

# REPUBLIC OF NAMIBIA



**RESPONSE TO HONOURABLE JOHANNES MARTIN OF PDM  
OF NAMIBIA**

**BY**

**HON. FRANS KAPOFI, MINISTER OF DEFENCE AND  
VETERANS AFFAIRS**

03 March 2022

NATIONAL ASSEMBLY

Good afternoon and compliments of the season to all of you Honourable Members. Since this is my first interaction with you this year, please allow me to wish you all a very productive parliamentary year ahead as we deliberate to find solutions and formulate laws that seeks to improve the lives of the people we represent, and make our nation greater.

I rise today to provide responses to Honourable Johannes Martin of the PDM's questions pertaining to allegations of malfeasance, in particular, discriminatory practices in terms of promotions, against female members of the navy in the Namibian Defence Force (NDF).

Among others, the Honourable Member has stated that there are allegations that most promotions in the Navy are only reserved for members based at the headquarters, and "sex for promotions" between lower ranking female officers and their high ranking colleagues.

In this regard,

**1) Honourable Martin wants me, in his first question, to confirm or deny the allegations he listed.**

I rebut the allegations. The Navy, or rather the NDF in general, is an institution that operates on a strict disciplinary code, a clear chain of command with well-defined structures, procedures and processes. Therefore, matters such as promotions are dealt with in a very orderly and fair manner.

Furthermore, such statement attributed to our female sailors is derogatory and deserve condemnation. Those naval female officers are professional people serving their country with pride and are not sex objects of whomsoever.

**2) The Honourable Member also asks me to outline to this August House, the criteria on which promotions in the navy are based?**

A selection board is always instituted. Its principal role is to nominate and shortlist eligible candidates for promotion, and subsequently make recommendations to the Navy Commander for approval. In its considerations, the board looks at matters such as seniority, merit and discipline.

**3) In your third question Honourable Member, you request for the promotion statistics in the navy for the last five years.**

Let me start by informing you that out of the 160 members of the navy that have thus far been promoted this year alone, (2022), only eleven (11), were from the navy headquarters. This is contrary to the allegation made.

I now provide you a breakdown of the promotion statistics for the past five years as per your request.

In 2017, a total of fourteen (14) members of the navy were promoted. Ten (10) of those are males, while four (4) are females.

In 2018, Three Hundred and Eighty-Nine (389) were promoted of which, Three Hundred and Twenty-Three (323) were males while Sixty-Six (66) are females.

A total of Eight (8) members of the navy were promoted in 2019, of which Six (6) were males and Two (2) are females.

In 2020, 264 navy personnel were promoted. Of this number, Two Hundred and Twenty-Two (222) were males and Forty-Two (42) were females.

Lastly, in 2021, 26 members of the navy were promoted. Nineteen (19) of these were males, while seven (7) were females.

Additionally, as earlier alluded to, we have had members promoted this year already totaling to One Hundred and Sixty (160), of which One Hundred and Thirty-Three (133) are males and Twenty-Seven (27) are females.

**4) Finally, the Honourable Member wants to know if I am aware that promotions in the Navy are being influenced by other factors apart from merit. What will be my immediate intervention in this regard?**

Honourable members. As I earlier indicated, the NDF has systems in place dealing with issues of promotions, as such, processes in this regard are followed to the latter. Therefore, insinuations that members are not

promoted on merit are not factual and its intention is nothing but malice. However, should something untoward happen and brought to my attention without hesitation we would with immediate effect, take remedial action

## **Conclusion**

In Conclusion Honourable Speaker, Honourable Members.

The Defence Force is a predominantly male sector; hence it will look as if the numbers of promotions are uneven in terms of gender. We are however making sure that our female members who deserve to be promoted are earning those promotions and in line with our guidelines.

**I THANK YOU.**