



REPUBLIC OF NAMIBIA

**NATIONAL PLAN OF ACTION FOR POPULATION POLICY IMPLEMENTATION
2004 - 2014**

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Acronyms and Abbreviations

AIDS	Acquired Immuno Deficiency Syndrome
ARV	Anti-Retroviral
CAA	Catholic AIDS Action
CCN	Council of Churches in Namibia
DOTS	Directly Observable Treatment Short-course
FP	Family Planning
HAART	Highly Active Anti-Retroviral Therapy
HIV	Human Immuno deficiency Virus
IATCP	Inter-Agency Technical Committee on Population
ICPD	International Conference on Population and Development
IEC	Information Education Communication
IPPR	Institute for Public Policy Research
MoE	Ministry of Education
MIB	Ministry of Information and Broadcasting
M&E	Monitoring and Evaluation
MoHSS	Ministry of Health and Social Services
MoJA	Ministry of Justice and Attorney General
MRLGH	Ministry of Regional, Local Government and Housing
MGECW	Ministry of Gender Equity and Child Welfare
MAWF	Ministry of Agriculture, Water and Forestry
NaCCATuM	Namibia Coordinating Committee for AIDS, Tuberculosis and Malaria
NACPSD	National Advisory Committee on Population and Sustainable Development
NANASO	Namibia Network of Aids Service Organisation
NANAWO	Namibia National Women Organization
NAPPA	Namibia National Planned Parenthood Association
NASOMA	National Social Marketing Association
NDHS	Namibia Demographic and Health Survey
NEPRU	Namibia Economic Policy Research Unit
NGO	Non-Governmental Organization
NPC	National Planning Commission
PMTCT	Prevention of Mother To Child Transmission
RH	Reproductive Health
SMA	Social Marketing Association
UNFPA	United Nations Population Fund
UNICEF	United Nations Children Fund

PREFACE

The National Population Plan of Action is prepared to provide a basis for a common understanding of strategies and interventions required to achieve the goal and objectives of the National Population Policy for Sustainable Human Development (Cabinet Decision no 33rd/5.11.96/001). It presents a coordinated national response, calls for collaboration of national and international efforts in addressing those issues and thus provides an official basis for the formulation of strategies by development partners and national bodies in support of population and social development and economic management in Namibia. The Plan of Action would facilitate the role of the National Planning Commission to effectively co-ordinate the social and human resource policies and programmes in the different sectors in the country.

This Plan of Action should, therefore, be seen as part of a comprehensive national framework for addressing social development issues in Namibia. It brings all stakeholders together in a common policy and programme framework that genuinely seeks to address the problem of sustainable human development in its many ramifications. Given growing demands for Government provision and dwindling resources, the Plan of Action also seeks to maximise the utilisation of scarce human and material resources. Based on the major issues addressed by the National Population Policy, this programme identifies four *population sectors* for action Plan formulation and management. Each population sector is defined along with its sub-sectors, the institution responsible for co-ordinating programme activities, as follows:

- (a) **Sexual and reproductive health and rights:** ; access to sexual and reproductive health services; sexual and reproductive health rights human sexuality; primary health care; women's health and safe motherhood HIV/AIDS; child survival and immunisation; OVC's. access to adolescent friendly SRH service; male involvement in SRH; gender mainstreaming in SRH [*Ministry of Health and Social Services*]
- (b) **Strategic communication and education on population issues:** Population education; social mobilization on understanding population issues; advocacy and behaviour change communication (MIB), including population issues into school curricular and life-skills programmes (MoE)
- (c) **Integrated population and development, planning and programming:** Youth, elderly; people living with disability; Population dynamics, ; sustainable development; ; poverty reduction; food security and support to vulnerable groups including, elderly, people living with HIV/AIDS, orphans and vulnerable children and the youth. [*NPC Secretariat*]
- (d) **Capacity Building for Research, M&E in Population and Development:** Human resource development and utilisation; conduct multi-disciplinary research and utilisation of research results; policy analysis planning, monitoring and evaluation[*NPC Secretariat*]

As articulated in the policy document, the implementation of the National Population Plan of Action is a joint responsibility of virtually all government sectors and parastatals, in collaboration with interested non-government organisations, private sector and international organisations. While the National Planning Commission will play the role of overall co-ordinator, it is expected that all the concerned sectors take responsibility for the management of their sectoral programmes and together, get involved in the

implementation of the National Population Plan of Action. This Plan defines the composition of each sector's population committee.

In order to facilitate the operation of the population sector committees, the ministries responsible for each population sector should estimate the cost of population activities in their sectors and include this in their annual budgets. The core population activities of the sectors are provided in this Action Plan; but each sector is required to identify specific projects (as part of their annual work plan) and provide detailed activities and budgets accordingly. The Government takes note of the International Conference on Population and Development (ICPD) recommendation that up to two thirds of the costs of population programmes should be met by the countries themselves and in the order of one third from external sources.

The National Advisory Committee on Population and Sustainable Development (NACPSD), which was established (under Section 8 of NPC Act) in 1998, will continue to advise the Commission on policy review and population programme management within the context of the overall national development design. The Inter-Agency Technical Committee on Population and Development, already in operation, in collaboration with the Population Planning and HIV/AIDS Monitoring Sub-Division of NPC, will work closely with regional governors and the regional council management committees to effect the implementation of the National Action Plan at regional level. The process of implementing this National Plan of Action will be used to promote active partnership between the government and non-governmental organisations and private bodies involved in population activities in our country.

.....
Hon. Helmut Angula
Director General
National Planning Commission
May 2004

1.0 INTRODUCTION

The National Plan of Action for Population Policy implementation is an essential document that maps out the core actions and actors required for achieving the policy goals and objectives within a defined strategic framework. Since the Policy is comprehensive and multi-sectoral the preparation of the action plan has also been multi-sectoral, involving Government institutions, non-governmental organisations and international agencies.

Several workshops were organised to discuss the preparation process, draft the main elements of the action plan and reach a consensus on a consolidated draft action plan. Since the Population Policy is an integral part of overall National Development Plan (NDP2), due consideration was given to the development of strategies that will facilitate the meeting of targets of the Population Policy and ensuring that such strategies are in line with the national goals.

Throughout the preparation process, it was made clear to stakeholders that policy implementing institutions are not only responsible for their own sectors but also for achieving the overall objectives of the Policy. Hence, the multi-sectoral focus of both the Policy and its action plan for implementation. In this regard, there is a need to decide on priority actions required by individual institutions and commonly by all sectors. Emerging issues that may not have been addressed in the Policy should also be addressed during the implementation of action plans.

Changes in population dynamics and the underlying social-economic factors may demand a change in focus, objectives or strategy. Implementing institutions should, therefore, be sensitive to the population environment in the process of setting their programme priorities.

In order to achieve the goals and targets of the population policy and the population action plan, the Namibian Government and certain sectors recognised specific issues that infringe directly on the population and which needed to be addressed urgently. Sectoral policies and programmes have also been put in place as a way of tackling these issues. They include: The HIV/AIDS pandemic, access to health services, poverty reduction, gender and development, regional development and capacity building. It is, therefore, pertinent that in consideration of priorities in population programme management, attention be given to each of these important initiatives as they relate to population issues.

This document provides the rationale for the preparation of an action plan followed by four sectoral action plans (sexual reproductive health and rights, strategic communication and education on population issues; integrated population and development planning and programming; capacity building for research, M&E in population and development). Each sector plan has two matrices:

- (i) A matrix containing the objectives and strategies of the Policy, required and planned core activities to be undertaken to achieve the stated objectives of the Policy, responsible institutions and sources of funding for undertaking stated core activities;
- (ii) A matrix for monitoring and evaluation

The Action Plan is expected to be applicable for the next ten years (2004 – 2014). However, modifications will be made from time to time based on regular monitoring and evaluation results and on changing priorities, after a consultative process.

2.0 Rationale for a National Plan of Action for Population Policy Implementation

A National Plan of Action operationalises the intervention measures needed to achieve the goal, objectives and targets of the population policy while elaborating on the roles of all relevant stakeholders in the implementation process. It is a master plan for population policy implementation and an official technical blue print for policy implementation, which should be rigorously pursued and vigilantly monitored. It provides guidelines for implementation in terms of who will do what, within which period and establishes mechanisms for co-ordination, monitoring and evaluation.

A sector plan of action designed to address one or a few elements of a National Population Policy (say, fertility or mortality) is only part of the National Population Plan of Action and not the entire body. A reproductive health (RH) plan of action, for example, only addresses a specific population sector and by itself cannot constitute a national population Plan of Action.

The objective of the National Population Plan of Action is, therefore, to do an inventory and integrate sectoral action plans into a single comprehensive master plan so that all major implementing agencies or stakeholders are fully informed at all times what other actors are doing and their selected areas of operation. Furthermore, the plan will be followed by detailed compendium of programmes, projects and activities which have to be implemented within the plan period if the goal, objectives and targets specified in the policy are to be achieved.

In order to group core interventions required to achieve the objectives of the Population Policy four population sectors were identified for the preparation of this document. The ministries responsible for each population sector should establish population sector committees composed of relevant institutions and ensure that the cost of population activities in their sectors are included in their annual budgets. The Sectors identified for the Plan of Action are as follows:

Table 1: Classification of Policy Issues by Sector

Sector	Policy Issues	Institutional Location/ Coordination
Sexual and reproductive health and rights:	Access to sexual and reproductive health services; sexual and reproductive health rights; primary health care; women's health and safe motherhood; HIV/AIDS; child survival and immunisation; OVC's; access to adolescent friendly SRH service; male involvement in SRH; gender mainstreaming in SRH.[Ministry of Health and Social Services]	MoHSS, DSP+PHC
Strategic Communication and Education on Population Issues	Population education; social mobilization, on population issues; advocacy and behaviour change communication (MIB); including population issues into school curricular and life-skills programmes (MoE).	MIB , MoE
Integrated Population and Development Planning and Programming:	Youth, elderly; Population dynamics; sustainable development; poverty reduction; food security and support to vulnerable groups; elderly, people living with HIV/AIDS, orphans and vulnerable children and people living with disability [NPC Secretariat]	NPCS, MoE, MoHSS
Capacity Building for Research, M&E in Population and Development:	Human resource development and utilisation; multi-disciplinary research and utilisation of research results; policy analysis planning, monitoring and evaluation[NPC Secretariat]	NPCS/CBS, MOL, MOHA, UNAM, NEPRU

The institutional location of sectoral plans of action is based on the nature of the programme and the mandate of the specific line ministry. This is the rationale for the four population sectors and their institutional locations for which each of the institutions above is expected to co-ordinate the activities of its population sector, utilising the expertise of its sectoral population committee. Each population sector committee shall comply with the following terms of reference.

General Duties

In collaboration with the National Planning Commission Secretariat design a sectoral population programme management and action plan for the implementation of the National Population Policy for Sustainable Human Development. This plan should include regular monitoring and evaluation.

Specific duties

- i. Consider and review, from time to time, the membership of the sector committee in order to ensure that members are drawn from all the relevant line ministries, non-governmental organisations (NGOs), parastatals and concerned agencies, and advise the Sectoral Institution and NPCS on changes in size and composition of the sector committee; establish networking mechanisms (among sectoral and other participating ministries, agencies, bodies, institutions, etc.) for sectoral programme collaboration and sustain its effective functioning;
- ii. Co-ordinate the design of a sector population programme and collaborate with the population sectors in the design of regional and national population programmes;
- iii. Establish and operationalise a mechanism for sector population programme management, including timeliness of inputs (human, material and financial resources), programme monitoring and evaluation;
- iv. Design and advise sector institutions and the NPCS on programme of capacity building for programme management;
- v. Mobilise local and international resources in support of the sector and national population programme;
- vi. Solicit, and consider, programme, project or study proposals by consultants, agencies and bodies and make appropriate recommendations for the commissioning of proposals;
- vii. Provide other technical advisory services as may be needed from time to time by the sector institution and/or the NPCS that will facilitate the implementation of the sector/national population programme

These institutions constitute the sectoral population committees as identified in matrices of action plans by sector. At all times there should be a two way flow of information, knowledge and expertise between the co-ordinating or lead ministry, and all other institutions involved in the sector.

3.0 Action Plans by Sectors

The sectoral plans of action reflect the objectives, strategies and corresponding interventions for each sector and responsible agencies, including non-governmental organisations. Each sectoral table is followed by a monitoring and evaluation table, reflecting the objectives, strategies, activities, expected output, objectively verifiable indicators as well as risks and assumptions. The sectoral actions plans as contained in the matrices below are organized as follow: 3.1 Sexual and Reproductive Health and Rights; 3.2 Strategic Communication and Education Issues; 3.3 Integrated Population and Development and Programming; 3.4 Capacity Building for Research and M&E on Population and Development.

Gender issues are not treated separately. The Policy objectives and strategies aimed at gender equality and equity are integrated into all the sectoral action plans.

3.1 Sexual and Reproductive Health and Rights,

Table 3.1.1 Sexual and Reproductive Health and Rights, General Health, and HIV/ AIDS

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
1. To improve the health and welfare of the people by reducing the incidence of morbidity and mortality, particularly infant, child and maternal mortality;	1.1 Strengthen Reproductive Health Service delivery especially to all exposed persons living in remote communities.	1.1.1 Commission situation analysis and needs assessment within the context of the Safe Motherhood initiative to establish the training needs of TBAs.	MoHSS	NAPPA, CAA, MGECW Other NGO's MRLGH; UNAM; MIB NPC/CBS	Development Partners MoHSS internal budget
		1.1.2 Strengthen the co-operation between health workers, Health Development Committees and TBAs especially as regards reporting and referral of clients through IEC and Advocacy	MoHSS	NAPPA, CAA, MGECW, WAD and; Other NGO's MRLGH	MoHSS internal budget
		1.1.3 Sensitize people on SRH and target especially youth, rural people and people living with disabilities	MoHSS	MRLGH; LRR; MoE; MGECW	Global fund, MoHSS
		1.1.4 Provide training to TBA's on delivery as well as antenatal care to ensure quality services are being delivered to the communities they serve.	MoHSS	NAPPA MGECW Other NGO's MRLGH	User Fees; MoHSS internal budget; Global Fund
		1.1.5 Train counselors and health workers in SRH and FP and establish SRH counseling services	MoHSS	MoE NAPPA; MGECW Other NGO's	MoHSS internal budget Global Fund
		1.1.6 Establish SRH services in all health facilities..	MoHSS	NAPPA MGECW Other NGO's	User Fees MoHSS internal budget Global Fund

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
	1.2 Promotion of proper nutrition and provision of safe water and appropriate sanitation	1.2.1 Extend education on balanced diet, clean water and proper toilet facilities.	MoHSS/ MAWF MoE	WAD, other NGOs, MRLGH, UN agencies	Development partners and Government budget
	1.3 Malaria control measures now in place shall be strengthened and access to malaria treatment improved	1.3.1 Provide more insecticide treated nets. 1.3.2 Through IEC sensitize communities on the prevention, treatment and access to malaria drugs.	MoHSS/ WHO	NGOs, MRLGH, UN agencies Private hospitals	Development partners and Government budget. Global fund
	1.4 The existing tuberculosis control measures shall be strengthened	1.4.1 Sensitize all communities through IEC on the prevention and treatment of TB. 1.4.2 Roll out community based DOTS. 1.4.3 Monitor TB drug resistance.	MoHSS/ WHO	NGOs, MRLGH, UN agencies Private hospitals	Development partners and Government budget. Global fund
	1.5 The existing programmes which protect/ promote the health of children shall be strengthened.	1.5.1 Strengthen, and Expand coverage of the Expanded Immunization Programmes. Strengthen the Integrated Management of Childhood Illnesses Sub-Programme under RH Programme.	MoHSS/ WHO/ UNICEF	NGOs, MRLGH, UN agencies Private hospitals	Development partners and Government budget.
	1.6 The training of health workers, particularly on work ethics, counseling, and communication skills shall be given priority.	1.6.1 Intensify the training of health workers on work ethics and counseling on Sexual and Reproductive Health issues (including FP and HIV/AIDS) and communication skills.	MoHSS	NGOs, MRLGH, UN agencies Private hospitals	Development partners and Government budget
	1.7 The existing programme of preventing and controlling the spread of sexually transmitted diseases (including HIV/AIDS) shall be strengthened.	1.7.1 Strengthen biannual sentinel surveillance that serve as proxy for measuring the HIV/AIDS status of the country.	NACOP/ MoHSS,	NAPPA; OPM Other NGO's ALAN; NPC; CCN UNAM; CAA; NASOMA; SMA; Lironga Eparu All ministries	User Fees MoHSS internal budget Global Fund

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
		<p>1.7.2 Ensure the effective and efficient implementation of National Strategic Plans of Action on HIV/AIDS.</p> <p>Improve coordination between and within the national and regional bodies responsible for managing the HIV/AIDS epidemic, and strengthen implementation mechanisms at all levels (regional national and constituency)</p>	MoHSS/ NACOP	NAPPA; NAMACOC NAEC; RACOC; NAC; Other NGO's All line ministries; Private sector; Parastatals	User Fees MoHSS internal budget Global Fund
		1.7.3 Through IEC targeting behaviour change encourage people to consistently use condoms as a means for preventing STI's including HIV and AIDS as well as unwanted pregnancies.	MoHSS	NAPPA MGECCW Other NGO's NAMACOC	User Fees MoHSS internal budget Global Fund
		<p>1.7.4 Mainstreaming HIV/AIDS into all national, regional and sectoral plans, policies and programmes.</p> <p>1.7.5 Ensure HIV/AIDS workplace policies are implemented in all government departments at all levels</p> <p>1.7.6 Develop guidelines for the effective and efficient delivery of PMTCT, PMTCT+, and ARV's.</p> <p>1.7.7 Develop Guidelines on Voluntary Counselling and Testing as well as Treatment STI's including HIV/AIDS as these contribute to heightened susceptibility for HIV incidence.</p> <p>1.7.8 Conduct training on universal prevention measures for all Service Providers</p>	NPC MoHSS	All line Ministries Parastatals Private Sectors NGOs	Internal line ministries' budget, Development Partners, Global Fund
		1.7.5 Expand access and coverage of PMTCT, PMTCT+ and ARV treatment to all affected all people that qualify.	NACOP/ MoHSS	Private Hospitals	Global fund

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
		1.7.6 Increase the number of HBC volunteers by providing incentives.	MoHSS /NACOP	CCN; NGOs MGECW	Global Fund and Development Partners
		1.7.7 Expand access to, and coverage of psychosocio services for orphans and other vulnerable children.	MoHSS /NACOP	CCN; NGOs; MGECW	Global Fund and Development Partners
		1.7.8 Increase the number of Voluntary Counseling and Testing Centers (VCT's) in the country and promote the utilisation of these facilities by communities being served.	MoHSS /NACOP	CCN; NGOs; MGECW CAA; SMA; Nasoma	Global Fund and Development Partners
2. To achieve a reduction in the growth rate of the population by promoting family planning methods, on a voluntary basis, to reduce the level of fertility;	2.1 The existing family planning services shall be strengthened and promoted, and the quality of reproductive health services shall be improved in terms of training, equipment and logistic support	2.1.1 Provide Official and in-service training to health workers on Sexual and Reproductive Health issues and Service Delivery (including FP, management of STI's including HIV/AIDS, newborn care, adolescent reproductive health, post abortion care, management of cancers of the reproductive system e.t.c.) Provide integrated Adolescent Friendly SRH services and provide the necessary inputs (logistical support, equipment, facilities, support services e.t.c) for effective and efficient AFSRH service delivery.	MoHSS	NAPPA, CAA, MGECW, Other NGO's, Donor Agencies, MoE, Private Health, Facilities	User fees through social marketing and internal budget
		2.1.2 Expand and improve the provision of Sexual and Reproductive Health in terms of accessibility and quality.	MoHSS	NAPPA; WA&CW, Other NGO's; ; MoE	Internal ministry budget
		2.1.3 Broaden the method mix of contraceptives. Provide IEC on Sexual and Reproductive Health targeting behavioural change,	MoHSS	NAPPA, MGECW, Other NGO's, MoE, MIB, Donor Agencies	Internal ministry budget

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
		2.1.4 Review existing and proposed legislation to ensure that all existing and potential barriers to the production, importation or distribution of contraceptives and other essentially, needed and or required medical commodities, are removed.	MoJ/LAC	MoHSS; NAPPA; MGECW; Other NGO's; MRLGH, MOF, MTI	Internal ministry budget
	2.2 The active involvement of men in family planning practices shall be encouraged	2.2.1. Mainstream gender in all planned SRH activities.	MoHSS	NAPPA; MGECW Other NGO's UNAM, NPC	Internal ministry budget
		2.2.2 Expand the male involvement in SRH. .	MoHSS	NGOs MGECW NAPPA	Development Partners (UNFPA; Luxemburg) Internal line ministries budget
	2.3 RH/Family planning services shall be made accessible to all exposed persons; including adolescents and youth	2.3.1 Provide integrated Adolescent Friendly SRH services and facilities that ensure confidentiality and a conducive environment for the effective and efficient delivery of Adolescent Friendly SRH services.	MoHSS	NAPPA; MGECW Other NGO's NPC, MOF, Donor Agencies; MWTC	User fees Internal Budget
		2.3.2. Strengthen the Health Development Committees to serve the remote community with SRH commodities and SRH, IEC. 2.3.3. Sensitize traditional and community leaders on understanding the SRH needs of their communities and advocate for change to harmful traditional practices.	MoHSS	NAPPA; MGECW, Other NGO's; MIB MRLGH	HDCs should mobilize funds

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
	2.4. Couples and individuals shall be empowered to exercise reproductive rights such as freely and responsibly deciding the number of children they want to have and the spacing between children.	2.4.1 Sensitize men on SRH issues and advocate for their active participation and full involvement in all planned SRH activities.	MoHSS MGCW	NAPPA; MGECW, Other NGO's, MRLGH, MIB MoHSS	Development Partners
	2.5. The capacity of health workers to undertake more efficient and acceptable delivery of FP services shall be enhanced through training and provision of adequate conditions of service	2.5.1 Train health workers in the delivery of SRH (including FP) service.	MoHSS	NAPPA, MGECW, Other NGO's, MRLGH, MIB	Development Partners

Table 3.1.2 Sexual and Reproductive Health, General Health, Family Planning and HIV/ AIDS: Monitoring and Evaluation

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks/ Assumptions
1. To improve the health and welfare of the people by reducing the incidence of morbidity and mortality, particularly infant, child and maternal mortality;	1.1 Reproductive health services in the country shall be strengthened and access to the services, especially to all exposed persons living in distant communities, shall be increased through the use of highly skilled traditional birth attendants	1.1.1 Conduct situation analysis and needs assessment within the context of the Safe Motherhood initiative to establish the training needs of TBAs.	Make data available to determine the level of intervention	Number of studies conducted on Safe mother hood and Training needs of TBAs	Trained researchers and availability of resources. Adequate sample covered
		1.1.2 Strengthen the co-operation between health workers, Health Development Committees and TBAs especially as regards reporting and referral of clients through IEC and Advocacy	A well coordinated structure in place so that referrals are not necessarily missed	Number of monthly/quarterly meetings held. Number of TBAs reporting to health workers	Both TBAs and health workers will be committed to work with each other. Ministry officials will not look down on TBAs
		1.1.3 Sensitize people on SRH and target especially youth, rural people and people living with disabilities	Noticeable changes in behaviour of young and other people	% of youth consistently using condoms during sexual intercourse. Number of youth visiting or seeking information from SRH clinics	There will be enough clinics offering RH services in the country. The youth will truthfully report consistent use of condoms.
		1.1.4 Provide training to TBA's on delivery as well as antenatal care to ensure quality services are being delivered to the communities they serve.	Skilled TBAs	Number of TBAs trained through a recognized course	TBAs are willing to undergo training

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks/ Assumptions
		1.1.5 Train counselors and health workers in SRH and FP 1.1.6 expand SRH counseling service centers	More skilled counselors and health workers More counseling service centers	Number of counselors and health workers trained in SRH/FP. Number of SRH counseling service centers	There will be resources to train them People are willing to be counsellors
		1.1.7 Establish SRH services in all health Facilities.	Increase SRH services	% of clinics and health centers having SRH services	Resource availability
	1.2 Promotion of proper nutrition and provision of safe water and appropriate sanitation shall be accorded a high priority by the government	1.2.1 Extend education on balanced diet, clean water and proper toilet facilities.	Education on balanced diets, clean water and proper toilet facilities in place	Number of households with education sessions on balanced diets, clean water and proper toilet facilities	Resource availability and willingness of community members to attend sessions
	1.3 Malaria control measures now in place shall be strengthened and access to malaria treatment improved	1.3.1 Provide more insecticide treated nets. 1.3.2 Through IEC sensitize communities on the prevention, treatment and access to malaria drugs.	More people using insecticide treated nets and more health facilities with adequate Drugs	Number of people using insecticide treated nets and number of health facilities with adequate Drugs	Resource availability and willingness of people members to use ITN
	1.4 The existing tuberculosis control measures shall be strengthened	1.4.1 Sensitize all communities through IEC on the prevention and treatment of TB. 1.4.2 Roll out community based DOTS. 1.4.3 Monitor TB drug resistance	TB IEC materials in all districts. DOTS in many communities	Number of districts with TB IEC materials. Communities with DOTS	Resource availability. Willingness of TB patients to complete DOT regimen

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks/ Assumptions
	1.5 The existing programmes which protect/ promote the health of children shall be strengthened.	1.5.1 Strengthen the expanded immunization programme	All Children immunized	Percentage of children immunized	Resource availability
	1.6 The training of health workers, particularly on work ethics, counseling, and communication skills shall be given priority.	1.6.1 Intensify the training of health workers on work ethics and counseling on Sexual and Reproductive Health issues (including FP and HIV/AIDS) and communication skills.	Health workers undergoing refresher courses on ethics, communication and counseling	Number of health workers undergoing refresher courses on ethics, communication and counseling	Availability of resources. Health workers willing to implement ethics, communication skills and provide counseling.
	1.7. The existing programme of preventing and controlling the spread of sexually transmitted diseases (including HIV/AIDS) shall be strengthened	1.7.1 Ensure the effective and efficient implementation of National Strategic Plans of Action on HIV/AIDS. Improve coordination between and within the national and regional bodies responsible for managing the HIV/AIDS epidemic, and strengthen implementation mechanisms at all levels (regional national and constituency)	A well coordinated structure involving the national strategic plan of action for HIV/AIDS is in place	Number of meetings held between regional and national bodies. Number of HIV/AIDS programmes	Cooperation between national and regional bodies
		1.7.2 Through IEC targeting behaviour change encourage people to consistently use condoms as a means for preventing STI's including HIV and AIDS as well as unwanted pregnancies.	Increased, consistent and corrent use of condoms.	% of youths, women and men consistently using condoms. % of women dual protection	Condoms are available and that people will be willing to use them

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks/ Assumptions
		1.7.7 Expand access to, and coverage of psycho-socio services for orphans and vulnerable children.	Increase support to OVCs	Number of OVCs receiving support	OVCs will be easily identified
		1.7.8 Increase the number of Voluntary Counseling and Testing Centers (VCT's) in the country and promote the utilisation of these facilities by communities being served.	Increase VCT services	Number of VCT centers % of health facilities offering VCT services	Willingness to undergo testing
2.To achieve a reduction in the growth rate of the population by promoting family planning methods, on a voluntary basis, to reduce the level of fertility	2.1 The existing family planning services shall be strengthened and promoted, and the quality of reproductive health services shall be improved in terms of training, equipment and logistic support;	2.1.1 Provide Official and in-service training to health workers on Sexual and Reproductive Health issues and Service Delivery (includes FP, management of STI's including HIV/AIDS, new-born care, adolescent reproductive health and rights, post abortion care, management of cancers of the reproductive system e.t.c.) Provide integrated Adolescent Friendly SRH services and provide the necessary inputs (logistical support, equipment, facilities, support services e.t.c) for effective and efficient ASRH service delivery.	Increased counseling services and adolescent friendly SRH	Number of trained counselors and % of clinics providing SRH services	Resources available and that service providers will change their attitudes
		2.1.2 Expand and improve the provision of Reproductive Health and FP services including FP in terms of accessibility and quality.	SRH/FP will be provided in all clinics	Number of clinics providing SRH and FP services	Resources available and that people will visit clinics for SRH problems

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks/ Assumptions
		2.1.4 Broaden the method mix of contraceptives. Provide IEC on Sexual and Reproductive Health targeting behavioural change, FP logistics management training at all levels	Increased use of contraceptives	Number of people benefiting from broadened method mix. Number of people trained in IEC and FP	Resources available Willingness to use contraceptives
		2.1.4 Review existing and proposed legislation to ensure that all existing and potential barriers to the production, importation or distribution of contraceptives and other essential, needed and or required medical commodities are removed.	Barriers are removed	Number of Identified legal barriers. % of identified legal barriers removed	Expertise is available, willingness of law makers to support proposal
	2.2 The active involvement of men in family planning practices shall be encouraged;	2.2.1. Mainstream gender in all planned SRH activities.	All sectors are involved in gender mainstreaming	% of workers and managers that are women	Resistance from men. Enough trained women are available
		2.2.2 Expand the Male Involvement Programme on SRH from the Northwest Health Directorate to other Health Directorates.	All Health Directorates have a Male Involvement Programme	% of Health Directorates with a Male Involvement Programme	Resources are available to institute Programmes
	2.3 RH/Family planning services shall be made accessible to all exposed persons; including adolescents and youth	2.3.1 Provide integrated Adolescent Friendly SRH services and facilities that ensure confidentiality and a conducive environment for the effective and efficient delivery of Adolescent Friendly SRH services.	All health facilities should have adolescent user friendly services	% of health facilities which have adolescent user friendly services	Resources are available to institute Programmes. Health workers will have positive attitudes towards adolescents.

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks/ Assumptions
		2.3.2. Strengthen the Health Development Committees to serve the remote community with family planning commodities, IEC on SRH. Sensitize traditional and community leaders to understand the complexities accept SRH services of FP and advocate for change to harmful traditional practices	Fully functional HDCs with well trained personnel. Fully sensitized traditional community leaders	% of HDC personnel that are well trained. Number of community leaders that are sensitized	Resources are available to train personnel. Community leaders are willing to be sensitized
	2.4 Couples and individuals shall be empowered to exercise reproductive rights such as freely and responsibly deciding the number of children they want to have and the spacing between children	2.4.1 Sensitize men on SRH issues and advocate for their active participation and full involvement in all planned SRH activities.	Male Involvement programme in all Health Directorates. Men accompany their partners to FP clinics	% of health directorates with Male Involvement programmes. % of men accompanying partners to FP clinics	Resources are available to institute programmes . Willingness of male partners to accompany partners to FP clinics.
	2.5 The capacity of health workers to undertake more efficient and acceptable delivery of FP services shall be enhanced through training and provision of adequate conditions of service	2.5.1 Train health workers in the delivery of SRH (including FP) service and improve their condition of services.	Well trained health workers in service provision	% of health workers trained in service provision	Resources are available to train health workers. Willingness of workers to be trained.

3.2 Strategic Communication and Education on Population Issues

Table 3.2.1 Advocacy/ IEC and Social Mobilisation

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
1. To achieve general access to the necessary information and education that will enable couples to make rational choices regarding family formation and create awareness in the people about population and development issues;	1.1 Couples and individuals shall be empowered to exercise their reproductive rights such as to freely and responsibly decide the number of children they want to have and the spacing between children;	1.1.1 Provide SRH, IEC to the remote rural areas of the country.	MIB	MGECW MoHSS, NAPPA MAWF, MLRR	Development Partners, e.g. UN Agencies Line Ministry's budget
		1.1.3 Advocate for the removal of all forms of legal, administrative and cultural barriers against the emancipation of women;	MIB	MOJ MGECW LAC	Development Partners, Line Ministry's budget
	1.2 Communities shall be provided with adequate information on breastfeeding, immunization, home management of diarrhoea and respiratory infections, as well as on better nutrition;	1.2.1 Health Development Committees should be provided with IEC materials on breastfeeding, immunization, home management of diarrhoea and respiratory infections as well as on better nutrition	MoHSS	MGECW MIB NAPPA	Development Partners, Line ministry's budget
	1.3. The public shall be educated on the social and economic consequences of large families;	1.3.1 Provide Population and Development IEC to communities through Community Educational Sessions.	NAPPA	MoE MoHSS CBOs	Development Partners, Line ministry's budget
	1.4 Population education, including sexuality, shall be incorporated into the school curriculum at all levels of the	1.4.1 Coordinate the formulation and implement the national population IEC strategy;	MIB	MoE	Development Partners, Line Ministry's budget

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
	education system for the school going population while a special population education programme shall be designed to address the out-of-school population;	1.4.2 Co-ordinate the IEC components of the various sectoral programmes on population;	MIB	MoE MoHSS MET	Development Partners, Line Ministry's budget
		1.4.3. Provide IEC services to both the in-school and out-of-school population on SRH, Population and Development issues.;	MIB	MoE	Development Partners, Line ministry's budget
		1.4.4. Provide technical support for, and inputs into, all the sectoral population IEC programmes in the country.	MIB	MoE	Development Partners, Line ministry's budget
		1.4.5. Promote the provision of quality career guidance and counseling services (including Sexual and Reproductive Health issues);	MoE	MoE	Development Partners, Line ministry's budget
		1.4.6 Advocate for the creation of equal opportunities for boys and girls in education and training;	MoE	MoE	Development Partners, Line ministry's budget
		1.4.7 Promote the provision of appropriate education and training for children, adolescents and the youth;	MoE	MoE	Development Partners, Line ministry's budget
		2. To achieve people's effective contribution to the development process	2.1 Employment opportunities for men and women, with focus on the youth, shall be developed;		

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
through proper education and training and by utilising effectively the available human resources through provision of adequate employment opportunities ,particularly to women and the youth;		2.1.1 promotion of labour - intensive public works programme as a way of creating employment of opportunities in rural and urban areas;	MWTC	MoL MRLGH MAWF	Internal line ministry's budget
		2.1.2. discourage the establishment of capital - intensive industrial projects.	MWTC	MAWF	Internal line ministry's budget
		2.1.3. Promote the creation of appropriate employment opportunities for the youth including income generating activities; community based tourism, Strengthen the National Youth Service Scheme	MoE	MoE MoL	Line ministry's budget

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
		<p>2.1.5. Promote the effective and efficient implementation of all policies programme and projects at all levels that have as aim the socio-economic empowerment individuals especially the previously disadvantaged.</p> <p>Promote vigorously affirmative policies redress past injustices in such areas as employment, ownership of productive assets, capacity building, access to capital, awarding of public contracts and tenders etc.</p> <p>For youth interested in agriculture make available Agricultural Loan Scheme</p> <p>Provide starter capital to youth that have the will to succeed in business and have viable business plans for implementation</p> <p>Provide development funds that support the development of the SME sector.</p>			
		2.1.6 Promote the active involvement of the youth in community services.	MoE	MIB	

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Veko this is just my feeling under this item reading reports of 20M allocations to Social Security to establish what is called SSDF that was suppose to make available small loans for people to start their own business has not done so. The chapter on labour and employment, on implementation of affirmative action programme not reporting as to how many people under previously disadvantaged actually benefited in terms of employment or training.

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
	2.2 The school curricula shall be gender sensitive and avoid gender stereotypes	2.2.1 Refresher courses that deal with gender issues for teachers; strengthen the UNAM Gender programme. Revisit all school curricula to ensure that they are gender sensitive and devoid of gender stereotypes	UNAM	Polytechnic Teacher's Colleges MoE	Internal Organizations funding
	2.3 Parents shall be encouraged to keep their children at school both boys and girls	2.3.1 Provision of population education to parents through well organized parents- teachers association and public meetings	MoE	MGECW And other line ministries	Line ministry's budget
	2.4 The existing health education measures shall be strengthened on how to prevent communicable diseases including sexually transmitted diseases particularly (HIV/AIDS) and Tuberculosis, etc.	2.4.1 Intensify Information Education and Communication (IEC) and counseling on prevention of STIs/HIV/AIDS to communities.	MoE/ MIB	All line ministries and NGOs	Internal line ministry's budget and Development Partners
3. To ensure the welfare of the people by promoting encouraging positive socio cultural practices and appropriate laws	3.1 Men shall be sensitized on gender issues and their paternal responsibility;	3.1.1 Promote responsible parenthood, especially aimed at men. t	MoHSS	MIB NAPPA MGECW	Development Partners, Line ministry's budget
	3.2 Women shall be empowered to acquire and dispose of property, and to fully utilize their skills and resources in all walks of life so as to make their full contribution to the development process	3.2.1 Strengthen women cooperatives and other organizations through improved access to financial services. Promote implementation of affirmative policy to redress past injustices against women in such areas as employment, ownership of property, economic independence, and the sort. Review laws and practices that bar women's advancement	MGECW	MIB NAPPA WAD LAC MOJ	Development Partners, Line Ministry's budget

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
		3.2.2 Discourage any form of discrimination against the employment of women in all fields;	MGECW	MoE MoL	Line Ministry's budget
		3.3.3. Sensitize the public on the role of women in development;	MGECW	MIB UNAM Gender Programme	Line Ministry's budget
	3.4 Teenage pregnancy and marriage of girls under 18 shall be discouraged.	3.4.1 Enforce laws pertaining to the permissible age for entry into a marital union, a sexual relationship and the labour force.	MoJ, MHA	MoE NAPPA	Line Ministry's budget Internal Org. fund
	3.5 The Married Person's Equality Act shall be enforced nation-wide;	3.5.1 Support the implementation of the Married Person's Equality Act	MGECW	MoJ MHA	Line Ministry's budget Internal Org. fund
	3.6 Traditional and cultural practices which are positive, such as prolonged breastfeeding, shall be encouraged, while practices which militate against reproductive rights or against the new law shall be abolished;	3.6.1 Produce and disseminate materials with information that encourage mothers to exclusively breastfeed their children as long as possible.	MoHSS	NAPPA MIB MGECW	Line Ministry's budget Internal Org. fund
	3.7 The maternity leave shall be for three months, and with pay;	3.7.1 Vigorously enforce the law on maternity leave	MOL	MoJ Social Security Commission	Internal Org. fund
	3.8 The reproductive rights of women and men shall be recognized legally	3.8.1 Review all existing legislation and legislation proposed for adoption to ensure reproductive rights of individuals and couples are maintained.	MOJ	LAC MGECW	Internal budget
	3.9 The traditional and family laws shall be reviewed in order to guarantee the reproductive rights of women.	3.9.1 Review traditional and cultural practices and family laws to determine barriers to reproductive rights of women	MOJ	LAC MGECW UNAM Faculty Law	Internal budget

Table 3.2.2 Advocacy/ IEC and Social Mobilisation: Monitoring and Evaluation

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks and assumptions
1. To achieve general access to the necessary information and education that will enable couples to make rational choices regarding family formation(including marriage, number of children and timing of births) and create awareness in the people about population and development issues;	1.1. Couples and individuals shall be empowered to exercise their reproductive rights such as to freely and responsibly decide the number of children they want to have and the spacing between children;	1.1.1 Provide IEC to the remote rural areas of the country.	Rural people have IEC materials	% of rural people with IEC materials	Resources to provide IEC
		1.1.2. Advocate for the removal of all forms of legal, administrative and cultural barriers against the emancipation of women;	Barriers against Emancipation of women are removed	Number of barriers identified. % of identified barriers that are removed	Willingness of legislators to remove barriers
	1.2. Communities shall be provided with adequate information on breastfeeding, immunization, home management of diarrhoea and respiratory infections, as well as on better nutrition;	1.2.1 Health Development Committees should be provided with IEC materials on breastfeeding, immunization, home management of diarrhoea and respiratory infections as well as on better nutrition	All HDCs possess IEC materials	% of HDCs with IEC materials	Availability of resources
	1.3The public shall be educated on the social and economic consequences of large families;	1.3.1 Provide Population, and Development IEC to communities through Community Educational Sessions.	Community Educational Sessions are in place	Number of communities with education sessions	Availability of resources and public willingness to attend sessions.

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks and assumptions
	1.4. Population education, including sexuality, shall be incorporated into the school curriculum at all levels of the education system for the school going population while a special population education programme shall be designed to address the out-of-school population;	1.4.1 Implement the national population information, education and communication (IEC) strategy;	IEC strategy working according to plan	Number of communities receiving IEC from the strategy	Availability of resources
		1.4.2 Co-ordinate the IEC components of the various sectoral programmes on population;	Well coordinated IEC programme	Number of sectoral meetings	Resource availability
		1.4.3. Provide IEC services to both the in-school and out-of-school population on SRH, Population and Development issues.;	IEC given to in-school and out-of-school population	Number of IEC materials received by in-school and out-of-school population	Resource availability
		1.4.4. Provide technical support for, and inputs into, all the sectoral IEC programmes in the country.	Technical support is available	Number of sectors and programmes receiving technical support	Resource availability
		1.4.5. Promote the provision of quality career guidance and counseling services (including Sexual and Reproductive Health issues);	Functioning career guidance and counseling services are in place	Number of individuals receiving career guidance and counseling. Number of facilities with services	Resource availability Willingness of people to avail themselves of services

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks and assumptions
		1.4.6 Advocate for the creation of equal opportunities for boys and girls in education and training;	An education and training system that equally supports boys and girls	% of girls and boys trained	Resource availability. Change of attitude by educational providers and learners
		1.4.7 Promote the provision of appropriate education and training for children, adolescents and the youth;	Appropriate education and training is provided for children, adolescents and the youth;	Number of children, adolescents and the youth receiving training	Resource availability
2. To achieve people's effective contribution to the development process through proper education and training and by utilising effectively the available human resources through provision of adequate employment opportunities, particularly to women and the youth;	2.1 Employment opportunities for men and women, with focus on the youth, shall be developed;	2.1.1. Discourage the establishment of capital - intensive industrial projects and promote labour - intensive public works programme as a way of creating employment opportunities in rural and urban areas;	Labour - intensive public works programme in place	Number of people employed on public works	Resource availability
		2.1.2. (a) Promote the creation of appropriate employment opportunities for the youth including income generating activities; community based tourism, (b) Strengthen the National Youth Service Scheme	A functioning National Youth Service Scheme and Community based Tourism	Number of Conservancies available	Resource availability Willingness of youth to join income generating schemes

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks and assumptions
		2.1.3. Promote the active involvement of the youth in community services.	Most youth are involved in community activities	Number of youths are involved in community activities	Youths are interested in community activities
	2.2 The school curricula shall be gender sensitive and avoid gender stereotypes	2.2.1 (a) Refresher courses that deal with gender issues for teachers; (b) strengthen the UNAM Gender programme. (c) Revisit all school curricula to ensure that they are gender sensitive and devoid of gender stereotypes	Refresher courses incorporating gender issues are in place. A well functioning UNAM gender programme. Gender sensitive curricula in place	Number of refresher courses incorporating gender issues. % of curricular that is gender sensitive	Resource availability
	2.3. Parents shall be encouraged to keep their children at school both boys and girls	2.3.1 Provision of population education to parents through well organized parents-teachers association (PTA) and public meetings	Parents are educated through PTA and public meetings	Number of parents exposed to Population education	Resource availability and individual willingness of parents to attend education sessions
	2.4 The existing health education measures shall be strengthened on how to prevent communicable diseases including sexually transmitted diseases particularly HIV/AIDS and Tuberculosis, etc.	2.4.1 Intensify Information Education and Communication (IEC) and counseling on prevention of STI's/HIV/AIDS to communities.	IEC and counseling services in all schools	Number of communities with IEC material	Resource availability

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks and assumptions
3. To ensure the welfare of people by promoting and encouraging positive socio cultural practices and appropriate laws	3.1 Men shall be sensitized on gender issues and paternal responsibility;	3.1.1 Promote responsible parenthood, especially aimed at men.	Male Involvement Project expanded to all Health directorates	Number of Health directorates with Male Involvement Project	Resource availability
	3.2 Women shall be empowered to acquire and dispose of property, and to fully utilize their skills and resources in all walks of life so as to make their full contribution to the development process	3.2.1 Strengthen women cooperatives and other organizations through improved access to financial services. Promote implementation of affirmative policy to redress past injustices against women in such areas as employment, ownership of property, economic independence, and the sort. Review laws and practices that bar women's advancement	Affirmative action programmes and women cooperatives in place	Number of establishments with affirmative action policies. Number of women's cooperatives	Resource availability. Commitment of women to cooperatives
		3.2.2. Discourage any form of discrimination against the employment of women in all fields;	Laws against discrimination of women in employment already in place	The number of employers promoting equal rights	Resource availability.
		3.2.3. Sensitize the public on on the role of women in development;	Fully functioning community education programmes	Number of communities receiving public education	Resource availability.
	3.4 Teenage pregnancy and marriage of girls under 18 shall be discouraged.	3.4.1 Enforce laws pertaining to the permissible age for entry into a marital union, a sexual relationship and the labour force.	Laws pertaining to the permissible age fully enforced	% of marital unions above the permissible age	Resource availability and attitudes of police and prospective couples.

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks and assumptions
	3.5 The Married Person's Equality Act shall be enforced nation-wide;	3.5.1 Support the implementation of the Married Person's Equality Act	Married Person's Equality Act in place and being implemented	Number of people benefiting from the provisions of the Act	The government will continue to monitor the Act
	3.6 Traditional and cultural practices which are positive, such as prolonged breastfeeding, shall be encouraged, while practices which militate against reproductive rights or against the new law shall be abolished;	3.6.1 Produce and disseminate materials with information that encourage mothers to exclusively breastfeed their children as long as possible.	All mothers exclusively breastfeeding	% of mothers that exclusively breastfeed children	Willingness of mothers to exclusively breastfeed
	3.7 The maternity leave shall be for three months, and with pay;	3.7.1 Vigorously enforce the law on maternity leave	Law on maternity leave vigorously enforced	Number of women enjoying maternity leave with benefits	Knowledge of the law by women and employers
	3.8 The reproductive rights of women shall be recognized legally	3.8.1 Review all existing legislation and legislation proposed for adoption to ensure reproductive rights of individuals and couples are maintained.	The reproductive rights of women are legally recognized	Number of barriers removed	Resources and willingness for men allow women to exercise their rights
	3.9 The traditional and family laws shall be reviewed in order to guarantee the reproductive rights of women	3.9.1 Review traditional and cultural practices and family laws to determine barriers to reproductive rights of women	Barriers to reproductive rights of women are removed	Number of barriers removed	Resources and willingness for men allow women to exercise their rights

3.3 Integrated population and development, planning and programming

Table 3.3.1 Integrated Population and Development Planning and Programming

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
1. To improve the quality of life of the people through population and development policies and programmes designed to alleviate poverty and promote sustainable development;	1.1. Legal provisions shall be made with regard to property rights for both orphans and children born out of wedlock.	1.1.1. Review property laws for orphans and children born out of wedlock	MOJ	MOL LAC	Internal agencies
	1.2. The existing laws, which militate against the establishment and growth of informal sector activities shall be reviewed and new laws enacted to promote self-employment.	1.2.1 Review old and propose new legislation that promote self employment and do not militate against the development of the informal sector .	MOJ	LAC MOL	Internal budget
	1.3 The integration of people with disabilities into the mainstream of the Namibian society shall remain a priority;	1.3.1 Improve the blind person and disability pension programme and implement the national rehabilitation programme for the disabled;	MLRR/ MoHSS	All line ministries	Internal Line ministries budget Dev. Partners
		1.3.2 create employment opportunities for disabled and displaced persons;	MLRR	All line ministries	Internal Line ministries budget Dev. Partners
	1.4 The existing measures to assist retired and elderly people shall be improved and strengthened;	1.4.1 Improve the basic social pension and other programmes for the retired and elderly.	MoHSS	MLRR, MGECW MRLGH, MOF	Internal Line ministries budget Dev. Partners

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
2. To ensure a balanced development of rural and urban areas in order to prevent misdistribution of the population and excessive urbanisation;	2.1 Adequate provision shall be made for housing and related facilities for the urban and rural population.	2.1.1 Improve rural and urban infrastructure, housing and roads.	MWTC	MRL MAWF MET MRLGH	Government and Development Partners
		2.2 Integrated rural and urban development shall be promoted in order to reduce the rate of rural-to-urban migration and forestall parasitic urbanisation.	2.2.1 Support the rural population through employment creation.	MLRR	MTI
	2.2.2 Encourage cooperatives to negotiate better prices for rural products	MTI	MAWF MET	Government Dev. Partners	
	2.2.3 Set up small and medium scale enterprises in rural areas;	MTI	MAWF MET	Government Dev. Partners	
	2.2.4 Provide incentives for investment in rural enterprises;	MTI	MAWF; MET	Government Dev. Partners	
	2.2.5 Identify potential growth centers in rural areas.	MWTC	MAWF MET; MTI	Government Dev. Partners	
	2.2.6 Improve the infrastructure in rural areas, e.g. roads, water supply, electricity	MWTC	MAWF MET; MTI	Government Dev. Partners	

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
3. To achieve proper management and sustainable utilization of resources of the environment through reduction of both unsustainable consumption and production patterns and the development of appropriate policies and programmes.	3.1 Environmental education shall be promoted, with emphasis on efficient management of natural resources, at all levels of the educational system as well as in the population at large;	3.1.1 Promote vigorously a special programme of information dissemination on sustainable use of natural resources (water, land, vegetation, energy) in rural communities;	MET		Line ministries Dev. Partners
		3.1.2 Discourage deforestation.	MET	MAWF	Line ministries Dev. Partners
		3.1.3 Promote environmental education, including sustainable use of natural resources - water, land and energy;	MAWF	MAWF	Line ministries Dev. Partners
		3.1.4 Promote population information, education and communication through the staff of the agricultural extension service;	MAWF		Line ministries Dev. Partners

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
		3.1.5 Promote incorporation of population education into the formal and non-formal agricultural training programmes;	MAWF	MoE	Line ministries Dev. Partners
		3.1.6 Promote community participation in population and related activities;	MAWF	MIB	Line ministries Dev. Partners
		3.1.7 Accelerate targeted agricultural products such as irrigated cotton in Okavango, peri- urban agriculture and tree planting	MAWF	MoE	Line ministries Dev. Partners
		3.1.8 Encourage able-bodied and educated men and women to take farming as a career;	MLRR	MRLGH	Line ministries Dev. Partners
		3.1.9 Promote the use of alternative sources (s) of energy instead of wood in rural areas as a forest conservation measure e.g. solar stoves	MME	MET MAWF MRLGH	Line ministries Dev. Partners
		3.1.10 Discourage mining techniques, which are not environmentally friendly.	MME	MET	Line ministries Dev. Partners
		3.1.11 Encourage research works of a multi-disciplinary nature in population, environment and development issues;	MIB	UNAM NEPRU IPPR	Line ministries Dev. Partners

Table 3.3.2 Integrated Population and Development Planning and Programming: Monitoring and Evaluation

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks and Assumptions
1. To improve the quality of life of the people through population and development policies and programmes designed to alleviate poverty and promote sustainable development;	1.1. Legal provisions shall be made with regard to property rights for both orphans and children born out of wedlock.	1.1.1 Review property laws for orphans and children born out of wedlock	Enactment of laws for orphans and children born out of wedlock	Has law changed	
	1.2. The existing laws, which militate against the establishment and growth of informal sector activities shall be reviewed and new laws enacted to promote self-employment.	1.2.1 Review legislation old and new proposals to ensure they facilitate self employment and do not militate against the development of the informal.	New legislation facilitating self employment	Has new legislation been enacted	Refusal by parliament to enact new legislation
	1.3 The integration of people with disabilities into the mainstream of the Namibian society shall remain a priority;	1.3.1 Improve the blind person and disability pension programme and implement the national rehabilitation programme for the disabled;	The pensions given to the blind and disabled are raised	Amount of money added to the pension program	Resource availability
		1.3.2 Create employment opportunities for disabled and displaced persons;	More employment is created for the disabled and displaced	Number of jobs created or reserved for the disabled	Resource availability and willingness of the disabled to work
	1.4 The existing measures to assist retired and elderly people shall be improved and strengthened;	1.4.1 Improve the basic social pension and other programmes for the retired and elderly.	Improved basic social pensions and related schemes	Amount of money added to the pension programme. Number of beneficiaries indicating satisfaction	Resource availability

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Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks and Assumptions	
2. To ensure a balanced development of rural and urban areas in order to prevent maldistribution of the population and excessive urbanisation;	2.1 Adequate provision shall be made for housing and related facilities for urban and rural population.	2.1.1 Improve rural infrastructure, housing and roads.	Most infrastructure, housing and roads are refurbished	Number of infrastructure, housing and roads that are refurbished	Resource availability	
	2.2 Integrated rural and urban development shall be promoted in order to reduce the rate of rural-to-urban migration and forestall parasitic urbanisation.	2.2.1 Support the rural population through employment creation.	2.2.1 Support the rural population through employment creation.	More employment created in rural areas	Number of rural people in employment	Resource availability and management
		2.2.2 Encourage cooperatives to negotiate better prices for rural products	2.2.2 Encourage cooperatives to negotiate better prices for rural products	Functioning rural cooperatives created	Number of successful negotiations for price increases	Resource availability and management expertise
		2.2.3 Set up small and medium scale enterprises in rural and urban areas;	2.2.3 Set up small and medium scale enterprises in rural and urban areas;	A thriving small and medium scale enterprise sector	Number of SMEs	Resource availability
		2.2.4 Provide incentives for investment in rural enterprises;	2.2.4 Provide incentives for investment in rural enterprises;	Well funded and managed Rural enterprises	Number of Rural enterprises with tax rebates	Resource constraints
		2.2.5 Identify potential growth centers	2.2.5 Identify potential growth centers	Major potential growth centers identified	Number of growth centers identified	Wrong identification

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks and Assumptions
		2.2.6 Improve the infrastructure in rural areas, e.g. roads, water supply, electricity	Construction of infrastructure in rural areas	Number of infrastructure constructed in rural areas	Resource constraints
3. To achieve proper management and sustainable utilization of the resources of the environment through reduction of both unsustainable consumption and production patterns and the development of appropriate policies and programmes.	3.1 Environmental education shall be promoted, with emphasis on efficient management of natural resources, at all levels of the educational system as well as in the population at large;	3.1.1 Promote vigorously a special programme of information dissemination on sustainable use of natural resources (water, land, vegetation, energy) in rural communities;	An information dissemination programme in existence	Number of pamphlets distributed. Number of rural communities receiving information	Resource constraints
		3.1.2 Discourage deforestation.	No deforestation taking place	Number of replanted trees. Number of laws discouraging deforestation	Resource constraints
		3.1.3 Promote environmental education, including sustainable use of natural resources - water, land and energy;	Environment education in place in all educational institutions	Number of educational institutions with environmental programmes	Availability of resource
		3.1.4 Promote population information, education and communication through the staff of the agricultural extension service;	All agricultural extension services have population IEC programmes	Number of agricultural extension services with population IEC programmes	Availability of resources and willingness of staff to engage in population IEC

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks and Assumptions
		3.1.5 Promote incorporation of population education into the formal and non-formal agricultural training programmes;	All formal and non formal agricultural training programmes have population education	Number of formal and non formal agricultural training programmes with population education	Availability of resources
		3.1.6 Promote community participation in population and related activities;	Communities participating in population and related activities	Number of communities participating in population and related activities	Availability of resources and willingness of communities to participate
		3.1.7 Accelerate targeted agricultural products such as irrigated cotton in Okavango, peri- urban agriculture and tree planting	Functioning agricultural projects in identified areas	Number of functioning agricultural projects in identified areas	Availability of resources and local interest in agriculture
		3.1.8 Encourage able-bodied and educated men and women to take farming as a career;	A lot of youths and able bodied men and women in farming as a career	Number of men and women in farming	Availability of resources. Knowledge and willingness to farm
		3.1.9 Promote the use of alternative sources of energy instead of wood in rural areas as forest conservation measure e.g. solar stoves.	Many people using alternative sources of energy	Number of families and households using solar stoves	Availability of resources and willingness to use alternative energy sources

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks and Assumptions
		3.1.10 Discourage mining techniques, which are not environmentally friendly.	All mining is environmentally friendly	Number of mining techniques that are not friendly to the environment	Availability of resources
		3.1.11 Encourage research works of a multi-disciplinary nature in population, environment and development issues;	Increased multi disciplinary research on environment, population and development	Number of research studies being carried out in population interest area	Availability of resources

3.4 Capacity Building for Research, M&E in Population and Development.

Table 3.4.1 Capacity Building for Research, M&E in Population and Development.

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund	
1 To achieve the integration of population factors in development planning by improving and sustaining the country's population and socio-economic data base;	1.1 The existing institutions involved in the collection, analysis and dissemination of population and related data for planning shall be strengthened;	1.1.1 Strengthen population and development studies programme at UNAM and properly organize for, training programmes in population and related fields.	UNAM	UNFPA and Dev. Partners	Government and Development. Partners	
		1.1.2 Further develop the pedagogical skills of staff in Population and related fields.	UNAM	UNFPA and Dev. Partners	Government and Development. Partners	
		1.1.3 Improve the HIS and the civil registration system.	MoHSS MHA	MIB, MRLGH MLRR	Internal budget	
	1.2 Capacity building for research and programme implementation shall be promoted by strengthening the existing institutions and through networking;		1.2.1 Collaborate with relevant sectors and departments and conduct research on population and development issues and ensure the dissemination of research reports.	NEPRU/UNAM	MoE, NAPPA, MoHSS, MGECW, NGOs, UN Agencies	Government and Development. Partners
			1.2.2 Assist other sectors in the design of appropriate indicators for population programme monitoring and evaluation.	NEPRU	UNAM, Polytechnic, MoHSS, MGECW, MoE, NGOs, UN agencies	Government and Development. Partners
			1.2.3 Promote capacity building for research, planning, monitoring and evaluation;	NPC	UNAM/ MRCC NEPRU, IPPR	Government and Development. Partners

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
		1.2.4 In collaboration with other sector provide training on population and development, programme and project implementation as well as M & E of population and development, programmes and projects.	UNAM/NPC	IPPR, NEPRU, NANASO, MIB	Government and Development. Partners
		1.2.4 Provide technical assistance to other sectors involved in population activities.	NPC	UNAM NEPRU	Government and Development. Partners
		1.2.5 In collaboration with other sectors develop and implement a comprehensive national human resources development and utilisation plan.	NPC	Working Group on Human Resource and Capacity Building	Government and Development. Partners
		1.2.6 Provide the sectoral and national programmes with appropriate linkages to external bodies and agencies in order to facilitate international exchange on best practice and collaboration in research as well as programme management;	MFA	UNAM	Government and Development. Partners
		1.2.7 Facilitate the participation of the country in international conferences;	MFA	UNAM, NPC, Polytechnic, NEPRU and other line ministries	Government and Development. Partners
		1.2.8 Facilitate the country's participation in relevant capacity building programmes abroad, including fellowships for training at international higher institutions.	MFA	UNAM, NPC, Polytechnic, NEPRU and other line ministries	Government and Development. Partners

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
	1.3 The timely, and continuous collection, analysis and dissemination of population and civil registration data (births, deaths, marriages, international migration) shall be encouraged	1.3.1 Collect, analyze, publish and disseminate data from censuses, sample surveys, vital registration ; registered births, deaths, marriages, immigration and emigration	NPC	MoHSS; MHA; MoL; MoE; UNAM, NEPRU	Government and Development. Partners
		1.3.2 Ensure that vital events are adequately registered, on a continuous basis,.	MHA	MHA	Government and Development. Partners
		1.3.3. Assess the occupational specialization of immigrants to Namibia	UNAM	MHA, Polytechnic, NEPRU, UNAM and all major employers, IPPR	Internal Line ministry budget
		1.3.4 Publish the Namibia Demographic Year Book and the Population and Development Indicators	NPC	MIB UNAM Polytechnic MHA	User fees Government
	1.4 Promote research on emerging issues such as orphans, ageing, and socio-cultural factors affecting demographic behaviour, particularly sexuality, family formation, migration, gender discrimination, etc.	1.4.1 Determine research priorities on population and development issues;	NPC/UNAM	IATCP	Government
		1.4.2 Conduct research and provide training on gender issues in development;	MGECW/ UNAM	MoHSS	Government, Development Partners
		1.4.3 Conduct Research to identify the special needs of disabled people in the country.	UNAM	MLRR	Government, Development Partners

Objectives	Strategies	Sub-strategies	Lead Agency	Participating Agencies	Sources of Fund
	1.5 Appropriate policy and programme for human resource development and utilization shall be developed;	1.5.1 In collaboration with other sectors identify the skills that are needed for economic growth in the modern sector and develop appropriate programmes in response to those needs.	MoE	NGOs and training institutions	Government, Development Partners
	1.6 Formal and non-formal education and training to produce adequate skills for the labour market shall be promoted;	1.6.1 Strengthen UNAM's non-formal training activities	UNAM	Other training institutions	Government, Development Partners
	1.7 Establish and maintain the effective functioning of a labour market information system to ensure the effective management of human resources;	1.7.1 Establish and sustain the effective and efficient functioning of a comprehensive national labour market information system;	MoL	Private sector, institutions, NCCI	Government, Development Partners
		1.7.2 In collaboration with other sectors collect, collate, analyze and disseminate information on available human resources;	MoL	UNAM, NEPRU IPPR	Government, Development Partners
		1.7.3 Encourage the use of labour intensive public works programmes to address aspects of human resource and environmental problems;	MoL	MWTC	Government, Development Partners
		1.7.4 Develop appropriate human and institutional capacity for the effective and efficient management of a LMIS.	MoL	UNAM and other training institutions	Government, Development Partners
		Formulate and implement a national policy and plan that will optimize the development of the entire labour force;	MoL	MoJ, LAC NPC	Government, Development Partners

3.1.1 Table 3.4.2 Capacity Building for Research, M&E in Population and Development.

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks and Assumptions
1 To achieve the integration of population factors in development planning by improving and sustaining the country's population and socio-economic data base;	1.1 The existing institutions involved in the collection, analysis and dissemination of population and related data for planning shall be strengthened;	1.1.1 Strengthen population and development studies programme at UNAM and properly organize for, training programmes in population and related fields.	A functioning population and development studies programme at UNAM	Number of graduates from the programme	Resource availability. A lot of students will be attracted by the programme
		1.1.2 Further develop the pedagogical skills of staff in Population and related fields.	A Critical mass of people with a capacity to train others on population issues	Number of teachers, lecturers, with Masters and PhDs in Population and development	Resource availability
		1.1.3 Improve the HIS and the civil registration system	An expanded HIS and Civil Registration System	Number of cases not captured by HIS	Resource availability
	1.2 Capacity building for research and programme implementation shall be promoted by strengthening the existing institutions and through networking;	1.2.1 Collaborate with relevant sectors and departments and conduct research on population and development issues and ensure the dissemination of research reports.	Collaborative research on population and development issues	Number of published works from population and development issues research	Resource availability
		1.2.2 Assist other sectors in the design of appropriate indicators for population programme monitoring and evaluation.	Fully developed indicators on population and development	Number of indicators developed in this field	Expertise for developing indicators is available

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks and Assumptions
		1.2.3 Promote capacity building for research, monitoring and evaluation;	A Critical mass of people with a capacity to do research on population issues	Number of researchers on population and development	Availability of resources and willingness of researchers to do research in this area.
		1.2.4 In collaboration with other sector provide training on population and development, programme and project implementation as well as M & E of population and development, programmes and projects.	A Critical mass of people trained in M&E	Number of people trained in M&E	Resource availability and interest in M&E
		1.2.4 Provide technical assistance to other sectors involved in population activities.	All sectors in need receive technical assistance	Number of sectors receiving technical assistance	Availability of expertise and resources
		1.2.5 In collaboration with other sectors develop and implement a comprehensive national human resources development and utilization plan.	A comprehensive national human resources development and utilization plan in place.	Existence of the plan. Number of sectors utilizing the Plan	Capacity of the Plan to address sectoral needs
		1.2.6 Provide the sectoral and national programmes with appropriate linkages to external bodies and agencies in order to facilitate international exchange on best practice and collaboration in research as well as programme management;	Functioning linkages between internal agencies and external organizations in research and programme management	Number of functioning linkages	Interest in such linkages will be sustained. Availability resources.

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks and Assumptions
		1.2.7 Facilitating the participation of the country in international conferences;	Nationals attend important international conferences	Number of nationals attending international conferences	Resource availability. Expertise is available.
		1.2.8 Facilitate the country's participation in relevant capacity building programmes abroad, including fellowships for training at international higher institutions.	Available fellowships for training are fully utilized	Number of such fellowships for training being utilized	Fellowships will attract interest and qualified people
	1.3 The timely and continuous collection, analysis and dissemination of population and civil registration data (births, deaths, marriages, international migration) shall be encouraged	1.3.1 Collect, analyze, publish and disseminate data from censuses, sample surveys, vital registration, registered births, deaths, marriages, immigration and emigration	Critical mass of published reports from census, surveys etc	Number of completed works e.g. censuses, surveys etc	Resources and expertise are available
		1.3.2 Ensure that vital events are adequately registered on a continuous basis.	A comprehensive registration of vital events in place	Number of vital events registered	Resources and expertise are available
		1.3.3. Assess the occupational specialization of immigrants to Namibia.	A comprehensive record of specialization of immigrants to Namibia	Number of immigrants captured on record	Resources and expertise are available
		1.3.4 Publish the Namibia Demographic Year Book and the Population and Development Indicators	Demographic Year Book and the Population and Development Indicators published	Demographic Year Book and the Population and Development Indicators in existence	Resources and expertise are available

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks and Assumptions
	1.4 Promote research on emerging issues such as orphans, ageing, and socio-cultural factors affecting demographic behaviour, particularly sexuality, family formation, migration, gender discrimination, etc.	1.4.1 Determine research priorities on population and development issues;	Listing of research priorities on population and development issues	Existence of list	Important areas are not going to be missed. Misplaced priorities.
		1.4.2 Conduct research and provide training on gender issues in development;	Critical mass of research and policy studies on gender issues in development	Number of research studies and policy studies on gender issues in development	Resources and expertise available
		1.4.3 Conduct Research to identify the special needs of disabled people in the country.	Critical mass of research identifying the special needs of disabled people in the country	Number of research studies identifying the special needs of disabled people in the country	Resources and expertise available

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks and Assumptions
	1.5 Appropriate policy and programme for human resource development and utilization shall be developed;	1.5.1 In collaboration with other sectors identify the skills that are needed for economic growth in the modern sector and develop appropriate programmes in response to those needs.	Programmes resulting from collaborative research identifying skills needed for economic growth	Number of programmes from collaborative research studies	Resources and expertise available
	1.6 Formal and non-formal education and training to produce adequate skills for the labour market shall be promoted;	1.6.1 Strengthen UNAM's non formal training activities.	A functioning non formal training programme at UNAM	Existence of a functioning non formal training programme at UNAM	Resources and expertise available
	1.7 Establish and maintain the effective functioning of a labour market information system to ensure the effective management of human resources;	1.7.1 Establish and sustain the effective and efficient functioning of a comprehensive national labour market information system;	A comprehensive national labour market information system is in place	Rate of usage of the information system	Resource availability. Trained personnel are available
		1.7.2 In collaboration with other sectors collect, collate, analyse and disseminate information on available human resources;	Information on available human resources is in place	Number and types of skills available	Resource availability. Important skills may be missed
		1.7.3 Encourage the use of a labour intensive public works programme to address aspects of human resource and environmental problems;	A labour intensive public works programme in place	Existence of a labour intensive public works programme	Resource availability.

Objectives	Strategies	Sub-strategies	Expected Output	Objectively Verifiable Indicators	Risks and Assumptions
		1.7.4 Develop appropriate human and institutional capacity for the effective and efficient management of a LMIS.	Critical mass of human capacity for labour market information management	Number of trained personnel in labour market information management	Resource availability and willingness of people to be trained in this field.
		1.7.5 Formulate and implement a national policy and plan that will optimize the development of the entire labour force;	A national policy and plan optimizing the development of the entire labour force in place	Existence of a national policy and plan optimizing the development of the entire labour force.	Resources and expertise available