gratitude to the Directorate of Sport in the Ministry for the support and promotion of sport. Hon. Shifeta further thanked the sponsors, coaches, the entire Namibian nation for their tireless support and the media for publicising and supporting the team.

Hon. Minister of Youth, National Service, Sport and Culture Kazenambo, Kazenambo, who welcomed the team at Hosea Kutako International Airport, referred to Benson's achievement as Namibia's first gold medal at an Olympic event. "Johanna led the torch for Namibia by achieving gold and silver at the event", said Kazenambo. He acclaimed his gratefulness towards the mother of Johanna, Ms Baby Benson and recalled Johanna's early achievement dating back to 2010 when she first won a bronze at the Common Wealth Games in India.

He called on all Namibian corporate companies to consider investing in athletes. "We want real investments in our athletes and not those who want to exploit athletes and market themselves at the expense of the athletes' efforts", he said. He said government will create a platform and will invite all stakeholders with an opportunity to pledge support for athletes.

Kazenambo stated that Johanna Benson comes from a disadvantaged background and thus, it should serve as an inspiration to all the Namibian people. He urged the entire country

to fully stand behind her. "It is time for public leaders to support sport with the view to unite Namibia". He further stated that, Namibia's preparation for the 2016 Olympics and Paralympics in Rio de Janeiro in Brazil starts today if the country is to expect any medals in four years' time.

In conclusion, the Minister thanked the British Commission for hosting the team and extended his thanks to the Cuban coaches for providing training to the team.

"Welcome back home. Congratulations for winning gold in 200m and silver in 100m. Despite your physical challenge, you put the Namibian flag very high. Your victory is the whole nation's victory" read the letter from His Excellency, President Hifikepunye Pohamba during the team's welcoming ceremony held at the Hosea Kutako International Airport.

The Paralympic Summer Games are the second largest sporting event in the world today, the first largest being the Olympic Games. Namibia has been participating at the Paralympics games since 1992.



**The Golden Girl,  
Johanna Benson**  
showing her medals





# STAFF APPOINTMENTS



**Hon. Jerry Ekandjo**  
*Minister*  
4 December 2012



**Hon. Juliet Kavetuna**  
*Deputy Minister*  
4 December 2012



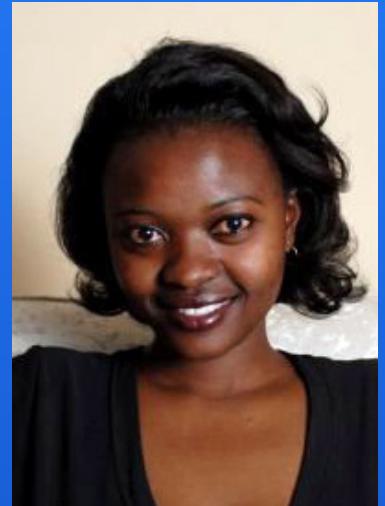
**Mr. Steve Katjiuanjo**  
*Permanent Secretary*  
1 June 2012



**Aina Lelly Mekondjo Shikesho**  
*Chief Liaison Officer*  
2 May 2012



**Maria Mbudhi**  
*Chief Internal Auditor*  
01 April 2012



**M'Kariko Amagulu**  
*Deputy Director: Arts*  
01 December 2012



**Belagnia Biake Garises**  
*Assistant Accountant*  
1 October 2012



**Erica Katjizeu**  
*Accountant Revenue Office*  
1 September 2012



**Gabriel Katuuu**  
*Sport Officer Khomas*  
1 August 2012



# STAFF APPOINTMENTS



**Felicity Katamela**  
*Typist*  
1 February 2013



**Gisser Nambezi**  
*Human Resource Practitioner*  
1 October 2012



**Robin Simunji**  
*Assistant HR Practitioner*  
1 February 2013



**Puleng Magreth Tsuses**  
*Clerical Assistant Registry*  
1 August 2012



**Moses Shifotoka**  
*Assistant HR Practitioner*  
1 February 2013



**Vasco K Simamezi**  
*Assistant Accountant*  
17 September 2012



**Anna Sazita**  
*Human Resource Transferred  
from Education*  
1 January 2012



**Kaonde Andrew**  
*Assistant Accountant*  
17 September 2012



**Bertha Henock**  
*Clerk*  
6 August 2012



# STRATEGIC PLAN TEAM





# BUILDING PHOTO GALLERY





# JOHANNA BENSON WELCOMING





# RECEPTION PHOTO GALLERY







Republic of Namibia

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

*youth***voice)))**