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THE

BRIEF

News Worth Knowing

RFA investigates levy model for electric vehicles



THURSDAY 29 AUGUST 2024

MAIN STORY



RFA investigates levy model for electric vehicles

The Road Fund Administration (RFA) says it is researching a levy model for electric vehicles, preparing for their potential increase and ensuring their contribution to maintaining Namibia's road infrastructure.

RFA's Executive of Programme Management, Policy and Advice Elton !Gaoseb said while the Administration has traditionally focused on revenue generation

Crucial Dates

- Bank of Namibia Monetary Policy announcement date:
23 October 2024
4 December 2024
- Global African Hydrogen Summit (GAh2S)
Windhoek, Namibia from 03 – 05 September 2024

While many Namibians may believe it's a distant future, the introduction of electric vehicles is a reality we cannot ignore.

from fuel levies and vehicle registration fees, the introduction of electric vehicles presents a unique challenge.

These vehicles consume less fossil fuel, reducing the revenue generated through fuel taxes.

"While many Namibians may believe it's a distant future, the introduction of electric vehicles is a reality we cannot ignore. This poses a significant challenge for the Road Fund as we seek to determine how to charge these vehicles for using our road infrastructure. It's an ongoing battle," he said.

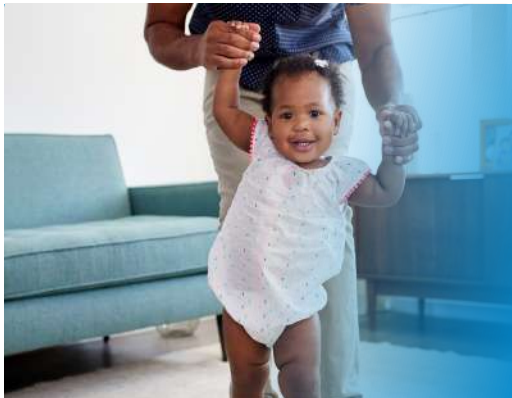
In addition to the research on electric vehicle charging, Gaoseb also said the RFA is also working on other initiatives to improve the country's road infrastructure, including the automation of the Mass Distance Charges process.

He said the RFA is looking to transition from a manual logbook system to an automated one to enhance efficiency and accuracy.

"We're currently working to automate the Mass Distance Charges (MDC) process. The current logbook system relies on trust, and we believe automation will not only improve efficiency but also generate more revenue by ensuring that all vehicles pay their fair share," he said.

He further emphasised the importance of cross-border charges for foreign vehicles using Namibian roads.

"Cross-border charges for foreign vehicles using our roads are also crucial. In essence, we're focusing on improving efficiency and effectiveness to reduce operational costs and allocate more funds for road maintenance," he said.



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Insurance policy uptake surges by 22.6% in Q1, down 45.3% y/y

The country recorded a 22.6% increase in new insurance policies during the first quarter of 2024, according to a new report from the Namibia Financial Institutions Supervisory Authority (NAMFISA).

Despite the surge, the NAMFISA quarterly statistical report shows that the year-on-year figure reflects a notable decline of 45.3%, with a total of 102,597 new policies

underwritten as of March 31, 2024.

NAMFISA reports that the overall number of active policies rose by 3.2% quarter-on-quarter, reaching nearly 1.94 million, driven by a decrease in terminations and lapses.

"The quarterly growth in the demand for credit risk policies drove the rise in new policies underwritten during the quarter. Conversely, the annual decline in new policies stemmed from a reduced demand

A promotional banner for the radio show 'THE BRIEF'. On the left, there is a photograph of two hosts, a man and a woman, smiling. The man is wearing a dark polo shirt and glasses, and the woman is wearing a colorful, patterned blouse. The background of the banner is a gradient of orange and yellow. The text 'THE BRIEF' is prominently displayed in large, white, bold letters. To the right of the title, it says '06:40 Mon-Fri'. Below the title, there is a white rounded rectangle containing the text 'MOOKS & ADORA In the Morning'. In the bottom right corner, there is a logo for '92 FM' with a stylized '92' and 'FM' below it.

and appetite for individual investments and fund-risk class policies during the review period," said NAMFISA.

Meanwhile, policy lapses decreased by 6.8% quarter-on-quarter and by 62.1% year-on-year, totalling 23,734 policies during the review period.

"The decline in policy lapses can be attributed to seasonality, where individuals promptly serviced their policies in the year's first quarter. Additionally, a notable reduction in funeral policies contributed to the decrease in policy lapses during the review period," said NAMFISA.

The report noted that terminated policies decreased by 18.4% quarter-on-quarter and by 37.1% year-on-year, amounting to 15,662 policies during the review period.

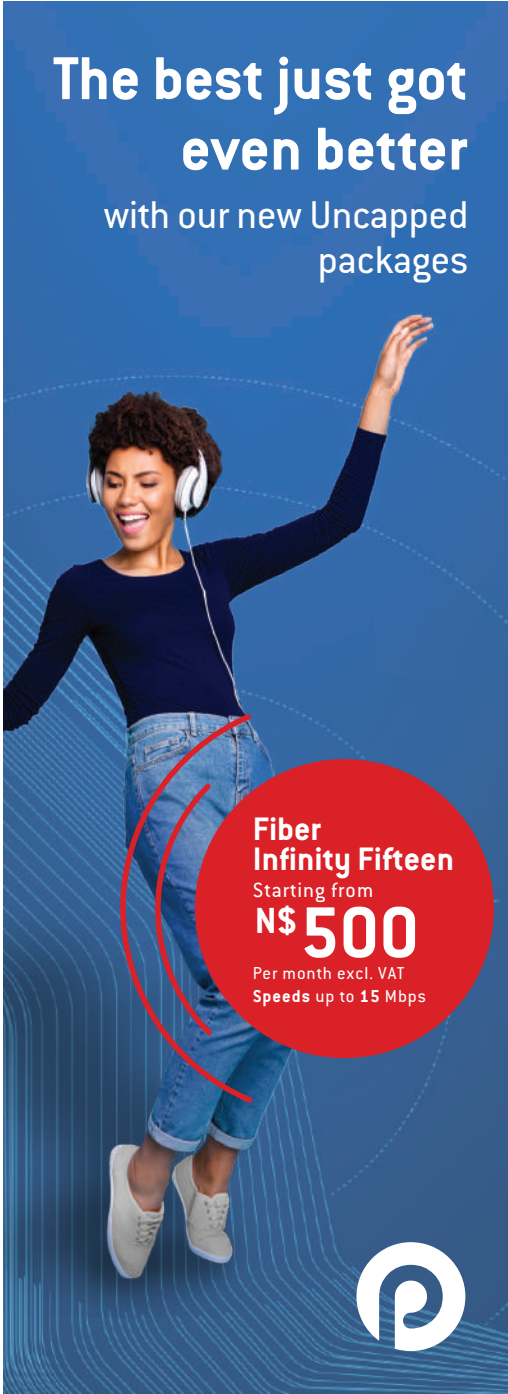
"The quarterly and yearly reduction in terminated policies can be attributed to seasonality, where policyholders opted to retain their existing policies during the period under review," the report stated.

During the first quarter of 2024, the funeral and risk classes of the insurance business were the primary contributors to the number of policy lapses, accounting for 54.5% and 44.0%, respectively.

"Regarding policy termination, the credit life and funeral risk classes of insurance were the primary contributors to terminated policies during the first quarter, accounting for 33.7% and 27.5%, respectively," said the report.

This comes as gross written premiums (GWPs) showed a marginal increase of 0.6% quarter-on-quarter and 4.8% year-on-year, reaching N\$2.9 billion by the end of the first quarter of 2024.


"The growth in GWPs for both periods is predominantly due to the rise in new policies underwritten throughout the quarter, particularly in the credit life, fund life, and individual investment business categories," the report noted.



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12 African entrepreneurs converge in Windhoek to pitch business ideas

Twelve entrepreneurs from micro, small and medium enterprises (MSMEs) across Africa are set to pitch their business ideas at the third edition of the AU-MSME Forum in Windhoek, Namibia.

Slatted for 9 to 13 September 2024, the event is cohosted by the Namibia Investment Promotion and Development Board (NIPDB).

The event is expected to attract 300 delegates from across Africa.

Executive Director of Talent Innovation and Productivity at NIPDB, Julia Muetudhana, said 12 MSME will pitch their ideas, three from Namibia and nine from respective African countries.

The forum is expected to enable and boost the Namibian export basket.

Muetudhana highlighted the NIPDB African AU Chelete Cage Pitch, which allows young people to pitch their ideas for funding.

Pitches will be evaluated by judges from across the African continent, and



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The NIPDB African AU Chelete Cage Pitch, whereby young people can really pitch their ideas for funding. Your idea needs to be viable.

this process will determine eligibility for funding.

“The NIPDB African AU Chelete Cage Pitch, whereby young people can really pitch their ideas for funding. Your idea needs to be viable. It needs to be bankable. You will be judged. There will be judges from the African continent, and that’s how you qualify for funding,” Muetudhana said.

The AU-MSME Summit aims to educate African entrepreneurs about various financial products.

“The objective of the AU-MSME summit includes, among others, to educate African entrepreneurs about diverse financial products, guide them in finding funding sources both locally and globally, and facilitate knowledge sharing and best practices,” she said.

Moreover, the forum offers Namibian business owners an opportunity to engage and promote direct collaboration between the private sector and organisations in Africa.

“The forum allows Namibian business owners a chance to engage with

the continent's agenda and fosters direct collaboration between the private sector and organisations committed to enhancing MSME in Africa,” Muetudhana said.

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TENDERS



TENDER ENQUIRY NO. E113-ND-2024

INVITATION TO TENDER FOR THE MAINTENANCE & ON-SITE TECHNICAL SUPPORT OF MULTI-FUNCTION PRINTERS

- 1. OVERVIEW**
 Namdeb Diamond Corporation (Pty) Ltd (Namdeb) is a wholly owned subsidiary of Namdeb Holdings (Pty) Ltd, and performs land-based prospecting (exploration), mining and rehabilitation operations.
- 2. SPECIFICATION OF THE SERVICES**
 Namdeb hereby invites reputable and qualified service providers to submit tenders for the **Maintenance & On-Site Technical Support of Multi-Function Printers.**
- 3. TENDER ENQUIRY DOCUMENT**
 Interested parties may contact the following person to obtain a copy of the tender enquiry document:
 Contact: Ms Minsozi Kompeli
 Email: minsozi.kompeli@namdeb.com
 Tel.: +264 (63) 238502

The deadline for requesting the tender enquiry is Wednesday, 04 September 2024 at 16h00

- 4. COMPULSORY VIRTUAL CLARIFICATION MEETING**
 A compulsory virtual clarification meeting (as further detailed in the tender enquiry) shall be conducted on **Thursday, 05 September 2024.**
Only Tenderers that attended the compulsory virtual clarification meeting shall be eligible to participate in the tender process.
- 5. CLOSING DATE**
 The closing date for the tender is **16h00 on Monday, 18th September 2024,** and tender submissions must only be delivered to the address as specified in the tender enquiry document.

www.namdeb.com


A NAMIBIA DE BEERS PARTNERSHIP




Medical aid funds pay out N\$1.24bn in claims for Q1 2024

The Namibia Financial Institutions Supervisory Authority (NAMFISA) reports that medical aid funds paid out N\$1.24 billion in claims during the first quarter of 2024.

According to the NAMFISA's latest report, healthcare expenditure saw a 12% increase from the previous quarter, totalling N\$1.1 billion, although it decreased by 2.5% year on year.

"A combination of members' claims behaviour, pricing of healthcare services and products, and the availability of new benefits during the quarter under review resulted in the quarterly growth of the industry's claims expenses," the report noted.

Non-healthcare expenses amounted to N\$138.9 million, marking a 2.8% decrease from the previous quarter and a 3.7% rise from the same period last year.



Independent Chairperson Of The Governing Board of Directors (Readvertisement)

To act as an Independent Non-Executive Director on Namclear's Governing Board. Namclear aims to achieve a balance of relevant skills, expertise, and knowledge of the core skills of the profession that are appropriate for the governance of Namclear.

Overview
NAMCLEAR is the Namibian Automated Clearing House (ACH) and is a designated Financial Markets Infrastructure (FMI) for the Namibian payment industry.

Scope of Work

- Exercising their business judgment to act in what is reasonably believed to be in the best interest of Namclear, and to conduct themselves with care and skill.
- Attendance of quarterly board meetings
- Attendance of any other special board & Committee meetings and/or ad-hoc meetings
- 4 Board Committee meetings (when appointed to Committees).
- Attendance of Annual General Meeting.

Duties & Responsibilities

- Manage the Board, Board effectiveness and Board culture & dynamics.
- Manage relationships with Managing Director, Members and Stakeholders.
- Steers and sets strategic direction with regard to organisation strategy & the way in which governance areas are approached, addressed and conducted.
- Approves policy and planning that gives effect to the strategy and set the direction.
- Oversees and monitors implementation and execution by management.
- Ensures accountability for organisational performance by means of reporting and disclosure.

Role Requirements

- At least more than five (5) years of experience as a NED.
- Ten (10) years of in-depth experience in a senior/executive management capacity in payments and/or a payments clearinghouse environment.
- Knowledge of and an understanding of operating in a payments regulatory environment will be a distinct advantage.
- A Certified Director or Chartered Director would be an added advantage.
- Good knowledge of the Companies Act, King IV and Namcode.
- Qualified candidates should be able to apply duty of care and execute fiduciary duties.
- Police clearance and credit checks are required.

The appointment will be subject to approval from the Board and the Bank of Namibia. Remuneration will align with the approved fees.

Interested applicants complying with the requirements mentioned above must forward a detailed CV and motivational letter to hr@namclear.com.na

CLOSING DATE: 13 September 2024

"Non-healthcare expenditure incurred by medical aid funds consists of administration costs, managed healthcare costs (fees for managing health benefits), operational expenditure, and net reinsurance expenditure," said NAMFISA.

Administration costs remained the highest contributor to the total non-healthcare expenditure.

As of 31 March 2024, the industry held total assets of N\$2.2 billion, an increase of 4.1% from the previous quarter and an increase of 8.6% on an annual basis.

"Compared with the reporting at 31 December 2023, the industry reported a higher investment balance as of 31 March 2024 as new investments were made with surplus cash available due to the industry's higher contributions and lower non-healthcare expenses reported for the quarter under review," said the Authority.

Meanwhile, the industry's current liabilities decreased by 4.1% quarter-on-quarter and increased by 3.6% year-on-year to N\$605 million, which was due primarily to lower accounts payable and rollover benefits.

However, the industry's investment of N\$1.9 billion as of 31 March 2024, was sufficient to

settle these liabilities.

For the quarter in review, total contributions increased by 10.7% to N\$1.5 billion and grew by 12.1% on an annual basis.

The quarterly increase in the contributions received was in alignment with the annual increments affected during the quarter under review.

"The average contribution income per beneficiary was N\$6,999 for the quarter ended 31 March 2024, which is 10.8% more than the figure reported for the



Namibia Diamond Trading Company (NDTC)
Is looking to support ambitious **existing business owners** in the **Diamond and Jewellery related sector**.

NDTC would like to **support them** with the **skills and knowledge** needed to **grow** a **sustainable and profitable business**.

The **successful entrepreneurs** will qualify for a fully sponsored **business development programme**, which includes entrepreneurial learning and business guidance from experienced business mentors.

What are the minimum requirements to apply?
The business owner must be a 51% Namibian-owned business over the age of 18. (Priority will be given to such groups and primarily to women, who were socially, economically, or educationally disadvantaged by past discriminatory laws or practices over any category within the previously disadvantaged persons category).

You must:

- Attend the workshops that will take place as part of the initial selection process.
- Have a cellphone, have a laptop, have stable internet and adequate data. I have power supply of laptop and internet during sessions.
- Be responsible for your own transport and travel related costs.
- Be active in the business, or
- Have a registered business, which is not yet trading and intend to be active in it, or
- Have a registered business which is trading on an ad-hoc capacity and intend to be active in it.

Preference will be given to applicants trading for at least 3 months.

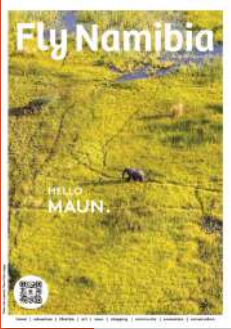
HOW TO APPLY



Scan the QR Code or use the below link to complete the programme application form online.
<https://www.raizcorp.com/sponsored-programme/ndtc/>

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quarter ended 31 December 2023 and 9.4% higher than the figure reported for the quarter ended 31 March 2023," said the report.

Furthermore, the average claims per beneficiary increased by 12.0% quarter-on-quarter and decreased by 4.8% year-on-year to N\$5,944.

The total membership was relatively unchanged quarter-on-quarter and increased by 2.4% year on year to 215,701 beneficiaries as of March 31, 2024.

"The number of pensioner beneficiaries increased by 0.7% during the quarter under review and by 5.8% on an annual basis. The growth in the number of pensioners may indicate the ageing of current members rather than the enrolment of pensioners as new members, coupled with the stagnant growth rate of younger members," said NAMFISA.

The Authority said that the absence of enrolment of sufficient younger members but the sustained annual increase in the number of pensioner members is expected to present higher claim risks for the industry.



TENDER: DPMT24_026

FREIGHT FORWARDING AND CONSOLIDATION SERVICES

Dundee Precious Metals Tsumeb (Pty) Ltd. invites registered, competent and experienced individuals or companies to tender for Freight Forwarding and Consolidation Services.

Details of the Tender

Tender availability: From Tuesday, 27 August 2024
Tender details and documents will be available exclusively on our e-Procurement portal at www.webportunities.net

Cost per set: No levy

Closing date for submission: Friday, 20 September 2024, at 16h00

Submission requirements are defined in the tender documents and the closing date for submission is final, no extensions will be granted. Technical information, bid clarifications and any enquiries pertaining to this tender can be requested at email: Tendersnam@dundeeprecious.com

All tender proposals must be submitted via our e-Procurement portal at www.webportunities.net

No other method of submission will be accepted.

The Freight Forwarding and Consolidation Services tender will be found under the tab Quotes/Tenders.

For any assistance on the portal, please call the Tara Nawa team on +26464402403 or send an email to the Contact Us page on the portal.

Dundee Precious Metals Tsumeb employs an equal opportunity policy. Calls for tenders will be awarded through a competitive bidding process which is transparent and open to all. Any persons or companies that qualify as per the tender's evaluation criteria, may bid.



dundeeprecious.com

The transformative power of leaders who see errors as opportunities

By Junias Erasmus

In the realm of leadership, the traditional view of mistakes as mere failures is rapidly evolving. Today, forward-thinking leaders are redefining errors not as setbacks, but as invaluable opportunities for growth and innovation. This progressive mindset is not just reshaping organizational cultures; it is driving substantial, positive change in how companies operate and thrive.

Leaders who view mistakes through a growth-oriented lens are pivotal in fostering a culture where continuous improvement is not just encouraged but celebrated. When leaders openly acknowledge their own errors and view them as learning experiences, they set a powerful example for their teams.

This approach helps dismantle the stigma associated with making mistakes and instead promotes an environment where experimentation and creativity are embraced. As a result, employees feel empowered to take calculated risks without the fear of harsh repercussions. This not only leads to more innovative solutions but



Leaders who view mistakes through a growth-oriented lens are pivotal in fostering a culture where continuous improvement is not just encouraged but celebrated.

also helps organizations remain agile in an ever-changing market.

The impact of such leadership is profound. By transforming mistakes into learning opportunities, leaders cultivate a culture of resilience and adaptability.

Teams that are encouraged to learn from their errors are better equipped to handle challenges and capitalize on new opportunities.

This proactive stance fosters a climate where improvement is a continuous process, and success is built on a foundation of trial, error, and iteration.

Leaders who are open about their

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mistakes and actively seek feedback create stronger, more cohesive teams. Vulnerability, far from being a weakness, becomes a strength. When leaders admit their own missteps and invite constructive criticism, they build trust and openness within their teams. This transparency encourages employees to share their own insights and concerns, fostering a collaborative atmosphere where collective problem-solving thrives. As teams work together to address issues and learn from each other, they become more resilient and capable of navigating complex challenges.


The benefits of this leadership approach extend beyond internal dynamics.

Organizations that embrace a culture of learning and continuous improvement enhance their external reputation as well. Customers and stakeholders increasingly value transparency and integrity, appreciating companies that demonstrate a commitment to growth and excellence. Such organizations are seen as adaptive and forward-thinking, qualities that attract and retain customers, partners, and top talent.

Leaders who embrace mistakes as opportunities for growth are not merely transforming their own organizations; they are setting a new standard for leadership. By fostering a culture where errors are viewed as learning experiences and feedback is openly welcomed, these leaders drive innovation, enhance team cohesion, and build organizations that are resilient and adaptable. As the business landscape continues to evolve, the ability to learn from mistakes and embrace continuous improvement will remain a key driver of success. Embracing mistakes is not just a strategy for growth, it is a fundamental component of effective and visionary leadership.

**Junias Erasmus works for NAMFISA. He is a Scholar & a Motivational Speaker. This article is written in his personal capacity. For inquiries, contact him at Junias99@gmail.com*

INVITATION TO BID



GIPF
Government Institutions Pension Fund

To guard, and to grow.

The Government Institutions Pension Fund (GIPF) was established to provide retirement benefits to employees in the services of the Namibian Government and other participating public institutions. The Fund's membership includes active members and a variety of annuitants. The Government Institutions Pension Fund's mission is to safeguard and grow the Fund for the benefit of its stakeholders and Namibia.

GIPF hereby invites qualified, competent, authorised from the Original Equipment Manufacturers (OEM) and registered companies to submit bids to GIPF for the under-mentioned:

Bid Number	Bid Description
G/ONB/GIPF-02/2024	Supply, Delivery and Installation of Cloud-based Data Backup Hardware to GIPF

Cost per set of documents: N\$300

Bid Documents Availability and Enquiries:
Documents for these bids are available via electronic mail from the below contact, following a non-refundable payment of N\$300:

Mr. E. Job
Procurement Officer
T +264-61-205-1210
E: ejob@gipf.com.na

Details of Bid Submission:
Sealed bids citing the bid number and detailing the services to be rendered should be posted or hand delivered to:

The Chairperson: GIPF Procurement Committee
Bid NO: G/ONB/GIPF-02/2024 – Supply, Delivery and Installation of Cloud-based Data Backup Hardware to GIPF
GOVERNMENT INSTITUTIONS PENSION FUND
GIPF House, Ground Floor, Reception
Corner of Dr Kenneth David Kaunda and Goethe Street
P.O. Box 23500
Windhoek, Namibia

The closing date and time for this bid is 05 September 2024 at 12H00 p.m.
Proposals received after the deadline will not be considered.

Visit: www.gipf.com.na Email: info@gipf.com.na



GCR upgrades ratings of Letshego Namibia to A+(NA)

GCR Ratings (GCR) has upgraded the Namibian national scale long-term issuer ratings for Letshego Holdings Namibia, Letshego Bank Namibia, and Letshego Micro Financial Services Namibia to A+(NA) from A(NA).

The short-term issuer ratings of A1(NA) were reviewed by GCR and maintained at the current levels, while the outlook has been revised to Stable

Key drivers of the upgrade include Letshego's listing of the first social bond on the Namibian Stock Exchange, raising N\$322 million, with N\$260 million issued in three-year senior unsecured notes.

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The proceeds will support financial inclusion for underserved communities by funding sectors such as affordable housing, healthcare, and education.

“The Group's asset quality remains robust, with non-performing loans at 5.8% (below the industry average of 6%) and low credit losses at 0.3%. Capitalisation is strong, with a GCR capital ratio of 42.0% as of December 2023,” Letshego stated.

“Letshego continues to diversify its funding base while maintaining a resilient financial profile. Liquidity remains adequate, with liquid assets covering short-term wholesale funding at 1.3x as of December 2023.”

Letshego Namibia Chief Financial Officer, Karl-Stefan Altmann, said, "This upgrade reflects Letshego's enhanced competitive position, solid asset quality, strong capitalisation, and commitment to responsible lending."

Letshego Holdings Namibia is a leading financial services provider in Namibia, offering a range of micro-lending and banking services through its network of 17 branches across the country.

GCR Ratings is Africa's leading rating agency, with rating coverage in excess of 500 ratings in over 20 African countries.

www.debmarineamibia.com

TENDER

First date of publication: 21 August 2024

TENDER NO: DBMNE0447 PROVISION OF WELLNESS SERVICES : ON-SITE NURSING SERVICES

DESCRIPTION:
 Debmarine Namibia is seeking an experienced business entity to provide on-site nursing services.

SCOPE OF SERVICE:
 The scope of the tender without limitation includes the provision of on-site nursing services at the Debmarine Namibia registered clinics in Oranjemund (for Debmarine Namibia sea-going employees) and in Windhoek (for Debmarine Namibia officed based employees). The service provider will also be required to visit the Debmarine Namibia Lüderitz depot at the Port of Lüderitz (Namport), to deliver on-site nursing services for Debmarine Namibia employees Lüderitz based employees, on the scope of services.


CLOSING DATE: 20 September 2024 at 12H00, by electronic submission

Registered businesses interested in providing such services are requested to obtain a tender document with reference number DBMNE0447 PROVISION OF ON-SITE NURSING SERVICES

REQUEST FOR ELECTRONIC TENDER DOCUMENT:
 Tender documents should be requested by the above date and time.
 Email Address: Tenders@debmarine.com
 Subject line: DBMNE0447 PROVISION OF ONSITE NURSING SERVICES

ENQUIRIES:
 The Procurement Officer
 Tel: +264 61 297 8481
 Email: TenderEnquiries@debmarine.com
 Subject line: DBMNE0447 PROVISION OF ONSITE NURSING SERVICES

DISCLAIMER:
 Debmarine Namibia shall not be responsible for any costs incurred in the preparation and submission of a response to this tender and furthermore reserves the right not to extend this tender into any future tenders, negotiations and or engagements.
 Debmarine Namibia shall not accept submissions rendered after the closing date and time.





Theme:

"Empowerment through Excellence: Leading Change in Extractive and Energy Sectors."

DATE : 16-17 OCTOBER 2024

Breaking ground: How WiMAN is transforming Namibia's mining industry

By Emma Mulwa
and Jeronimo Kateya

In Namibia's vast and mineral-rich landscape, a quiet revolution is underway—one that is challenging the deep-seated norms of the mining industry and empowering women to take their

rightful place in it.

Leading this charge is the Women in Mining Association of Namibia (WiMAN), a pioneering organisation founded in 2017 with a singular mission: to promote gender equality and empower women within the Namibian mining sector.

WiMAN's journey began with the

recognition of an evident gender imbalance in mining—a sector traditionally dominated by men. Despite the perception of progress, the statistics tell a different story. While women's participation in large-scale mining operations has seen a relative increase, their representation in leadership and executive roles remains alarmingly low. Nationally, women account for about 18% of the mining workforce, yet only around 10% have held executive positions since 2009. This disparity is not unique to Namibia; globally, women typically make up just 10-15% of the mining workforce.

The WiMAN Mission

WiMAN's 700 members are a testament to the organisation's growing influence. These women span the spectrum of the industry—from those working in large-scale and small-scale mining operations to aspiring professionals, students, and entrepreneurs providing procurement services. WiMAN's strategic focus is clear: attract, retain, and advance women in the mining sector through leadership commitment, socio-economic empowerment, and mentorship programs designed to tackle unconscious bias and foster diversity from an early age.

At the helm of WiMAN is Zenzi Natasha Awases, a leader who is as passionate as she is determined. Awases advocates for a paradigm shift in the mining sector, one that goes beyond mere participation to ensure that women are seen, heard, and empowered. "The fact that you are seeing more female participation in the mining sector does not mean that gender equality has been achieved," Awases affirms. Under her leadership, WiMAN has laid out a five-year strategic plan that emphasizes collaborative solutions and collective responsibility.

The organisation's mission is ambitious but vital: to empower women not just to

participate, but to thrive, innovate, and lead within Namibia's mining industry. WiMAN has already made significant strides in promoting women's leadership and entrepreneurship, but the road to true equality is long and burdened with challenges.

Tackling Systemic Challenges

The underrepresentation of women in mining reflects broader, systemic gender disparities that have deep historical and cultural roots. Mining has long been perceived as a physically demanding, male-oriented field—a narrative reinforced by outdated laws and societal norms. This has resulted in a persistent gender gap at the executive level, where crucial decisions are made.

WiMAN is determined to demolish these barriers. The organisation advocates for corporate policies that promote diversity and inclusion, urging mining companies to implement initiatives that increase gender representation at all levels. By doing so, WiMAN believes the industry can not only achieve its goals but also foster a more innovative and inclusive environment.

A Broader Shift Across Africa

WiMAN's efforts are part of a larger, continent-wide movement toward gender equality. Research indicates that Africa is undergoing a paradigm shift in its approach to empowering women, particularly in traditionally male-dominated sectors like mining. While education remains a critical factor, the growing influence of women entrepreneurs is driving economic growth across the continent.

Sub-Saharan Africa now leads the world in women's entrepreneurial activity, with countries like Botswana, South Africa, and Ghana at the forefront. According to the 2021 Mastercard Index, Africa boasts

The underrepresentation of women in mining reflects broader, systemic gender disparities that have deep historical and cultural roots.

the highest female entrepreneurship rate globally, with 26% of women actively engaged in entrepreneurial ventures. However, despite these advances, access to funding remains a significant barrier—a challenge that WiMAN is keen to address.

A Summit to Empower

In celebration of its seventh anniversary and to further its mission, WiMAN is planning a landmark event: the Women in Mining Summit, scheduled for the 16th and 17th of October 2024 in Windhoek. The summit, themed "Empowerment through Excellence: Leading Change in Extractive & Energy Sectors," will serve as a platform to bridge the gap between mining entrepreneurs, financiers, potential investors, and industry leaders.

This summit is more than just a meeting—it's a call to action. It seeks to foster dialogue, collaboration, and the exchange of ideas, all with the goal of advancing

gender equality in the mining sector.

Awases and her team see it as a crucial step in creating an industry where women are not just participants, but leaders and innovators.

Looking Ahead

WiMAN's story is one of resilience, determination, and hope. In an industry that has long been the domain of men, WiMAN is proving that women have a vital role to play. The road to gender equality may be long, but with organisations like WiMAN leading the charge, the future looks brighter than ever.

As Namibia's mining sector continues to evolve, the contributions of women will be increasingly recognised—not just as workers, but as leaders who are shaping the industry's future. WiMAN is not just reshaping the mining industry; it is inspiring a new generation of women to break barriers and redefine what is possible.

Upskilling and Reskilling in the Age of Artificial Intelligence: Opportunities for Namibian Youth





AI has potential to transform Namibia business

Stellenbosch Business School hosted an Alumni Thought Leadership networking event on 28 August 2024, focused on "Upskilling and Reskilling in the Age of AI: Opportunities for Namibian Youth".

The event was facilitated by the Stellenbosch Business School Alumni Association Namibia, in partnership with V5 Digital and Simpli Business Advisory.

Vivette Rittmann, Co-Creation Facilitator at Namibia University of Science and Technology (NUST), highlighted AI as having the potential to transform the Namibian business landscape and the various sectors and ministries in the country.

"AI is here to be utilised as a tool to enhance the quality and efficiency of work," Rittmann said. "When IT assumed control, it revitalised the business entirely. AI is expected to achieve an even greater impact. In the realm of upskilling, AI is poised to surpass previous advancements."

Rittmann highlighted that Namibia faces challenges in upskilling and reskilling,

compounded by an infrastructure gap.

She noted that the introduction of AI requires 5G technologies, adding that Namibia urgently needed to enhance its infrastructure.

"Challenges that Namibia faces in terms of upskilling and reskilling, infrastructure gap. If we are going to have AI, we are going to have 5G AI, and our infrastructure is not in place. We really need to upgrade our infrastructure if we are going to be competitive, if our youth or anyone is going to be competitive," Rittmann said.

She said access to connectivity is also a challenge.

"Access to connectivity is a challenge as well. The quality of internet access in Okahandja Park and that of Pionierspark is way different," Rittmann said.

Professor Anica Peters, Chief Executive Officer of the National Commission on Research, Science, and Technology (NCRST), believes faster upskilling and reskilling can be achieved through various methods.



FINANCIAL MARKET MONITOR

Enriching Generations

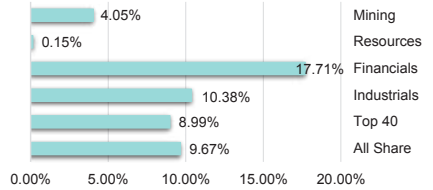
Commodities

Spot Gold	2519.85
Platinum	943.24
Palladium	974.27
Silver	29.49
Uranium	78.00
Brent Crude	80.22
Iron Ore	94.96
Copper	9165.97
Natural Gas	2.08
Lithium	11.25

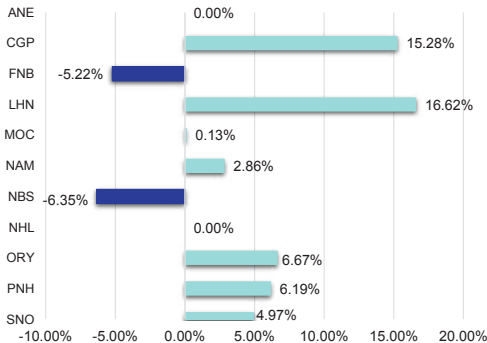
Currencies

USD/ZAR	17.7651
EUR/ZAR	19.6580
GBP/ZAR	23.3784
USD/CNY	7.0995
EUR/USD	1.1067
GBP/USD	1.3161
USD/RUB	91.6417
CPI	4.60%
Repo Rate	7.50%
Prime Rate	11.25%

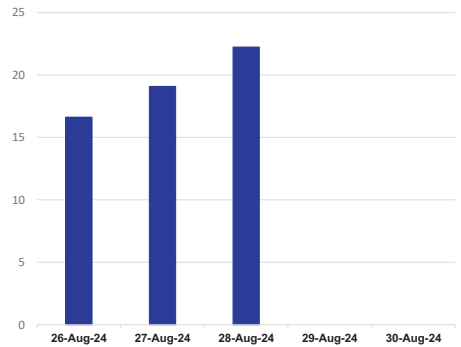
JSE Indices: Year to date movement %



NSX Local Stocks: Year to date price movement %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to date movement %

