



REPUBLIC OF NAMIBIA

## MINISTRY OF LANDS AND RESETTLEMENT



## RESETTLEMENT CRITERIA

## **ACRONYMS**

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1. ACLRA – Agricultural (Commercial) Land Reform Act
2. LRAC – Land Reform Advisory Commission
3. LS – Large Stock
4. MLR – Ministry of Lands and Resettlement
5. PTT – Permanent Technical Team
6. RRC – Regional Resettlement Committee
7. SS – Small Stock



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## **1. RESETTLEMENT CRITERIA<sup>1</sup>**

### **1.1 QUALIFYING CRITERIA FOR RESETTLEMENT<sup>2</sup>**

Various criteria are used in order to select the most appropriate applicants for each farming unit. The criteria are based on a variety of factors but are designed to allow the resettled persons to earn a successful living and improve economic efficiency on the resettled farming units.

The broad conditions for selection are:

1. That the beneficiaries should be able to farm, have a background in agriculture or other related activities on which the resettlement is based.
2. Beneficiaries should be prepared to hold land under leasehold and relinquish their agricultural land rights elsewhere.
3. If the resettlement is based on animal husbandry the applicant should relocate only such a number of cattle so as not to exceed the carrying capacity of the parcel.
4. Resettled persons should be prepared to support cost recovery measures whenever they are introduced.
5. Resettled persons should adhere to all agreements and failure to farm productively can result in the cancellation of the leasehold agreement.

It is not sufficient to adhere to these conditions to be considered for resettlement. The National Land Policy as well as the National Resettlement Programme have

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<sup>1</sup> For a detailed description of the three resettlement models (Economic Development Resettlement Model A, Economic Development Resettlement Model B, Social Welfare Resettlement Model) see Chapter 3, page 14-19 of this manual.

<sup>2</sup> It should be noted that the resettlement criteria apply only to the Economic Development Resettlement Model A. Additional criteria have to be developed for the Social Welfare Resettlement Model and the Economic Development Resettlement Model B.

indicated the groups targeted to be resettled. However, the targeted groups and individuals have to first meet the qualifying criteria for resettlement. An applicant who does not meet the qualifying criteria is not considered for resettlement. This does not imply that persons meeting the qualifying criteria will be resettled, or are even suitable for resettlement.

## **1.2 Qualifying Criteria for Resettlement**

- a) An applicant must be a Namibian citizen.**
- b) An applicant must be at least eighteen (18) years of age.**
- c) An applicant must have no more than 150 Large Stock or 800 Small Stock.**
- d) An applicant must not own any land, other than for residential purposes.**

## **2. BENEFICIARY SELECTION<sup>3</sup>**

Having met the qualifying criteria for resettlement, various other criteria are used in order to select the most appropriate applicants for each farming unit.

In order to make the selection process more transparent, effective, efficient and fair, a single uniform selection system is adopted and used consistently. The

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<sup>3</sup> The process of selecting the appropriate beneficiaries can be accomplished in several ways. The ability to farm successfully is a qualifying criterion for resettlement. This will ensure that all beneficiaries selected will be able to make the most of the economic opportunities.

point scoring system allows candidates to be evaluated based on set criteria with no committee bias. It must be pointed out that no “scoring system” will be a sufficient tool for the selection of the most appropriate beneficiaries. However it is an important method for refining the search for suitable candidates as well as adding transparency and consistency to this complicated process.

Each set criterion is directly linked to the overall aims and objectives of the Resettlement Programme. The criteria considered are appraised by a point system with a scale of between 1 and 5, whereby 5 is the most desirable grade. Once each applicant has been allocated a score based on the set criteria, criteria scores are then tallied, giving a total score for each applicant. The person with the highest score is considered to be the most suitable for resettlement.

It is recommended that should two or more applicants obtain the same score, additional factors such as provided for in the **Affirmative Action (Employment) Act, Act 29 of 1998, or regional balance**<sup>4</sup> can then be applied as an overriding consideration to select the applicant most suited for resettlement.

### 3. RESETTLEMENT CRITERIA

The resettlement criteria, as stated in the National Land Policy and the National Resettlement Policy, list a variety of groups that should benefit from the Resettlement Programme. Furthermore, ACLRA and the PTT Reports affirm that the Resettlement Programme should promote economic development through

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<sup>4</sup> There needs to be a regional spread of successful applicants, in terms of the regions in which they will be resettled, and in terms of the regions from which they originate. The RRC selects only one applicant from its region for every allotment. The regional spread of applicants will be considered by the LRAC when making its decision with regards to the allotment of a parcel.



the development of the allotments and the improvement in living standards of the beneficiaries. It is also an objective of the Resettlement Programme to alleviate poverty and reduce the pressure on grazing in the communal areas through the resettlement of communal farmers and to bring them into the mainstream of the farming economy.

In summarising and interpreting a wide variety of sometimes divergent resettlement goals, it is important to determine those that are predominant and to find ways to align all the other objectives to them. The Agricultural (Commercial) Land Reform Act No. 6 of 1995 clearly states that land should be made available for beneficial agricultural purposes and that priority should be given to formerly disadvantaged persons. However the interpretation of this statement, resettled persons are expected to farm productively. This position is also supported by the MLR in their report on the "Strategic Options and Action Plan for Land Reform in Namibia, 2005".

This should not be interpreted to mean that every previously disadvantaged citizen qualifies for resettlement. On the contrary, it means that the beneficiary should be able to farm productively and should be formerly disadvantaged. The central theme of productivity has been recognised because it contributes towards poverty reduction, improving living standards and fostering economic development. In other words; the ability to farm productively is crucial and fundamental, indeed of paramount importance, to the social and economic success of the Resettlement Programme. Thus the primary beneficiaries of resettlement farms are previously disadvantaged "farmers". In this context the word farmer means a person engaged in any form of agriculture including crop and livestock production, horticulture and game farming that is appropriate for the allotment.

Based on the understanding that the Resettlement Programme is first and foremost a vehicle for the reform of agricultural land, the following criteria have been established to ensure that the above mentioned conditions of productivity are considered as the central theme.

### **3.1 Agricultural Background**

One of the most important criteria required for successful resettlement is the ability to farm successfully and improve productivity of the farming units. Thus ideally persons who are experienced farmers and who are solely dependent on farming should get the highest priority. It was also determined that there was a need to get those who are trained in agriculture but had no access to land to benefit from the Resettlement Programme. Many graduates from agricultural colleges in Namibia have skills suited to farm successfully but have no access to land. Therefore holders of relevant National Certificates and National Diplomas will be considered for resettlement. This is done in conjunction with taking into account the years of experience of the applicant in the farming sector. In the absence of suitable resettlement criteria it has not been possible to select beneficiaries that have been able to demonstrate the ability to farm productively on the allotments.

### **3.2 Age**

The assumption is that persons in their prime years are more suited for resettlement, rather than older persons. At this stage they are also more likely to have gained the experience required to farm productively. The very young (younger than twenty one years old) and those older than seventy five years are considered more risky. It is however important for the youth to be able to enter the agricultural sector if they so wish and it is also the group that might have obtained training without access to land. Agriculture is a taxing and physical

activity and therefore not so suitable for the elderly or frail. Persons under the age of eighteen (18) will not be considered for resettlement.

### **3.3 Gender**

It has long been a policy of the Namibian government to mainstream gender issues as well as to empower women and increase their ability to access land. Therefore all women, irrespective of whether or not they are married, will be given preferential consideration during the selection of resettlement beneficiaries provided that they meet the age requirements.

### **3.4 Generational Farm Workers<sup>5</sup>**

Generational farm workers have been described as being among the most marginalized people in our society. They are to be given special consideration during the consideration of resettlement applications. It is also important to note that farm workers in general should be considered for social welfare type resettlement programmes with the appropriate support services. This can be done by reserving a portion of each farm for the farm workers on which they can be resettled. Such a portion or resettlement unit can be reserved in accordance with the social welfare model or any other resettlement model. It is important that the ministry ensure that all labour matters and disputes have been settled between the farm workers and the previous owner to ensure that the newly selected beneficiaries are not encumbered by outstanding labour issues.

### **3.5 Literacy**

For proper record keeping as is required, it is important that all applicants have basic reading and writing skills. This will greatly improve their ability to manage

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<sup>5</sup> Generational farm workers are generally considered to be those persons that have been working on farms for at least a generation or longer; often leaving them with no roots in any other settlement area, village, town or city.

their farming activities, manage money, administer medicines and vaccines etc. Illiterate applicants will not be disqualified, but basic literacy and numeracy skills will be an added advantage.

### **3.6 Current Agricultural Annual Income (Number of Livestock)**

Persons who are currently engaged in the agricultural trading of livestock and own livestock will be considered favourably for resettlement in terms of the resettlement criteria. This will help to ensure the continued productivity of the agricultural allotments and contribute to the economic development of the country. The first priority would be given to persons with 100 to 149 large stock or equivalent small stock. Persons who have more than one hundred and fifty (150) large stock or eighty hundred (800) small stock qualify for the Affirmative Action Loan Scheme and therefore are not considered for the resettlement program.

### **3.7 Applicants from Communal Areas**

Applicants with livestock from communal areas are being prioritized for resettlement in order to alleviate the livestock pressure on communal areas. However, for this purpose, the number of livestock should not exceed the required number of 150 large stock or 800 small stock. An applicant from a communal area who has no livestock will score no additional points under this criterion.

## **4. BENEFICIARY EVALUATION FORM**

The Beneficiary Evaluation Form must be completed by the applicant and then by the RRC. It contains administrative information and provides a ranking arrangement for the selection of the most qualified person.

#### **4.1 Administrative Information**

Name:

ID Number:

Date of Evaluation:

Names of RRC members:

#### **4.2 Instructions for Rating**

Please insert a rating (1 - 5) in the appropriate column based on your judgment using the rating scale (*See Annex 1*):

### **5. ENDORSEMENT FOR RESETTLEMENT**

Regional Resettlement Clerks receive and examine all applications and forward them to Regional Resettlement Committees. The RRC must consider the three highest scorers and may interview and otherwise verify the information and select their desired candidate. They prepare a master list, select on the basis of the selection criteria one candidate per region and recommend him or her to the Land Reform Advisory Commission for scrutiny and endorsement. The Commission selects out of the 13 candidates proposed by the 13 Regional Resettlement Committees one person and makes recommendations to the Minister. The Minister reviews, approves or disapproves the proposal and informs the Commission accordingly. LRAC approves allotment/notification letters and forwards them to the Minister for approval and signature. Once signed by him, notification letters of approved candidates are sent to Regional Offices.

The chairpersons of the Regional Resettlement Committees notify successful applicants. The Directorate of Resettlement issues Lease Agreements and asks applicants to sign them. After the Lease Agreement has been signed by the Lessee, the Minister signs the contract on behalf of the State. If the land has been surveyed under the Land Survey Act, Act No. 33 of 1993 the right of Leasehold is registered under the Deeds Registries Act, Act No. 47 of 1937.

As the final step of the resettlement process the beneficiary is provided with a Certificate of Registration and resettled by the Regional Resettlement Officer.

**SECTION 1: Evaluation of Agricultural Background**

<b>STATEMENT: Formal and Practical Training<sup>6</sup></b>		<b>Rating 1 - 5</b>
1	Recognised National Certificate or National Higher Certificate or practical training in appropriate Agricultural Sector (Typically one or two years of post high school training)	2
2	Recognised National Diploma or practical training in appropriate Agricultural Sector (Typically three or more years of post high school training)	3
<b>Sub-Total For Section 1.1:</b>		

<b>STATEMENT: Experience in Relevant Agricultural Activities<sup>7</sup></b>		<b>Rating 1 - 5</b>
1	0 – 1 years	1
2	2 – 5 years	2
3	6 – 10 years	3
4	11 – 14years	4
5	15+ years	5
<b>Sub-Total For Section 1.2:</b>		
<b>TOTAL FOR SECTION 1 (Section 1.1 + Section 1.2)</b>		

**SECTION 2: AGE**

<b>STATEMENT</b>		<b>Score</b>
1	Below 18 years	0
2	Between 18 and 25 years	2
3	Between 26 and 60 years	5
4	Between 61 and 75 years	3
5	Above 75 years	0
<b>TOTAL FOR SECTION 2:</b>		

<sup>6</sup> Any qualification beyond a national diploma will score as the same as a national diploma.

<sup>7</sup> Farm workers who apply for resettlement would score points under this section.

### SECTION 3: Gender (GDR)

STATEMENT		Score
1	Applicant is Female <sup>8</sup>	3
2	Applicant is Male	0
<b>TOTAL FOR SECTION 3:</b>		

### SECTION 4: Generational Farm Workers

STATEMENT Applies only to Generational Farm Workers of the farm in question.		Score
1	Generational Farm Workers	3
<b>TOTAL FOR SECTION 4</b>		

### SECTION 5: Literacy

STATEMENT		Score
1	Basic Reading, Writing and Numerical Skills (Grade 6 Level)	5
<b>TOTAL FOR SECTION 5</b>		

### SECTION 6: Current Agricultural Annual Income (Number of Livestock)<sup>9</sup>

STATEMENT		Score
1	100 to 149 LS or equivalent small stock	5
2	50 to 100 LS or equivalent small stock	4
3	0 to 50 LS or equivalent small stock	3
<b>TOTAL FOR SECTION 6:</b>		

### SECTION 7: Applications from Communal Areas<sup>10</sup>

STATEMENT		Score
1	Full Time Communal Farmer	5
<b>TOTAL FOR SECTION 7:</b>		

<sup>8</sup> This applies to all females regardless of marital status.

<sup>9</sup> The NS incentive scheme can be applied where large stock farmers from north of the red line are resettled south of the red line. Small stock can be transferred across the red line with the appropriate quarantine procedures.

<sup>10</sup> This includes persons who hold communal grazing rights or who have agricultural leasehold rights in a communal area.



**SECTION 8: Evaluation of Applicant with Respect to all Resettlement Criteria**

Add up the scores for Sections 1 – 7 to determine the applicant’s suitability for resettlement.

<b>POINTS SCORED PER SECTION</b>	<b>SCORE</b>
Section 1 – Agricultural Background (Score)	
Section 2 – Age (Score)	
Section 3 – Gender (Score)	
Section 4 – Generational Farm Workers (Score)	
Section 5 – Literacy (Score)	
Section 6 – Current Agricultural Monthly Income (Number of Livestock) (Score)	
Section 7 – Applicant from Communal Areas (Score)	
<b>GRAND TOTAL</b>	

**APPROVED BY THE MINISTER**

Signature: ..... Date: .....

