

EarthBound

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Republic of Namibia
Ministry of Environment & Tourism

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From the Editors Desk...

Welcome to the first issue of the Ministry of Environment and Tourism's (MET) *EarthBound*, our quarterly newsletter being revived with a new name after an absence of three years. Most of you would be aware by now that the Information and Environmental Education Section of Parks and Wildlife Management and the Environmental Information Systems Unit of Environmental Affairs merged in December 2004. The combined team, now known as the **Environmental Education and Information Service (EEIS)** Unit, held a successful planning workshop where it defined new goals and objectives. One of the objectives is: "To promote the image of MET internally and externally". Thus, the rebirth of this newsletter, which aims to keep all MET staff and the general public informed about the Ministry's activities. It is easy to lose touch and familiarity when directorates are dispersed. Hopefully the newsletter will help to narrow that gap.

Regular sections in the newsletter will include: From the Editors desk, Directorate Activities, Burning Issues and News, and Personnel Movements. Volume 1 provides us a great opportunity to introduce MET's management, whom all provide fascinating and inspiring biographies. A must read! We felt very privileged to be granted personal insights and want to thank all interviewees for opening up to us. Keywords that arose from the interviews are **team work, dedication and communication**, all of which are essential ingredients to an efficiently run Ministry. Burning issues include the increasing human-wildlife conflicts in Namibia and information on the upcoming hunting season. Lastly, this newsletter also introduces MET's mandate and the missions of all Directorates.

We hope to improve with each publication, which will be printed in-house. Please feel free to make suggestions aimed at improving the newsletter.

The journey to open communication has begun.

Bon Voyage!



MET Management

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Directorate Activities...

MET Mandate

The **Ministry of Environment and Tourism (MET)**, established in 1990, is responsible for safeguarding Namibia's environmental resources. Its mission is to **maintain and rehabilitate** essential ecological processes and life-support systems to **conserve biological diversity** and to ensure that the **utilization** of natural resources is **sustainable** for the benefit of all Namibians, both present and future, as well as the international community, as provided for in the Namibian Constitution.

Directorate Missions

Directorate of Administration and Support Services (DASS)

Committed to supervise and coordinate the Ministry's activities and main operations, DASS is entrusted to advise MET management with the development, application, interpretation, implementation, execution and formulation of relevant policies in accordance with legislative requirements and national objectives. It also provides administrative support in the areas of budgeting, accounting, personnel management, training and auxiliary services.

Directorate of Environmental Affairs (DEA)

The latest addition and smallest of all MET Directorates, DEA was established to promote environmental protection, planning and coordination

to support the sustainable and equitable use of natural resources and national development, and to protect the environment and human welfare from unsustainable, unhealthy and inappropriate practices.

Directorate of Parks and Wildlife Management (DPWM)

The largest Directorate of MET, DPWM was established to promote the conservation of natural resources and wildlife habitat in Namibia, as well as the sustainable use of wildlife resources. Thus, it is tasked with implementing policies and decisions related to wildlife management of MET.

Directorate of Scientific Services (DSS)

As its name implies, DSS is the scientific branch of MET and strives to support the decision-making process that underlies the fulfillment of the Ministry's mission. Consequently, DSS aims to promote the maintenance and rehabilitation of essential ecological processes, life support systems and biological diversity, and the sustainable utilization of natural resources by providing a scientific basis for an informed decision-making process.

Directorate of Tourism (DoT)

Building Namibia's profile in the world tourism forums, DoT was established to develop the tourism industry in a sustainable manner and to contribute significantly to the economic development of Namibia and the quality of life of all its people.



Burning Issues and News...

Human Wildlife Conflict (HWC)

The relationship between Africans and the environment has been one of reciprocal benefit until historical characteristics of colonialism begat negative attitudes. People lost their connection with wildlife and are now increasingly in competition with it for space and natural resources.

In Namibia, the increasing conflict causes serious challenges to MET, local communities and animals alike. On one hand, the involvement and empowerment of rural people in natural resource management, in combination with economic and financial incentives through sustainable use, and linked with skills development and capacity building, have been driving forces behind changing attitudes towards wildlife in Namibia. On the other hand, living with wildlife comes with real costs to communities, such as the loss of human lives, loss of livestock and crops, and damage to infrastructure. Mechanisms therefore need to be found to reduce the incidents of conflict, and to address its social and livelihood impacts when it does occur.

MET, as well as several NGOs, have identified this as a priority issue and attempts to find mitigation measures. Accurate information on HWC patterns and solid understanding of underlying factors of HWC requires well-tested and cost effective mitigation. Thus, an intensive study will be undertaken to assess and quantify the impact of HWC, and to develop appropriate and standardized monitoring methods, as well as to identify appropriate and effective mitigation. A workshop involving various stakeholders took place on 16 and 17 May 2005 to begin the process of developing a coordinated national strategy and approach to HWC. For further information, also for proceedings of the workshop, please **contact** Ms. Meed Mbidzo at Tel. 061 2842111.

2005 Hunting Season

MET announced the 2005 hunting season dates for huntable game and bird species on commercial game farms as well as on specific registered conservancies. For commercial farms of not less than 1000 hectares and that are enclosed with registered game proof fences, the hunting season dates are: 1 May 2005-31 July 2005 (both days included). For commercial farms not less than 1000 hectares and that are enclosed with an adequate fence, as well as on specific registered conservancies (with approved hunting quotas) the hunting season dates are: 1 June 2005-31 July 2005 (both days included). Huntable game species can be large game species (kudu and/or oryx) or small game species (springbok and/or warthog). The hunting limits per hunter on a commercial farm enclosed with an adequate fence or on a registered conservancy are: a total of 3 large game, or 2 large game and 4 small game species, or 1 large game and 8 small game, or 12 small game species. Farms with registered game proof fences are not constrained to the quantity of game that may be hunted during the hunting season. Hunting permits cannot be used to take trophies (e.g. skulls, horns, warthog tusks) out of Namibia.

MET also announced the hunting period for game birds on fenced farms larger than 1000 ha. Written permission of the farm owner will be required. For more information,

Management of the Ministry of Environment & Tourism

Personnel Movements...

Honourable Minister Willem Konjore



A teacher never leaves his profession, as we were rightfully corrected!

Born in the Karas Region, Honourable Minister Reverend Willem Konjore, grew up in Karasburg in the Bondelswarts communal area during the dark days of apartheid. He obtained his Teaching Diploma from St. Joseph College, Dobra, in 1967 and taught at Tses Nowak Primary School until promoted to Koichas Primary School as the principal in 1972. He became unemployed in 1976 when the school closed down as a result of the Nama teacher strike where he was implicated as an organiser of the strike. However, in 1982, the community felt a school was needed and on May 3, 1983 the Ecumenical Community School was established with 48 children and with him and his wife, also a teacher, administering and teaching. Minister Konjore also obtained his theological training at the Diocese of Keetmanshoop in 1979. A member of the National Assembly (NA) since 1990, Minister Konjore assisted in drafting Namibia's constitution. In 1992, he aided Reverend Kameeta as Deputy Speaker of the NA and eventually became the Deputy Speaker in 1995.

Minister Konjore wants the entire Ministry to team up and work together for the efficiency of the Ministry. He believes that honesty will enhance transparency, fairness and real service delivery to all Namibians. He regards Namibia as a beautiful rich country and says we have to jealously guard our natural resources, the environment and the country by preserving and keeping it clean. He also requests that development of our environment happens only if it conserves our heritage and allows society to enjoy it. Minister Konjore says tourism provides jobs, addresses poverty, ignorance and diseases, and thus should be encouraged and developed for the benefit all Namibians. Consequently, everyone should be taken on board and the tendency of monopoly by certain people needs to be addressed. He asks that local people be encouraged and assisted to take initiative in preserving natural resources and to develop their areas as tourist attractions, as well as their rich cultures.

He appeals to staff members to open up their minds and work jointly in partnership to ensure a vibrant Ministry that will grow stronger and deliver to all people in Namibia.

Honourable Deputy Minister Leon Jooste

Born entrepreneur and conservationist!

Honourable Deputy Minister Leon Jooste, grew up in Grootfontein until his family moved to South Africa in 1982 due to his father's health reasons. He completed high school in Cape Town and then obtained his BSc in Archaeology from the University of Stellenbosch. He also acquired his helicopter licence in 1993, which came in handy during game capturing on their family game farm in Namibia, Eden. An entrepreneur by heart, perhaps as a result of the strong family businesses that also includes the wine industry and a helicopter charter company, he bought Eden from his father last year. Profits earned from Eden are donated to various conservation projects. In 2004, he was appointed as Deputy Minister of Local Government, Housing and Rural Development and served for 6 months before being transferred to his current position.



His 2005 priority is to advance communication between MET and all its stakeholders, with the intention of working together to make the tourism industry successful and beneficial for everybody. He considers tourism as imperative and says Namibia relies on it like never before. He believes Namibia has vast untapped tourism potential, however says we lag behind our neighbours, Botswana, Mauritius and South Africa. The neighbouring countries, especially Botswana, whom he regards as a role model for us, boast highly developed tourism infrastructure and have exploited the high income, low impact tourism concept successfully. He thinks the private sector should play a larger role in tourism development and would like to see public-private-partnerships (PPPs) encouraged.

Deputy Minister Jooste is concerned about the morale among the entire MET staff. He says we must work together as a big team, get the morale right, and set specific goals for years to come. He says he looks at this Ministry as his own business, and together with the Minister has taken full ownership of what needs to be done. He says he would like to know what everyone is doing, thus do not be surprised if he comes to visit you in your office!

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Permanent Secretary, Dr. Malan Lindeque



Malan Lindeque obtained his BSc in Zoology (geology major) in 1978, his Honours that he passed Cum laude in Mammalogy in 1979 and MSc in Zoology (reproductive physiology) in 1981 from the University of Pretoria. In 1983 the Ministry employed him as an animal ecologist at Etosha Ecological Institute (EEI). By 1988 he was promoted to chief ecologist and head of EEI. Working and studying at the same time, Dr. Lindeque obtained his PhD in elephant population ecology from the University of Stellenbosch, South Africa in 1989. He was promoted and transferred to Windhoek as Deputy Director for the Directorate of Specialist Support Services in 1994. He took on a position to head the Scientific Coordination Unit of the Convention on International Trade in Endangered Species of wild fauna and flora Secretariat of the United Nations Environment Programme from 1999 to 2003. Dr. Lindeque returned home in 2003 and was appointed as Permanent Secretary of MET.

Dr. Lindeque says 2005 started with momentous changes through the election of a new President, Prime Minister and the appointment of a new Minister and Deputy Minister of Environment and Tourism

He welcomes the new leaders, especially the Hon. Minister Willem Konjore and the Hon. Deputy Minister Leon Jooste, and asks the entire MET staff to pledge their full support to them. He says the mandate from our new leaders is very clear: greater efficiency and the monitoring of impacts; enhanced service delivery; improving coordination and cooperation within and among Ministries and other agencies; an even greater focus on socio-economic development of people in the rural areas; and no tolerance for corruption and the wastage of scarce resources. This strong mandate demands that MET rejuvenates and strengthens its priority programmes and ensures that these programmes are strongly aimed towards the 2nd National Development Plan and Vision 2030, within the framework of the SWAPO Party Election Manifesto for 2004. Dr. Lindeque says we need to improve our planning and prioritization, monitor our implementation and remove bottle necks this year as it will benefit the Ministry greatly and help us deliver the service that the public expects. He says everyone's cooperation is needed and invited to make us an efficient and goal-orientated institution.

Deputy Permanent Secretary, Mr. William Amagulu

Born at Okaku kaNiiyulu, William Amagulu attended primary school at Okatana Catholic Mission in the Oshana Region. In 1964 he transferred to Dōbra St. Joseph's Teacher's Training College and completed primary and junior secondary school, as well as a two year Teachers Diploma in 1970. In 1973 took up studies that led to a BA degree in Political Science and Geography at the University of Fort Hare, Cape Province. However, he was expelled during the student strikes in South Africa. He later continued with his studies and obtained his BA degree in Political Science and International Politics and an Honors BA in International Relations from the University of South Africa. Mr. Amagulu also holds a post-graduate Diploma in Human Resource Management (HRM) from the University of Glasgow, MSc in HRM from the University of Western Sydney, Australia and a MBA from the University of Southern Cross in Australia.

Mr. Amagulu went into exile in 1976 and was a co-founding member of the SWAPO School for refugee children at Jamba and founding member of the SWAPO's Tobias Hainyeko Military Training Centre in Lubango. He later attended Vystrel Informational Military Academy in the Soviet Union where he obtained a Diploma in the course for Commanders of Strategic Units. Upon his return, he was appointed Deputy Chief Political Commissioner and member of the Military Council of the People's Liberation Army of Namibia. In 1981 he was appointed SWAPO's Chief Representative to Zimbabwe and then to Ethiopia and the Organization of African Unity in 1985. After Namibia's independence, he was posted to the USSR as Chargé d' Affaires, then in 1991 and 1997 as the Namibian High Commissioner to the Federal Republic of Nigeria and Malaysia respectively. He was recalled in 2003 and transferred from the Ministry of Foreign Affairs to MET.



His priorities for 2005 are to see the passing of the Parks and Wildlife Management Bill, the Environmental Management and Assessment Bill, the Tourism Policy, the Lottery and Casino Bill and their policies and regulations completed.

His message to staff is to remain disciplined, honest and committed to their work. They must respect one another, fight the spread of HIV/Aids and work as a team. He encourages staff to read, use knowledge and network with counterparts in other Ministries and in the private sector.

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DNRM Under Secretary, Mrs. Maria Kapere



Maria Kapere was born in Keetmanshoop but completed her primary education in Luderitz and secondary education in Tses. After high school, she went to further her studies at Western Cape University, but her dreams of becoming a social worker abruptly ended when she had to return home after a year during the student uprising. Back in Namibia, she was offered a teaching career by the Nama Authority. She taught in Keetmanshoop for two years, and then moved to Arandis to teach and got married in 1979. Being a political activist, she was forced to resign from teaching in 1988. The following year she became part of the election mobilization team and was appointed deputy head of the election mobilization directorate to organise Namibia's first democratic election. After independence, she worked in the Department of Woman Affairs in the Office of the President from 1990-1996. She was appointed as Director of Parks and Wildlife Management in 1996 and was promoted to Head of the Department of Natural Resource Management (DNRM) in 2002. Mrs. Kapere currently heads the Directorates of Scientific Services and Parks and Wildlife Management and was instrumental in the design of the core programmes.

Mrs. Kapere's priorities for 2005 are to re-evaluate all job descriptions to meet the work programme areas and day to day administrative work of staff in the department. She says goals and objectives also need to be revisited to incorporate new ideas and challenges. A message to her staff is to work hard and to be ahead with the set activities. She also asked every staff member to familiarise themselves with Namibia's development programmes, such as the NDPII and Vision 2030. Lastly, she appeals to staff to serve the public with pride and to the best of their ability.

DPWMS Director, Mr. Ben Beytell

Born in South Africa, Ben Beytell came to Namibia in 1976 and was employed in the Department of Agriculture and Nature Conservation in the Tsumkwe district. In 1986, he was transferred to Grootfontein as Chief Nature Conservation Officer to head the Nature Conservation Department in the Otjozondjupa Region. From 1987 to 1992 he was based in Rundu as Chief Nature Conservation Officer for the North-East Region. In December 1992, he was transferred to Windhoek as Chief Control Warden for the Central Region and was soon promoted to Deputy Director. He became the Director of Parks and Wildlife Management in 2002.



His priorities for 2005 include the proclamation of new protected areas such as the Skeleton Coast Park. In addition, all protected areas need revision of their management plans and regulation for effective management. Another priority includes more involvement in Community Based Natural Resource Management by all the staff in the Directorate. DPWM looks forward to the promulgation of the Parks and Wildlife Management Act and Regulations this year. The new Act emphasises community involvement in natural resource management and the sharing of benefits arising therefrom. Mr. Beytell believes this will promote public participation in decision-making affecting the environment and will devolve authority over wildlife to the lowest appropriate level. Lastly, DPWM plans closer cooperation with Namibia Wildlife Resorts on resorts management, especially in terms of human resource management in protected areas.

Mr. Beytell wants his staff to stay committed, accept constraints and to persevere to attain the goals and objectives of MET. He said MET staff have a constitutional responsibility and staff need disciplined performance, ethical behaviour and financial prudence.

DSS Director, Dr. Pauline Lindeque



Born in Chile, South America, Pauline Lindeque moved to southern Africa in 1976. She obtained her BSc in zoology and microbiology from the University of Witwatersand in 1981. In 1984, she accepted a position as a Veterinary Technician with the Ministry. Stationed in Etosha National Park, she advanced herself and obtained a PhD in 1991 studying anthrax in wildlife. She was transferred to Windhoek in 1994 as a conservation scientist, and later became chief conservation scientist and was then appointed Director of Scientific Services in 2002.

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DASS Director, Mr. Ignatius Muhinda



Born and raised in the Caprivi Region, Ignatius Muhinda started his civil service career in 1983 as an Assistant Personnel Officer with the Central Personnel Institution and was promoted to Personnel Officer in 1989. At independence in 1990, he was transferred to the Ministry of Health and Social Services based in Caprivi. In 1994 he was promoted to Senior Personnel Officer and transferred to Rundu. The following year in 1995, he was again promoted to Chief Personnel Officer with the Ministry of Basic Education, Sport and Culture (Oshikoto and Ohangwena Regions) with Ondangwa East as area of responsibility. In 1996, he became the Chief Personnel Officer of MET, until 2001 when he was promoted to Deputy Director for Personnel Administration with the Ministry of Works Transport and Communication. He returned to MET as Director for

Administration and Support Services in December 2002. Studying part time, he obtained his National Diploma in Public Management with the Polytechnic of Namibia in 1997. He acquired a BTech in Public Management through Technikon South Africa and post-graduate Diploma in Management Studies with the Management College of Southern Africa. He is currently undertaking his final year for an MBA with the same institution.

His priorities for 2005 are to streamline the S&T allowance system and to restructure some Directorates. Mr. Muhinda is also planning the implementation of a new Performance Management System in MET. A message to his staff is to remain committed, honest and to be dedicated to their work. He says MET needs well trained staff with the right skills, knowledge and attitudes to achieve the Ministry's set organizational objectives. He says team work is essential for an efficient running Ministry.

DEA Director, Mr. Teofilus Nghitila

The last born of eight siblings, Teofilus Nghitila was born by 'peasant subsistence farmers' in the Oshali village of Ohangwena. After completing high school at Oshigambo, he moved to Windhoek in 1992 to undertake a BSc in Chemistry at the University of Namibia (UNAM). Upon graduation from UNAM he obtained a scholarship from the Swedish International Development Cooperation Agency and attained a MSc in Environmental Engineering and Sustainable Infrastructure at the Royal Institute of Technology in Stockholm, Sweden.



Following his studies, Mr. Nghitila was employed by the Desert Research Foundation as a researcher, before taking on the position as a Development Planner within the Waste and Pollution Management Project at the DEA in March 2000. Mr. Nghitila was soon promoted to Chief Development Planner with MET in October 2000, then to Deputy Director of DEA in April 2002 and eventually DEA Director in November 2003.

His priorities for 2005 are to see the enactment of the Environmental Management and Assessment Bill and the activation of the Environmental Investment Fund. His message to DEA staff is to work hard and enhance efficiency in terms of service delivery to the public to ensure that DEA objectives are achieved and to work towards the achievement of the national objectives that are set out in Vision 2030. He says it can only be done if we work collectively as a team.



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DoT Director, Mr. Albert Mize



Albert Mize was born and raised at Okakarara. He went to primary school at the age of 12 at the village called Ongombombonde, currently known as Waterberg Primary School. He moved to Windhoek to continue his education and went to Augustineum College for further studies. However, when he turned 20, he left Namibia after being expelled and became a political refugee in Botswana in 1969. He later moved to Zambia where he lived and studied for the next seven years. He completed his high school in Zambia and obtained his first diploma in Medical Laboratory Technology, a field that was not popular among Zambians, and thus allowed him to acquire a scholarship and employment. He left Zambia in 1977 for Ontario, Canada and concluded his Honours Degree at the University of Waterloo in Ontario. In 1984 he gained his MSc in Environmental Studies, with a major in Urban and Regional Planning with York University in Toronto. In 1999, Mr. Mize returned to Namibia after an exile period of 30 years. He became the Director of Tourism in March 2000.

His priority for 2005 is to restructure his Directorate. He says staff members continue to leave MET for greener pastures as work is too demanding and the remuneration too low. He says his Directorate needs highly qualified people to do the work. Thus, the current entry level positions should be upgraded. Another priority for his Directorate includes the finalization of the Tourism Policy. Mr. Mize encourages his staff to work together as a team, to be conscientious and to promote honest communication. He says the latter is important as open and honest communication are essential ingredients to achieving the set goals and objectives of his Directorate.

