

Namibia

The Government of Namibia is implementing several programs to target children involved in trafficking. However, children continue work in harmful conditions in agriculture and domestic service. Significant gaps remain in the legal framework to provide protection from hazardous child labor, child prostitution, child trafficking and the use of children for illicit activities.

Statistics on Working Children and School Attendance

Children	Age	Percent
Working	5-14 yrs.	Unavailable
Attending School	5-14 yrs.	Unavailable
Combining Work and School	7-14 yrs.	Unavailable



Prevalence and Sectoral Distribution of the Worst Forms of Child Labor

Children are engaged in the worst forms of child labor in Namibia,⁴¹³² primarily in domestic service and agriculture.⁴¹³³ Approximately half of all working children in Namibia are engaged in domestic service.⁴¹³⁴ Domestic servants work long hours for little to no pay and are exposed to physical, psychological and sexual abuse.⁴¹³⁵ Children's work in agriculture commonly involves dangerous activities such as using dangerous machinery and tools, carrying heavy loads and applying harmful pesticides. Children raise livestock and herd cattle in isolated areas. Reportedly, Namibian children also herd sheep.⁴¹³⁶

Children are engaged in charcoal production and they unload goods, including chemicals, for truck drivers.⁴¹³⁷ Children are also coerced by adults to commit crimes.⁴¹³⁸

Boys and girls as young as age 12 are engaged in prostitution. These children, including street children, engage in prostitution in the capital, coastal towns and along main transport routes.⁴¹³⁹ Children subjected to prostitution are exploited by their families or are recruited or forced by other adults or older children.⁴¹⁴⁰

Namibia is a source, destination and transit country for trafficked children. Children are trafficked within and to Namibia for many purposes, including domestic service, commercial sexual exploitation, agricultural labor, cattle herding and charcoal production.⁴¹⁴¹ Namibian children are trafficked to South Africa, Zambia and Angola for commercial sexual exploitation and work with livestock.⁴¹⁴²






Access to education is a critical component in preventing the economic exploitation of children.⁴¹⁴³ Access to schooling in Namibia is inhibited by indirect school costs such as uniforms, books and boarding costs.⁴¹⁴⁴ Another factor affecting access to education in Namibia is the issue of birth registration.⁴¹⁴⁵ Unable to prove citizenship, many unregistered Namibian children risk losing access to school.⁴¹⁴⁶

Laws and Regulations on the Worst Forms of Child Labor

The Labor Act sets the minimum age for work at 14.⁴¹⁴⁷ The Constitution sets the minimum age for hazardous work at 16 and prohibits children from employment that would interfere with their education or is likely to harm their physical health

or mental, spiritual, moral, or social development. The Government also maintains a list of hazardous work prohibited to children.⁴¹⁴⁸ The Labor Act specifically prohibits children under age 15 from working in any mine, industrial, or construction setting and from engaging in night work, unless authorized by the Minister of Labor.⁴¹⁴⁹ However, the Minister of Labor can identify special tasks in which children may enter hazardous work at age 14.⁴¹⁵⁰ In addition, the Labor Act applies only to contractual work. As a result, children performing non-contractual work would not be covered by these laws.⁴¹⁵¹

The Combating of Immoral Practices Act, as amended in 2000, and the Children’s Act of 1960, prohibit parents, guardians or those holding custody of a child from offering the child for prostitution.⁴¹⁵⁵ However, it does not prohibit other persons from doing so.⁴¹⁵⁶ Additionally, the law does not prohibit the recruitment, use or sale of a child in prostitution or benefiting from the proceeds of child prostitution.⁴¹⁵⁷ While children are not provided comprehensive protections from sexual exploitation, the act of rape is prohibited under the Combating Rape Act of 2000, and the economic exploitation of children is prohibited under the Constitution.⁴¹⁵⁸

	C138, Minimum Age	✓
	C182, Worst Forms of Child Labor	✓
	CRC	✓
	CRC Optional Protocol on Armed Conflict	✓
	CRC Optional Protocol on the Sale of Children, Child Prostitution, and Child Pornography	✓
	Palermo Protocol on Trafficking in Persons	✓
	Minimum Age for Work	14
	Minimum Age for Hazardous Work	16
	Compulsory Education Age	14
	Free Public Education	Yes

The Constitution and Labor Act prohibit slavery and forced labor and provide penalties for violators.⁴¹⁵² The Prevention of Organized Crime Act of 2004 prohibits and provides penalties for domestic and international trafficking in persons and the recruitment, harboring, transportation, transfer and receipt of persons for the purposes of commercial sexual exploitation and forced labor.⁴¹⁵³ The Government recently launched a public consultation on the Child Care and Protection Bill to address child trafficking, but the bill has yet to be adopted by the National Assembly.⁴¹⁵⁴

Namibia’s ratification of the CRC Optional Protocol on Armed Conflict prohibits conscription into the armed forces and sets the minimum age for voluntary military service at age 18.⁴¹⁵⁹ The Constitution mandates free and compulsory education for all children until they have completed primary school or until age 16, whichever is sooner.⁴¹⁶⁰ Because free and compulsory education begins at age 7 and extends for seven years, education is compulsory through a minimum age of 14.⁴¹⁶¹ Although free education is guaranteed in the Constitution, the Education Act of 2001 authorizes schools to establish funds for school development to be paid by parents.⁴¹⁶² School fees may impede access to education for vulnerable children.⁴¹⁶³

Institutional Mechanisms for Coordination and Enforcement

In 2005, the Government established the Participatory Advisory Committee on Child Labor (PACC) to coordinate information on child labor. The PACC includes several government ministries, businesses, trade unions, and international organizations and is supposed to meet on a monthly basis.⁴¹⁶⁴ The PACC met six times during the reporting period.⁴¹⁶⁵ The Government also has an interministerial group that coordinates trafficking issues. The group includes the police, the Office of the Prosecutor General and the Ministries of Gender Equality and Child Welfare

(MGECW), Home Affairs and Immigration (MHAI) and Finance.⁴¹⁶⁶

The Ministry of Labor and Social Welfare (MLSW) is responsible for the enforcement of child labor laws, including forced labor.⁴¹⁶⁷ The MLSW Labor Inspectorate coordinates the enforcement of labor laws and works with a variety of Government agencies including the police, regional councils and the Ministries of Education, Gender Equality and Child Welfare to carry out inspections.⁴¹⁶⁸ The Labor Inspectorate employed 40 labor inspectors, all of whom received training on child labor during the reporting period. As of 2009, two inspectors based in Windhoek were dedicated solely to child labor inspections.⁴¹⁶⁹ Although the labor inspectorate budget is unknown, the MLSW lacks the vehicles and personnel necessary to conduct frequent inspections.⁴¹⁷⁰ The number of inspections conducted during the reporting period is unknown. However, the labor inspectorate identified five new cases of child labor during the reporting period and it followed up with all 111 cases of child labor identified through inspections during the previous reporting period.⁴¹⁷¹ Of the cases from the previous year, 100 offending employers were compliant with the inspectorate and no longer employ children.⁴¹⁷² Of the remaining 11 noncompliant offenders, 9 have open, ongoing criminal cases against them. The status of the remaining two cases is unknown.⁴¹⁷³ Four children were returned to their families by social workers.⁴¹⁷⁴

The MGECW and the Woman and Child Protection Unit, an interministerial organization operating within the Ministry of Safety and Security (but effectively run by the police), are respectively responsible for therapeutic counseling and enforcement of criminal laws regarding the worst forms of child labor, including trafficking and commercial sexual exploitation.⁴¹⁷⁵ The Woman and Child Protection Unit employs 104 officers in 15 units around the country. The MGECW employs approximately 80 social workers throughout the country to provide

counseling and referral services to victims of trafficking.⁴¹⁷⁶ During the reporting period members of the MGECW, the police and members of other ministries received training from the IOM on how to handle trafficking cases.⁴¹⁷⁷ The police also received training on how to handle child sex abuse cases.⁴¹⁷⁸ The number of investigations and prosecutions conducted for the worst forms of child labor during the reporting period is unknown, though there have been no trafficking related prosecutions or convictions to date.⁴¹⁷⁹

Government Policies on the Worst Forms of Child Labor

The National Development Plan (2007-2012) includes as its objectives: to harmonize all laws and policies on child labor, to ensure that existing child labor laws are enforced and to expand the scope of inspections to include agriculture, domestic service and the informal economy.⁴¹⁸⁰ Child labor concerns are also included in the National Policy on Orphans and Vulnerable Children (OVC), the National Gender Policy (1997), the Education for All National Plan (2001-2015) and the Education and Training Sector Improvement Program (2006-2011).⁴¹⁸¹ The impact of these policies on the worst forms of child labor is unknown.

A multi-stakeholder group led by the MGECW began drafting a national action plan on trafficking and gender-based violence. The plan was not completed during the reporting period. In addition, the Government currently participates in a USDOL-funded project that aims to create a stand-alone national action plan targeted specifically on the worst forms of child labor.⁴¹⁸²

Social Programs to Eliminate or Prevent the Worst Forms of Child Labor

The Government implemented several nationally sponsored initiatives to address the worst forms of child labor. For instance, the Government, in coordination with UNICEF, opened 21 hospital-

based birth registration facilities and 22 sub regional offices in rural areas.⁴¹⁸³ In an attempt to combat the trafficking of children, the MHAI has an office in the maternity ward at Katutura State Hospital to ensure that every child born receives a birth certificate.⁴¹⁸⁴ The Government runs a toll-free hotline, operated by the Namibian police, for reporting crimes, including child trafficking.⁴¹⁸⁵ The Government also has a database to record statistics on trafficking and child labor.⁴¹⁸⁶

The Government maintained 15 women's and children's centers to assist victims of sexual assault.⁴¹⁸⁷ It is also currently rehabilitating 13 buildings to be used as shelters for victims of gender-based violence, trafficking and the worst forms of child labor.⁴¹⁸⁸ In addition, Namibia runs three "one-stop-shops" for victim protection. These facilities provide lodging and medical and psychosocial care for victims.⁴¹⁸⁹ The Government provides subsidies and funding to NGOs that assist victims of trafficking.⁴¹⁹⁰ It also provides scholarships and welfare programs for orphans, including those affected by HIV/AIDS.⁴¹⁹¹

The MLSW conducted public awareness campaigns on child labor, using various media outlets including television, radio and

newspaper.⁴¹⁹² The Government also conducted outreach programs to educate parents about the dangers of trafficking, conducted a media campaign against trafficking and gender-based violence and incorporated trafficking related information into legal literacy programs.⁴¹⁹³ Namibia continued to participate in the 4-year, \$4.7 million, USDOL-funded regional project to support the implementation of national child labor action plans. The project has helped the Namibian Government to mainstream child labor issues into legislative and policy frameworks.⁴¹⁹⁴ It also aims to withdraw and prevent children in South Africa, Botswana, and Namibia from engaging in exploitative labor.⁴¹⁹⁵ In Namibia, the project will withdraw and prevent 2,100 children from the worst forms of child labor, particularly those engaged in hazardous work in agriculture and those involved in commercial sexual exploitation, with a special focus on children affected by HIV and AIDS.⁴¹⁹⁶

While the Government implements programs to combat the worst forms of child labor, its efforts do not sufficiently target areas where the majority of children work such as domestic service and agriculture.

Based on the reporting above, the following actions would advance the reduction of the worst forms of child labor in Namibia:

IN THE AREA OF LAWS AND REGULATIONS:

- Publish and implement the new list of hazardous child labor.
- Amend the Labor Act to prohibit the inclusion of children in hazardous work at age 14 with the Minister of Labor's permission and to set the minimum age for any such work at 18.
- Ensure that all working children are provided with protection from exploitation through the worst forms of child labor, including children performing noncontractual labor.
- Modify the Education Act to ensure all education is truly free, as mandated by the Constitution.
- Amend the Combating of Immoral Practices Act to prohibit any person offering a child, including male children, for prostitution and from recruiting, using, selling and benefiting from the proceeds of male and female child prostitution.
- Seek swift passage of the revisions to the Child Care and Protection Bill to better address child trafficking.

IN THE AREA OF COORDINATION AND ENFORCEMENT:

- Provide appropriate resources to the Labor Inspectorate for enforcement.
- Publish data pertaining to the worst forms of child labor.
- Provide training to the Police's Women and Child Protection Unit on the worst forms of child labor to improve the likelihood of successful prosecutions and conviction of offenders.
- Ensure existing labor laws are appropriately applied to all offenders of child labor laws on their first offense.

IN THE AREA OF POLICY:

- Assess the impact existing policies have on the worst forms of child labor.
- Finish drafting and adopt the national action plan on trafficking and gender-based violence.
- Take measures to ensure children have access to quality education and to ensure children's safety in schools.

IN THE AREA OF PROGRAMS:

- Expand and improve programs to prevent children's involvement in the worst forms of child labor, including by developing appropriate social protection programs for the withdrawal and prevention of children working in domestic service and agriculture.

⁴¹³² Data provided in the chart at the beginning of this country report are based on UCW analysis of ILO SIMPOC, UNICEF MICS, and World Bank surveys, *Child Economic Activity, School Attendance, and Combined Working and Studying Rates*, 2005-2011. Data provided are from 1999. Reliable data on the worst forms of child labor are especially difficult to collect given the often hidden or illegal nature of the worst forms. As a result, statistics and information on children's work in general are reported in this section, which may or may not include the worst forms of child labor. For more information on sources used, the definition of working children, and other indicators used in this report, please see the "Children's Work and Education Statistics: Sources and Definitions" section of this report.

⁴¹³³ Government of Namibia, *Namibia Child Activities Survey: Report of Analysis*, Ministry of Labour and Social Welfare, 2005, 51, 62; available from [hard copy on file]. See also, International Trade Union Confederation, *Internationally Recognized Core Labour Standards in Botswana, Lesotho, Namibia, South Africa and Swaziland*, Geneva, November 2009, 17; available from http://www.ituc-csi.org/IMG/pdf/20091103101840-Microsoft_Word_-_SACU-final_.pdf. See also, U.S. Embassy- Windhoek, *Reporting*, January 16, 2009, paragraphs 1, 3.

⁴¹³⁴ Government of Namibia, *Namibia Child Activities Survey*, 51, 62.

⁴¹³⁵ Hilma Shindondola-Mote, *The Plights of Namibia's Domestic Workers*, Labor Resource and Research Institute, 2008; available from <http://www.larri.com.na/files/Domestic%20Workers%20Report%202008.pdf>.

⁴¹³⁶ U.S. Embassy - Windhoek, *Reporting*, January 28, 2011, paragraphs 1, 11. See also, U.S. Embassy - Windhoek, *Reporting*, February 22, 2011, paragraph 19.

⁴¹³⁷ U.S. Embassy - Windhoek, *Reporting*, February 05, 2010, section 1 paragraph 2, section 2 paragraph 3. See also, ILO-IPEC, *Implementation Plan of the Programme Towards the Elimination of the Worst Forms of Child Labour in Namibia, 2004-2007*, Geneva, 2005, 8-9; available from <http://www.ilo.org/ipecinfor/product/viewProduct.do?productId=4511>. See also, U.S. Embassy - Windhoek, *Reporting*, January 18, 2008, paragraph 3. See also, U.S. Embassy- Windhoek official, E-mail communication to USDOL official, June 21, 2010. See also, U.S. Embassy - Windhoek, *Reporting, January 28, 2011*, paragraph 2.

⁴¹³⁸ Government of the Republic of Namibia, *National Plan of Action for Orphans and Vulnerable Children*, Windhoek, October 2007, 13; available from www.unicef.org/infobycountry/files/NPAforOVC-Vol1.pdf. See also, ILO-IPEC, *Implementation Plan of TECL*, 9. See also, ILO-IPEC, *Towards the Elimination of the Worst Forms of Child Labor (TECL), Phase II*, Project Document, Geneva, September 25, 2008, 23. See also, ILO Committee of Experts, *Individual Direct Request concerning Worst Forms of Child Labour, 2010 (No. 182) Namibia (ratification: 2000) Submitted: 2010*, March 15, 2011; available from <http://www.ilo.org/ilolex/english/iloquery.htm>.

⁴¹³⁹ ILO-IPEC, *TECL, Phase II, Project Document*, 23. See also, Africa News, “Namibia: Prostitution Rife in Oshikango”, IRINnews.org, [online], April 8, 2008 [cited January 5, 2010]; available from <http://allafrica.com/stories/200804080585.html>. See also, ILO-IPEC, *Implementation Plan of TECL*, 9. See also, Integrated Regional Information Networks, “Namibia: Underage sex-workers have few other options to survive”, IRINnews.org, [online], October 24, 2005 [cited July 28, 2010]; available from <http://www.irinnews.org/report.aspx?reportid=56813>. See also, Government of the Republic of Namibia, *National Plan of Action*, 12-13. See also, Francois-X Bangamwabo, “Towards the Elimination of the Worst Forms of Child Labour in Namibia: The Implementation and Internalisation of International Law Relating to the Worst Forms of Child Labour,” *Namibian Law Journal* 2, no. 2 (2010), 60-61; available from http://www.kas.de/wf/doc/kas_20324-1522-2-30.pdf?100817120329. See also, Bjorn Harald Nordveit, “Discourses of Education, Protection and Child Labor: Case Studies of Benin, Namibia and Swaziland,” *Discourse: Studies in the Cultural Politics of Education* 31, no. 5 (October 15, 2010), 707; available from <http://www.dx.doi.org/10.1080/01596306.2010.516954>. See also, ILO Committee of Experts, *Individual Direct Request C182: Namibia (2010)*. See also, International Trade Union Confederation, *Internationally Recognized Core Labour Standards*, 17.

⁴¹⁴⁰ Bangamwabo, “Towards the Elimination of the Worst Forms of Child Labour in Namibia: The Implementation and

Internalisation of International Law Relating to the Worst Forms of Child Labour,” 61.

⁴¹⁴¹ U.S. Embassy- Windhoek, *Reporting*, February 19, 2010, paragraph 3. See also, U.S. Embassy - Windhoek, *Reporting*, February 12, 2009, paragraph 4. See also, ILO-IPEC, *TECL, Phase II, Project Document*, 23. See also, Africa News, “Namibia ‘Slavery’ Threatens San”, July 26, 2007 [cited January 05, 2010]; available from <http://allafrica.com/stories/200707260811.html>. See also, Africa News, “Namibia: Human Trafficking Mirrors Society’s Underbelly”, allAfrica.com, [online], February 6, 2009 [cited December 31, 2009]; available from <http://allafrica.com/stories/printable/200902060690.html>. See also, U.S. Department of State, “Namibia,” in *Trafficking in Persons Report- 2010*, Washington, DC, June 14, 2010; available from <http://www.state.gov/g/tip/rls/tiprpt/2010/>. See also, Government of the Republic of Namibia, *A Baseline Assessment of Human Trafficking in Namibia: A Nationally Representative Qualitative Assessment*, Ministry of Gender Equality and Child Welfare, Windhoek, June 2009, 11; available from http://www.usaid.gov/our_work/cross-cutting_programs/wid/pubs/Final_Human_Trafficking_Report_Namibia_100216.pdf. See also, U.S. Embassy - Windhoek, *Reporting, January 28, 2011*, paragraph 12. See also, United Nations Committee Against Torture, *List of Issues Prior to the Submission of the Second Periodic Report of Namibia (CAT/C/NAM/2)*, January 25 2010, 9. See also, The Namibian, “Labour Inspections on Farms Targeting Child Labour”, The Namibian, [online], September 27, 2010 [cited September 27, 2010]; available from http://www.namibian.com.na/index.php?id=28&tx_ttnews%5Btt_news%5D=72923&no_cache=1. See also, U.S. Department of State, “Namibia,” in *Country Reports on Human Rights Practices- 2009*, Washington, DC, March 11, 2010; available from <http://www.state.gov/g/drl/rls/hrrpt/2009/>. See also, ILO Committee of Experts, *Individual Direct Request C182: Namibia (2010)*.

⁴¹⁴² U.S. Embassy- Windhoek, *Reporting, January 16, 2009*, paragraph 5. See also, U.S. Embassy- Windhoek, *Reporting, February 19, 2010*, paragraph 3, 6. See also, ILO-IPEC, *TECL, Phase II, Project Document*, 23.

⁴¹⁴³ UNESCO, *Education: Child Workers*, [online] 2011 [cited August 25, 2011]; available from <http://www.unesco.org/new/en/education/themes/strengthening-education-systems/inclusive-education/child-workers/>.

⁴¹⁴⁴ U.S. Department of State, “Namibia,” in *Country Reports on Human Rights Practices- 2010*, Washington, DC, April 8, 2011; available from <http://www.state.gov/g/drl/rls/hrrpt/2010/>.

⁴¹⁴⁵ Bloemen Shantha, “Birth registration effort aims to protect child rights in Namibia”, UNICEF, [online], October 28, 2009 [cited December 30, 2009]; available from http://www.unicef.org/infobycountry/namibia_51570.html. See

also, U.S. Department of State, “Country Reports- 2010: Namibia.”

⁴¹⁴⁶ Shantha, “Birth registration effort aims to protect child rights”. See also, U.S. Department of State, “Country Reports- 2010: Namibia.”

⁴¹⁴⁷ Government of Namibia, *Labor Act*, (December 31, 2007), 12; available from http://www.parliament.gov.na/acts_documents/81_3971_gov_notice_act_11.pdf. See also, ILO Committee of Experts, *Individual Direct Request C182: Namibia (2010)*.

⁴¹⁴⁸ Government of Namibia, *Constitution*, (February 1990), article 15; available from http://www.servat.unibe.ch/law/icl/wa00000_.html. See also, ILO-IPEC, *Children in Hazardous Work*, 2011, 73.

⁴¹⁴⁹ Government of Namibia, *Labor Act*, 13-14.

⁴¹⁵⁰ International Trade Union Confederation, *Internationally Recognized Core Labour Standards*, 17.

⁴¹⁵¹ Bangamwabo, “Towards the Elimination of the Worst Forms of Child Labour in Namibia: The Implementation and Internalisation of International Law Relating to the Worst Forms of Child Labour,” 75.

⁴¹⁵² Government of Namibia, *Constitution*, article 9. See also, Government of Namibia, *Labor Act*, chapter 2, section 4.

⁴¹⁵³ Government of Namibia, *Prevention of Organized Crime Act*, No. 289, (December 19, 2004), 8, 15; available from http://www.parliament.gov.na/acts_documents/228_act_29_of_2004.pdf. See also, U.S. Embassy- Windhoek, *Reporting, February 19, 2010*, paragraph 13.

⁴¹⁵⁴ IPS- Inter Press Service, “Namibia: Behind the new child bill”, CRIN.org, [online], August 25, 2009 [cited December 28, 2009]; available from <http://www.crin.org/resources/infoDetail.asp?ID=20737&flag=news>. See also, New Era, “Namibia: Child law under revision”, CRIN.org, [online], April 20, 2009 [cited December 28, 2009]; available from <http://www.crin.org/resources/infoDetail.asp?ID=20097&flag=news>. See also, Clever Mapaure and Lena N Kangandjela, “Work in progress: The Child Care and Protection Act in Namibia,” in *Children’s Rights in Namibia*, ed. Oliver Ruppel, Windhoek: Konrad Adenauer Foundation, 2009, 135-136; available from http://www.kas.de/upload/auslandshomepages/namibia/children_Rights/Children_g.pdf. See also, Namibia Law Journal Trust, *Child Care and Protection Bill*, 2010; available from <http://www.namibialawjournal.org/index.php?module=Pages&func=display&pageid=20&page=59>.

⁴¹⁵⁵ International Trade Union Confederation, *Internationally Recognized Core Labour Standards*, 17. See also, Government of the Republic of Namibia, *Baseline Assessment of Human Trafficking*, 43. See also, U.S. Embassy-Windhoek official, E-mail communication to USDOL official, July 26, 2011.

⁴¹⁵⁶ International Trade Union Confederation, *Internationally Recognized Core Labour Standards*, 17. See also, Government of the Republic of Namibia, *Baseline Assessment of Human Trafficking*, 43. See also, ILO Committee of Experts, *Individual Direct Request concerning Worst Forms of Child Labour, 2008 (No. 182) Namibia (ratification: 2000) Submitted: 2008*, December 29, 2009; available from <http://www.ilo.org/ilolex/english/iloquery.htm>.

⁴¹⁵⁷ International Trade Union Confederation, *Internationally Recognized Core Labour Standards*, 17. See also, Government of the Republic of Namibia, *Baseline Assessment of Human Trafficking*, 43. See also, ILO Committee of Experts, *Individual Direct Request C182: Namibia (2008)*.

⁴¹⁵⁸ Government of Namibia, *Constitution*, article 15. See also, Government of Namibia, *Combatting Rape Act of 2000*, 2000; available from <http://www.lac.org.na/laws/pdf/comrape.pdf>.

⁴¹⁵⁹ Coalition to Stop the Use of Child Soldiers, “Namibia,” in *Child Soldiers Global Report 2008*, London, 2008; available from <http://www.child-soldiers.org/regions/country?id=147>.

⁴¹⁶⁰ Government of Namibia, *Constitution*, article 20.

⁴¹⁶¹ ILO Committee of Experts, *Individual Direct Request C182: Namibia (2010)*. See also, Government of Namibia, *Education for All National Plan of Action 2002-2015*, 2002; available from <http://planipolis.iiep.unesco.org/upload/Namibia/Namibia%20EFA%20NPA.pdf>.

⁴¹⁶² Nordveit, “Discourses of Education, Protection and Child Labor,” 705. See also, ILO Committee of Experts, *Individual Direct Request C182: Namibia (2010)*.

⁴¹⁶³ The Namibian Sun, “The Victims of Poverty in Namibia/Africa”, The Namibian Sun, [online], November 9, 2010 [cited March 23, 2011]; available from <http://sun.com.na/story/victims-poverty-namibiaafrica>. See also, USAID Namibia, *Africa Education Initiative*, [online] 2006 [cited March 23, 2011]; available from <http://www.usaid.gov/na/eddi.htm>.

⁴¹⁶⁴ U.S. Embassy - Windhoek, *Reporting, February 05, 2010*, section 2c paragraph 2. See also, U.S. Department of State, “Country Reports- 2009: Namibia,” section 7. See also, ILO-IPEC, *Towards the Elimination of the Worst Forms of Child Labour (TECL), Phase II*, Technical Progress Report (TPR) - South Africa, Botswana & Namibia, September 2009, August 28, 2009, 5.

⁴¹⁶⁵ U.S. Embassy - Windhoek, *Reporting, February 05, 2010*, 2c.2, 2d.1. See also, U.S. Embassy - Windhoek, *Reporting, January 28, 2011*, paragraph 8. See also, U.S. Embassy-Windhoek official, E-mail communication to USDOL official, April 15, 2011.

⁴¹⁶⁶ U.S. Embassy - Windhoek, *Reporting, February 22, 2011*, paragraph 45.

⁴¹⁶⁷ U.S. Embassy - Windhoek, *Reporting, January 28, 2011*, paragraphs 9 and 14.

⁴¹⁶⁸ Ibid., paragraph 9.

⁴¹⁶⁹ U.S. Embassy - Windhoek, *Reporting, February 05, 2010*, section 2c paragraphs 1, 5. See also, U.S. Embassy - Windhoek, *Reporting, January 28, 2011*, paragraph 10.

⁴¹⁷⁰ U.S. Embassy - Windhoek, *Reporting, January 28, 2011*, paragraph 10. See also, U.S. Department of State, “Country Reports- 2010: Namibia.”

⁴¹⁷¹ U.S. Embassy - Windhoek, *Reporting, January 28, 2011*, paragraph 11. See also, U.S. Embassy - Windhoek, *Reporting, February 22, 2011*, paragraph 4.

⁴¹⁷² U.S. Embassy - Windhoek, *Reporting, January 28, 2011*, paragraph 11.

⁴¹⁷³ Ibid., paragraph 11. See also, U.S. Embassy- Windhoek official, Email Communication, April 15, 2011.

⁴¹⁷⁴ U.S. Embassy - Windhoek, *Reporting, January 28, 2011*, paragraph 11.

⁴¹⁷⁵ U.S. Embassy - Windhoek, *Reporting, February 05, 2010*, section 2d, paragraph 1. See also, U.S. Embassy- Windhoek, *Reporting, February 19, 2010*, paragraphs 2, 9. See also, U.S. Embassy - Windhoek, *Reporting, January 28, 2011*, paragraph 14. See also, U.S. Embassy - Windhoek official, E-mail communication to USDOL official, November 17, November 17, 2010.

⁴¹⁷⁶ U.S. Embassy - Windhoek, *Reporting, February 05, 2010*, section 2d, paragraph 1. See also, U.S. Embassy- Windhoek, *Reporting, February 19, 2010*, paragraphs 2, 9. See also, U.S. Embassy - Windhoek, *Reporting, January 28, 2011*, paragraph 14. See also,

⁴¹⁷⁷ U.S. Embassy - Windhoek, *Reporting, January 28, 2011*, paragraph 16. See also, U.S. Embassy - Windhoek, *Reporting, February 22, 2011*, paragraph 20.

⁴¹⁷⁸ U.S. Department of State, “Country Reports- 2010: Namibia.”

⁴¹⁷⁹ U.S. Embassy - Windhoek, *Reporting, February 22, 2011*, paragraph 8.

⁴¹⁸⁰ ILO-IPEC, *TECL, Phase II, Project Document*, 26-27. See also, U.S. Embassy - Windhoek, *Reporting, February 05, 2010*, section 2e, paragraph 2. See also, Bangamwabo, “Towards the Elimination of the Worst Forms of Child Labour in Namibia: The Implementation and Internalisation of International Law Relating to the Worst Forms of Child Labour,” 89-92.

⁴¹⁸¹ ILO-IPEC, *TECL, Phase II, Project Document*, 21, 25, 27. See also, Government of the Republic of Namibia, *National Plan of Action*, 7. See also, International Trade Union Confederation, *Internationally Recognized Core Labour Standards*, 18. See also, ILO Committee of Experts, *Individual Direct Request C182: Namibia (2008)*. See also, Government of Namibia, *Education and Training Sector Improvement Program (ETSIP): Phase I (2006-2011)*, February 2007, 6; available from <http://planipolis.iiep.unesco.org/upload/Namibia/Namibia%20ETSIP%202007.pdf>.

See also, Elizabeth Terry, “The need for a coordinated approach to facilitate access to education: A key finding of the research into child labour in Namibia” (paper presented at the RECLISA Southern African regional child labour conference, Windhoek, July 2006), 3.

⁴¹⁸² ILO-IPEC, *TECL, Phase II, Project Document*, i, 2, 3, 5, 85. See also, Nangula Shejvali, “Namibia receives funding to eliminate child labour”, *The Namibian*, [online], October 14, 2008 [cited December 28, 2009]; available from [http://www.namibian.com.na/index.php?id=28&tx_ttnews\[tt_news\]=50259&no_cache=1](http://www.namibian.com.na/index.php?id=28&tx_ttnews[tt_news]=50259&no_cache=1). See also, ILO-IPEC, *Towards the Elimination of the Worst Forms of Child Labour (TECL), Phase II*, Technical Progress Report, March 2010, 4-5.

⁴¹⁸³ U.S. Embassy - Windhoek, *Reporting, February 22, 2011*, paragraph 11. See also, U.S. Department of State, “Country Reports- 2010: Namibia.”

⁴¹⁸⁴ Shantha, “Birth registration effort aims to protect child rights”.

⁴¹⁸⁵ U.S. Embassy - Windhoek, *Reporting, February 05, 2010*, section 2d, paragraph 3.

⁴¹⁸⁶ U.S. Department of State, “Trafficking in Persons Report- 2010: Namibia.” See also, U.S. Embassy - Windhoek, *Reporting, February 05, 2010*, paragraph 2g.

⁴¹⁸⁷ U.S. Department of State, “Country Reports- 2010: Namibia.”

⁴¹⁸⁸ U.S. Embassy- Windhoek, *Reporting, February 19, 2010*, paragraph 24. See also, U.S. Department of State, “Country Reports- 2010: Namibia.”

⁴¹⁸⁹ U.S. Embassy - Windhoek, *Reporting, February 22, 2011*, paragraph 25.

⁴¹⁹⁰ Ibid., paragraph 40.

⁴¹⁹¹ U.S. Department of State, “Country Reports- 2010: Namibia.”

⁴¹⁹² U.S. Embassy - Windhoek, *Reporting, January 28, 2011*, paragraph 9.

⁴¹⁹³ U.S. Embassy - Windhoek, *Reporting, February 22, 2011*, paragraphs 7, 41.

⁴¹⁹⁴ ILO-IPEC, *TECL, Phase II, Project Document*, i, 2, 3, 5, 85. See also, ILO-IPEC, *Towards the Elimination of the Worst Forms of Child Labour (TECL), Phase II*, Technical Progress Report, September 2010, 6. See also, Shejvali, “Namibia receives funding to eliminate child labour”.

⁴¹⁹⁵ ILO-IPEC, *TECL, Phase II, Project Document*, i, 2, 3, 5, 85. See also, ILO-IPEC, *TECL Phase II, Technical Progress Report (September 2010)*, 6. See also, Shejvali, “Namibia receives funding to eliminate child labour”.

⁴¹⁹⁶ ILO-IPEC, *TECL, Phase II, Project Document*, 4.