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# THE BRIEF

News Worth Knowing

## Kuleni, First Capital to administer GIPF's pension-backed housing loan scheme rollout

TUESDAY 23 JULY 2024



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## MAIN STORY

## Kuleni, First Capital to administer GIPF's pension-backed housing loan scheme rollout

**T**he Government Institutions Pension Fund (GIPF) plans to leverage its subsidiary Kuleni Financial Services and housing loan fund manager First Capital Treasury Solutions to facilitate the upcoming pension-backed housing loan scheme.

The pension fund revealed its plans are advanced, with the Memorandum of Agreement (MoA) already prepared and currently under review by the Office of the Prime Minister (OPM).

The pension-backed home loans initiative by the GIPF aims to provide its members with an accessible path to home ownership, leveraging their pension savings as security for loans.

"Since the approval of the Pension Backed Home Loan (PBHL) scheme by the GIPF Board of Trustees, the Fund has been engaged with relevant stakeholders to finalise the signing of the MoA between the relevant parties consisting of the GIPF, Government through the OPM, Treasury, Attorney General, Public Service Commission, other participating employers and appointed PBHL Administrators," GIPF Principal and CEO, Martin Inkumbi told The Brief.

Inkumbi added that for the benefit to be added to the GRN Home Owners Housing Scheme for Staff (HOHSS) and be eligible, the GRN through the Ministry of Finance and Public Enterprises has approved a direct deduction code.



### Crucial Dates

- Bank of Namibia Monetary Policy announcement date:  
14 August 2024  
23 October 2024  
4 December 2024
- Mining Expo and Conference (07 - 08 August 2024)
- Namibia Oil and Gas Conference (20 - 22 August 2024)
- Namibia Oil & Gas Conference 2024  
20-22 August 2024  
Mercure Hotel , Windhoek
- Global African Hydrogen Summit (GAh2S)  
Windhoek, Namibia from 03 - 05 September 2024

Kuleni Financial Services was established in 1999 by the GIPF to provide retirement solutions and other related services in the open market.

This comes as the market value of the GIPF's investments in the local economy has reached N\$5.9 billion, up from N\$5.3 billion in 2022, according to Principal Inkumbi.

"This growth is mainly through our unlisted investment programme over the last 10 years," Inkumbi said.

These investments span various sectors, including property, venture capital, private equity, private debt, SMEs, renewable energy, infrastructure, and affordable housing.

"The Fund has added value to the socio-economic development in Namibia through our investments in affordable housing and land services projects," Inkumbi stated.

He emphasised that GIPF recognised Namibia's housing shortage early on and saw an opportunity to make a meaningful impact on the housing landscape while delivering on investment returns. "Our investments in housing also meet the requirements around income generation and capital growth," Inkumbi noted.

Since the approval of the Unlisted Investment Policy in 2010, GIPF has focused on housing projects aligned with the Harambee Prosperity Plan (HPP) goals.

"The HPP goal is to construct 20,000 new houses nationwide and service 26,000 new residential plots, to which GIPF has committed to take up at least 30% of this deliverable of the Plan," he added.

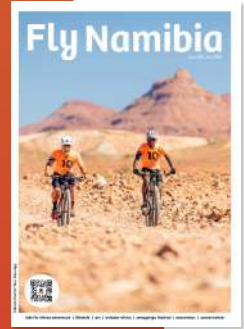
He highlighted the fund's positive impact on many government employees in the areas of land servicing, housing, and mortgage financing.

"GIPF takes its commitment to delivering services in land and housing seriously and has consistently demonstrated the ability to fulfil its pledge," Inkumbi said.

As of 31 March 2023, GIPF's investments include the servicing of 5,761 land plots, the construction of 6,919 housing units, financing for 2,890 houses through the First Capital Housing Fund, and the creation of 3,779 jobs.

GIPF is a statutory pension fund that provides guaranteed pension and related benefits to over 90,000 civil servants, and employees of participating employers in Namibia.

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# Namibia Public Service recruitment to go digital

The Public Service Commission of Namibia says it is looking into the digitalisation of its recruitment processes.

This move aims to improve efficiency, transparency, and fairness in hiring for government positions.

Currently, applications and selections are handled manually, requiring physical submissions. The new system will allow applicants to submit applications online, streamlining the process and potentially

increasing accessibility.

“The Commission recognises the need for modernisation and is actively working to automate the public service recruitment process. Currently, a major challenge is our reliance on manual systems for applications, selections, and other processes,” Chairperson of the Commission Salmaan Jacobs said.

He added that the commission is hoping to automate its internal processes such as leave applications as well.



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## VACANCIES

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He said the initiative aligns with Namibia's commitment to modernise and embrace the Fourth Industrial Revolution. Jacobs noted that the commission recognises the benefits of automation, including minimising paperwork, ensuring proper document storage, and creating a more credible recruitment process.

“We envision a future where these processes are entirely online. This would allow applicants to apply from anywhere, not just physically coming to an office. Furthermore, it will streamline the entire recruitment process for both the Ministries and the Commission, ensuring equal opportunity and greater transparency. Ultimately, automation will lead to a more efficient and reliable system, minimising document loss and ensuring data integrity,” he said.

He also said that digital transformation will also contribute to achieving "balance structuring" within the public service.

This policy emphasises fair representation of diverse demographics in government jobs.

By facilitating a more accessible and transparent application process, the online system can help ensure equal opportunities for all Namibians seeking public

service roles.

“Balance structuring is important. We aim to create a public service that reflects Namibia's rich diversity, ensuring everyone has a fair chance to compete and contribute. This includes employment opportunities, capacity building, and all the benefits that come with being a public servant,” Jacobs said.



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# VACANCY

**Manager: External Affairs and Communications**  
**Patterson Grade D Upper**  
**Fixed Term : 2.5 Years**

The office of the Head of the Programme is overall responsible for the conception of and driving the implementation of the strategy for the Namibia Green Hydrogen Programme. It acts as a conduit between the line Ministry, the Joint Implementation Committee/Green Hydrogen Committee and staff, to inform the achievement of the Programme's priorities as well as act as a liaison between external stakeholders. This position will be in the office of the Head of the Programme and serves as the official communication and contact for the Programme with key stakeholders. The Environmental Investment Fund of Namibia (EIF) on behalf of the Namibia Green Hydrogen Programme (NGH2P) invites application from suitably qualified and experienced Namibian nationals to apply for the position of **Manager: External Affairs and Communications**

**Project Management and Implementation:**

- Strategic Communication**
  - Implement the organization's strategic communication strategy
- Advise**
  - Constantly decides how to best assist others in managing the finer details of Corporate Communications, and how to put in place a support capacity that is user friendly and that adds value
- External Communication**
  - Oversee the distribution of information outside of the organization and ensure that this information is managed effectively
- Internal Communication**
  - Oversee the distribution of information within the organization and ensure that this information is managed effectively
- Reporting:**
  - Reporting of the Programme's activities
- Corporate Policy and Corporate Social Responsibility**
  - Manage the organization-wide Corporate/ Social Responsibility policies.
- Brand Management:**
  - Official custodian for the Programme's brand
- Media Relationship**
  - Structures the relationship with the media using own discretion, but within the framework of the Programme's policies, in order to maintain a healthy working relationship and understanding
- Stakeholder engagement:**
  - Relationship Management

**Qualifications, Experience and Other Requirements**


- A Bachelor in Business Administration or post graduate qualification in Marketing, Communication Management, Media Journalism, Public Relations or related field from a recognised institution. A Public Relations or Communications accreditation with a recognized institution serves a distinct advantage.
- Knowledge and experience of journalism would be a distinct advantage
- Minimum of five (5) years business or communication experience of which at least three (3) years are at managerial level with extensive exposure in the area of Strategic Communication,
- Project management experience in the implementation of information technology systems and processes at corporate level
- Namibian citizen, with a valid drivers' license is a requirement
- Availability to travel

For inquiries, please contact the Human Resource Department at [recruitment@EIF.ORG.NA](mailto:recruitment@EIF.ORG.NA) or +264 61431 7701 or +264 61431 7730

All applications should be directed to:  
**Ms. Lizl Timbo**  
**Manager: Human Resources**  
**Tel: +264 61 4317730/431 7710**

A full Terms of Reference outlining the detailed job description and other requirements can be obtained from the EIF website, [www.eif.org.na/documents/vacancies](http://www.eif.org.na/documents/vacancies) or through email request, [recruitment@EIF.ORG.NA](mailto:recruitment@EIF.ORG.NA)

**NO HAND DELIVERIES**  
Applications with cover letter, recent CV and copies of qualifications should be emailed to [recruitment@eif.org.na](mailto:recruitment@eif.org.na)



Namibia  
Green Hydrogen  
Programme

Due date: 31 July 2024



# Namwater signs N\$123m contract for Outapi Water Treatment Works Expansion

**N**amwater has signed a N\$123 million contract with China Jiangxi International JV Homefin Properties CC for the expansion and upgrade of the Outapi Water Treatment Works.

Abraham Nehemia, the Namwater Chief Executive Officer, said this contract marks a significant milestone, enabling the commencement of construction and development work.

"Securing and finalising this contract is a crucial step in advancing our infrastructure goals. With funding now in place, we are ready to begin construction," he added.

Nehemia addressed ongoing concerns about water shortages and highlighted the importance of the project's timely completion.

"Our team, including the project manager, consultant, and contractor, is prepared to begin work. The project must meet high-quality standards and be completed within the agreed timeframe to address water supply issues."

He also emphasised the need to avoid delays, noting the prevalence of unfinished projects in the country. "This project must be fulfilled and completed as planned," Nehemia added.

Timothy Silombela, Head of Programme Management at Namwater, noted that "the total contract value, including contingencies



and VAT, is N\$123,184,517.06. We are looking forward to seeing the progress and benefits this project will bring."

He said the work is expected to take 16 months of construction.

China Jiangxi representative said that they have been in the construction industry for the last 20 years and are ready to deliver.

China Jiangxi International JV Homefin Properties CC will undertake the construction, with their bid amounting to N\$112,094,182.20, excluding VAT and contingencies.



THE  
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Mon-Fri

**MOOKS & ADORA** In the Morning

**92 FM**



# Educational media is great marketing for Namibian organisations

By Fimanekeni Mbodo

In an economic climate where Namibian households are under increasing pressure from the rising cost of living, consumers are continuously seeking practical solutions that can improve their lives. Flashy advertisements no longer appeal; instead, people are drawn to educational content that provides real value.

Namibian organisations, including State-Owned Enterprises (SOEs) and large businesses, sit on a goldmine of valuable information about their offerings, industries, and the impact they create. However, most do not fully leverage their information assets. A strategic shift towards educational marketing content can unlock this potential and create value for all stakeholders.

## What is Educational Media?

Educational media refers to content specifically designed to educate and inform an audience. This type of media includes videos, articles, podcasts, webinars, infographics, and other forms of digital and print content. The primary goal of educational media is to provide valuable insights, practical information, and knowledge that helps the audience understand a topic, solve a problem, or make informed decisions.

Statistics show that video is particularly powerful in the realm of educational media. According to HubSpot, online videos accounted for 82.5% of all web traffic in 2023, making it the most popular type of content on the internet. Moreover, 38% of marketers create educational and instructional videos to educate their audience. This highlights the importance of video as a medium for delivering

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educational content effectively.

For educational media to be effective, it must be understandable. The aim is not to showcase intricate knowledge, but to communicate it simply and effectively. The content should be clear, concise, and tailored to the audience's level of understanding. This approach ensures that the information is accessible and beneficial to the widest possible audience.

### From Purpose to Profit: The Business Case for Educational Media

Educational media is not only a purposeful approach to marketing; it can also be highly profitable. By providing valuable and informative content, businesses can achieve significant benefits that extend beyond brand building and customer engagement, including:

### Reducing Marketing Costs

Educational media offers a cost-effective marketing strategy compared to high-budget advertising campaigns. Informative content can be created with relatively modest resources while still delivering significant impact. This allows businesses to maximise their marketing budgets and achieve a higher return on investment (ROI). Platforms such as TikTok exemplify this perfectly, where videos often created with modest investment achieve engagement rates higher than over-the-top productions. The key ingredient is creativity and thoughtfulness, not more money.

### Building Customer Loyalty for Long-Term Gains

Educational media fosters deeper customer relationships by providing valuable insights and practical knowledge. This approach not only helps in acquiring new customers but also cultivates loyalty among existing ones. When customers feel informed and supported, they are more likely to trust the brand and become repeat buyers.





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- Individual Enquiries & Consultations

Date	Town	Venue	Time
18 July 2024	Rehoboth	Dr. Lemmer Secondary School	14:00 – 17:00
24 July 2024	Okahandja	Okahandja Secondary School	14:00 – 17:00

### MEMBER EDUCATION/ACTIVATIONS

Date	Town	Venue	Time
16 July 2024	Groot Aub	Java Groot Aub Wholesaler	10:00 – 15:30
16 July 2024	Groot Aub	Groot Aub Primary School	14:00 – 17:00
17 July 2024	Rehoboth	Old Bus Stop	10:00 – 15:30
19 July 2024	Dordabis	Dordabis Clinic	10:00 – 15:30
22 July 2024	Ovitoto	Ministry of Agriculture	10:00 – 15:30
23 July 2024	Okahandja	Okahandja Shopping Centre	10:00 – 15:30
23 July 2024	Okahandja	Okahandja Secondary School	14:00 – 17:00

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Establishing Thought Leadership and Premium Value

Delivering high-quality educational content consistently positions businesses as thought leaders in their industries. This approach not only strengthens brand reputation but also establishes them as trusted sources of valuable information. A strong brand reputation attracts more customers and creates opportunities for premium pricing and higher profit margins.

Conclusion

It is important to note that educational media may not work for all. If your business is selling food that is not too healthy, that is not something you are going to want to shine a light on.

However, for industries such as financial services, healthcare, agriculture, energy, education and public services, educational media can be a game-changer.

By providing valuable, informative content, organisations in these sectors can build credibility, engage their audience, drive traffic, and support sales efforts.

Educational media not only enhances brand

reputation but also establishes organisations as trusted authorities in their fields.

This approach fosters brand loyalty and can drive long-term profitability.

***\*Fimanekeni Mbodo is the Founder and Chief Executive Officer of Foster Digital Education, a Namibian company operating in Media, Marketing and Education. Fimanekeni has a strong background in Finance and Business, with a BCom in Financial Accounting from the University of Cape Town and a Postgraduate Diploma in Business Administration from the University of Namibia.***



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# Are You a Content Pirate?

By Roger Gertze, MultiChoice Namibia Managing Director

Imagine a world where you can no longer watch addictive series like Suidooster, homegrown movies such as Penda's Dilemma, or your favourite sports event like the Premier League or the Olympics. This could be a reality if copyright is not protected.

While streaming a series from a dodgy site may seem harmless, content piracy cripples Africa's creative industries.

Piracy occurs when an individual, who is not the copyright holder, copies content and resells it for a significantly lower price than the copyright holder charges. Many perpetrators of piracy do not realise the impact it can have...

It starts when producers have less money to invest in new projects, technology, and talent. Investors lose faith in Africa's creative industry as their rights aren't protected, and then the quality and variety of content dwindles.

Soon, local productions are replaced with mainstream, one-size-fits-all material, which means there's less and less work for local content creators – along with less investment in local economies and livelihoods.

If you're unsure that the content you're consuming comes from a legit source, follow this decision tree:

Piracy might seem like a victimless act, but it impacts Africa's entire entertainment industry, from studios to individual creators.

By choosing legal options, you're supporting the local movies, shows, and music you love

### ARE YOU A CONTENT PIRATE?

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Soon, local productions are replaced with mainstream, one-size-fits-all material, which means there's less and less work for local content creators – along with less investment in local economies and livelihoods.

If you're unsure that the content you're consuming comes from a legit source, follow this decision tree:

#### 1 ENJOYING SOME ENTERTAINMENT?

Awesome! Let's make sure it's legit. Did you pay for this content yourself?

**YES, PAID FOR IT YOURSELF?**

Awesome! You're supporting creators.

Move to **QUESTION 2**

**NOPE, I GOT IT ANOTHER WAY.**

Oh no! You're not. Let's check a few things.

Move to **QUESTION 2**

#### 2 DID YOU BUY IT FROM AN OFFICIAL SOURCE, LIKE MULTICHOICE?

**ABSOLUTELY!**

You're golden! Enjoy guilt-free entertainment. Thanks for doing things right and supporting African creatives!

Move to **QUESTION 3**

**MAYBE NOT.**

It's easy to be unsure. Let's give it a go.

Move to **QUESTION 3**

#### 3 HOW DID YOU GET THE CONTENT?

**SOMEONE SHARED IT WITH ME.**

Sharing is caring, but with content, it can be tricky.

Move to **QUESTION 4**

#### 4 DID THE PERSON WHO SHARED IT SAY FOR YOU AND THEM TO ALLOW THEM TO SHARE?

**NOT SURE, OR PROBABLY NOT.**

Ah, that's a grey area. Piracy hurts creators.

Move to **QUESTION 5**

**YES, THEY'RE A PAYING SUBSCRIBER AND IT'S WITHIN THE SHARED RULES.**

Awesome! Enjoy and thank them for supporting creators!

#### 5 DOES THE SOURCE ON THE PRICE SEEM TOO GOOD TO BE TRUE?

**TOTALLY WAY CHEAPER, WEIRD WEBSITE...**

That's a red flag. If the price it can have your device and it supports illegal activity. Try to find a legitimate source, like MultiChoice.

Move to **QUESTION 6**

**PRICE SEEMS FAIR, BUT I'M STILL NOT 100% SURE.**

When in doubt, check it out. Look for official logos, licensing info, or ask us at MultiChoice.

We're happy to help!

Piracy might seem like a victimless act, but it impacts Africa's entire entertainment industry, from studios to individual creators. By choosing legal options, you're supporting the local movies, shows, and music you love and ultimately helping to protect Africa's creative industry.

To learn more or find a safe, reliable source of local content, visit: <https://www.multichoice.com/partners-against-piracy>



## **World Bank prepares new country partnership framework for Namibia**

**T**he World Bank Group (WBG) says it is developing a new Country Partnership Framework (CPF) to guide its future support for Namibia.

This follows a recent visit by a delegation of the WBG's Board of Executive Directors to South Africa and Namibia.

The delegation met with Minister of Finance and Public Enterprises Ipumbu Shiimi and key stakeholders.

The delegation aimed to assess progress on existing projects and discuss the evolving relationship between the WBG and the two countries.

“In Namibia, the World Bank Group is preparing a new Country Partnership Framework with the government that will strategically guide its support as the engagement continues to grow,” said the World Bank.

The new CPF, currently under development, will serve as a roadmap for the WBG's future engagement with Namibia and will align its support with the National Development Plan 4 (NDP4).

The Bank further said discussions focused on the WBG's future support in fostering inclusive economic growth and job creation within Namibia.

A recent N\$2.6 billion International Bank for Reconstruction

and Development (IBRD) (\$138.5 million) loan approved by the World Bank for NamPower, Namibia's state-owned power utility, is the first of its kind for Namibia in 15 years.




Notably, the bank emphasised that the focus is shifting from a purely knowledge-based partnership to a broader one encompassing both knowledge sharing and financial assistance.

“These interactions provided valuable insights into how Namibia manages its development priorities and confronts ongoing challenges like poverty, unemployment, and inequality,” the World Bank said.

Matteo Bugamelli, the World Bank's Executive Director, representing a constituency that includes Namibia, expressed optimism about the country's progress.

He reaffirmed the WBG's dedication to supporting Namibia in tackling unemployment and inequality.

Bugamelli also welcomed the increased focus on financing crucial reforms within the country.



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NAMWATER  
Namibia Water Corporation Ltd

Invitation for Bids [IFB]  
Works  
(Without Prequalification)

IFB Number:

Employer:

Project:

Contract title:

Country:

Loan No. / Grant No.:

Procurement Method:

OCBI No:

Issued on:

W/OIB/NW-001/2025

Namibian Water Corporation Limited (NamWater Ltd)

Oshakati Water Purification Plant Extension (C-NOSH116)

Construction Contract for the Oshakati Purification Plant Extension

Namibia

2000200004682

Open Competitive Bidding (International) (OCBI)

W/OIB/NW-001/2025

12 July 2024

1.

The Government of the Republic of Namibia has received financing from the African Development Bank hereinafter called the Bank toward the cost of the Oshakati Purification Plant Extension and intends to apply part of the proceeds toward payments under the contract for the Construction Contract for the Oshakati Purification Plant and Associated Works. For this contract, the Borrower shall process the payments using the Direct Payment disbursement method, as defined in the Bank's Disbursement Guidelines and procedures for Investment Project Financing.

2.

The Namibia Water Corporation Limited now invites sealed Bids from eligible Bidders for the Construction of the Oshakati Water Purification Plant Extension and Associated Works.

3.

Bidding will be conducted through the Open Competitive Bidding (International), OCBI procedures as specified in the Bank's [Procurement Framework](#) dated 2015) and is open to all eligible Bidders as defined in the Procurement Framework.

4.

Interested eligible Bidders may obtain further information from Namibia Water Corporation, [BidsAdfb@namwater.com.na](#) and inspect the Bidding document during office hours (08h00 to 17h00) at the address given below.

5.

The Bidding document in English may be purchased by interested eligible Bidders upon the submission of a written application to the address below and upon payment of a non-refundable fee of **NAD3,000**. The method of payment will be cash/EFT. The document will be sent by Electronic transfer or Hard Copies to be collected from NamWater as per the Bidder's preference.

6.

**Bids must be delivered to the address below on or before 11h00AM on 28 August 2024** Electronic Bidding will not be permitted. Late Bids will be rejected. Bids will be publicly opened in the presence of the Bidders' designated representatives and anyone who chooses to attend at the address below on **11h15 on 28 August 2024**.

7.

All Bids must be accompanied by a Bid Security of **NAD19 million** (Namibian Dollars Nineteen Million Only) in the form of an unconditional bank guarantee.

8.

Attention is drawn to the Procurement Framework requiring the Borrower to disclose information on the successful bidder's beneficial ownership, as part of the Contract Award Notice, using the Beneficial Ownership Disclosure Form as included in the bidding document.

9.

The address (es) referred to above is (are):

Client: Namibia Water Corporation Ltd

Attention: Namibia Water Corporation Ltd

Address: 176 Iscor Street, Aigams Building

Floor/Room number: Ground Floor, Cash Office-Bid Box, Aigams Building

City: Windhoek

ZIP Code: N/A

Country: Namibia

Telephone: +264 (61) 712270

Electronic mail address: [BidsAdfb@namwater.com.na](#)





## What it means to be an employer of choice

By Anselma Haushiku

Organisations regarded as “Employers of Choice” are highly desirable to work for because of their compelling employer brand promise and reputation, the attractive benefits they offer, the opportunities for career progression and their ideal and model corporate culture.

Leading organisations place emphasis and underpin the importance of setting strategic objectives and key initiatives focused on their employees.

Building an effective and authentic Employee Value Proposition (EVP) is a vital objective for any organisation that would like to attain a competitive edge.

GIPF as an organisation has moved away from the traditional paradigm of only focusing on benefits when defining EVP but more focus and emphasis is placed on the human part of it, hence the reason why it introduced one of its strategic pillar of care to address this.

Entities that achieve their strategic intent can create shared value for their stakeholders and ultimately deliver socio-economic impact.

This requires rigorous commitment to

attracting and retaining top talent and promoting a reputation for ethical and inclusive practices.

The fostering of an ideal working environment for skilled and engaged professionals requires organisations to take deliberate actions to focus on employees in strategic direction and intent.

This can be achieved through a robust wellness programme that considers work-life balance, having a recognition and reward initiative programme in place that is driven and led from the top through strong and inspirational leadership. This leads to high levels of employee satisfaction.

Employees value companies that assist them to grow and find a higher purpose. Human resource practitioners must drive employee engagement through an organisation’s mission, vision, and values.

This involves taking an employee-centric approach, prioritising the needs and interests of employees on the top of the organisation’s agenda as employees are key enablers for achieving objectives and ultimate success of any business. Committed and engaged employees execute strategy, achieve objectives, and produce positive results through their day-to-day interactions on a consistent basis.



Embodying the ethos of an “Employer of Choice” is demonstrated through programmes that drive talent management and development, fostering a positive culture, and ensuring alignment between individual and overall organisational performance.

It is highly necessary for organisations to enhance inspirational leadership and management, strategy driven training and development and ensure vigorous employee wellness programmes that are tailor-made and impactful.

Commitment to employee well-being reflects an organisation’s dedication to corporate professionalism.

The benefits of a well-crafted and implemented employee wellness programme boost morale, mitigates stress and burnout, minimises absenteeism and disengagement,

reduces healthcare costs, and ultimately enhances the productivity of an organisation.

Dedication to employee well-being is not merely a moral obligation but is a strategic investment in the long-term prosperity of an organisation.


Those responsible for wellness should partner with dedicated professionals and specialists to provide ongoing assistance at regular intervals.

There is correlation between organisational efficiency and employee satisfaction.

Institutions are therefore urged to place emphasis and focus on employees as a key stakeholder to drive transformational change and a healthy organisational culture driven by a motivated workforce.


The GIPF prides itself on being an “Employer of Choice” through its Employee & Organisational capacity strategic pillar which is aligned to its value of ‘Care’.

*\*Anselma Haushiku is General Manager: Human Resources of the Government Institutions Pension Fund.*



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# TENDER



First date of publication 12 July 2024

**DBMNE0509 - GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES**

**DESCRIPTION:**  
Debmarnamibia is looking for a contractor with the right expertise and experience to undertake a geotechnical site investigation utilising existing proven site investigation techniques to obtain detailed geotechnical data.

**SCOPE OF WORK:**  
The locations are primarily the inshore portions of the license area known as Mudbelt South, Mudbelt Central and Mudbelt North and consist of Holocene material overlying coarse gravel and cobbles. A central area characterized by very thick gravel orebodies will also most likely be part of the targets. Water depths range from 90m to 140m. The data will be used to build a site ground model in conjunction with the geophysical data and previous geological data already available across the site.

**CLOSING DATE: 23 August 2024 at 12:00**, by electronic submission.



**REQUEST FOR ELECTRONIC TENDER DOCUMENT:**  
Registered businesses interested in providing such services are requested to obtain the tender document with reference number DBMNE0509 GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES.

Email Address: Tenders@debmarine.com  
Subject line: DBMNE0509 - GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES

**ENQUIRIES:**  
The Procurement Officer  
Tel: +264 61 297 8481  
Email: Tenders@debmarine.com  
Subject line: DBMNE0509 - GEOTECHNICAL SITE INVESTIGATION: MUDBELT AND COARSE GRAVEL ENTITIES

**DISCLAIMER:**  
Debmarnamibia 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.

Debmarnamibia shall not accept submissions rendered after the closing date and time.



# Alweendo to headline 2024 edition of Namibia Oil and Gas Conference

**M**ines and Energy Minister Tom Alweendo will headline the 2024 edition of the Namibia Oil and Gas Conference, slated for August 20 to 22 in Windhoek.

Alweendo will be among over 70 renowned strategic speakers that have confirmed to be part of the second edition of the oil and gas conference.

Alweendo will join industry captains, including National Petroleum Corporation of Namibia acting Managing Director Ebson Unguta, Chief Executive Officer, Economic Association of Namibia, Cons Karamata, Maggy Shino, Petroleum Commissioner, Ministry of Mines and Energy, Republic of Namibia.

Other speakers also include Elizabeth Rogo, Founder and Chief Executive Officer, Tsavo Oilfield Service, and Eduardo Rodriguez, Country Chair, Shell Namibia.

The conference will be hosted by the Economic Association of Namibia, in partnership with the Namibia Investment Promotion and Development Board, the Hanns Seidel Foundation Namibia, the National Petroleum Corporation of Namibia, and has the official endorsement of the Ministry of Mines and Energy Namibia.

Namibia has in recent years earned itself a spot in the energy sector following the discovery of oil offshore Namibia's Orange Basin believed to contain billions of hydrocarbons.

Oil is expected to become a game-changer for the Namibian economy, with NAMCOR forecasting that the country's newly discovered oil reserves could grow the country's gross domestic product (GDP)



from the current US\$12.3 billion to US\$37 billion at peak production levels.

According to government estimates, Shell and TotalEnergies' discoveries have the potential to generate annual taxes and royalties ranging from N\$60 billion to N\$95 billion, with the ability to create 3,600 jobs at the peak of production.



## Low voter registration – apathy due to a lack of data?

By Rowland Brown

**T**he Namibian voter registration period is fast drawing to a close, with but a short window remaining in which to register to vote, the first step towards placing a cross next to a preferred party and presidential candidate come November. A first step that if not taken, negates the ability to later decide to vote, and decide who to vote for.

Despite this first step being so vital to the democratic process, a clear emerging trend is that young people are hesitant to register, and by extension, vote. These are the same young people on whom the virtues of democracy have been extolled for decades. Moreover, this is the same group that is most economically disenfranchised – largely urbanised, educated and yet suffering from vast unemployment. In the 2018, pre-COVID data (the latest NSA is able to supply), just over 578,000 people under the age of 34 were economically active, however 265,000 of these same persons were unemployed – some 46%. Over the subsequent six years, however, things have undoubtedly got worse. By our calculations, around 300,000 additional young people have “come of age” and become members of the labour force. How many of these young people have found employment is anyone’s guess, however in all likelihood,

relatively few. Pre-COVID, Namibia sat with the seventh highest youth unemployment rate in the world. Post COVID, probably higher.

So why is there a seeming reluctance within the Namibian youth to be involved in the democratic process, and to have their voices heard at the ballot? One possibility is that there is a view that their votes don’t matter, or don’t have an impact. From our recent set of election analysis, this is simply wrong. Here are some key points that the Namibian youth, especially, would do well to consider when deciding whether to register to vote, and as such stay eligible to cast their decision come November.

Young, urbanised voters are now, by far, the most influential potential voter block in the country. By our calculations, well over 60% of the eligible voters in this year’s election are “born frees” or born within 5 years of independence – i.e. “youth” with no clear memory of the pre-independence period. It is now the young people of Namibia that will decide the electoral outcomes. If they pitch up.

Liberation politics is no longer the key driving force behind voter behaviour. Between 2009 and 2014, support for the incumbent party and their presidential candidate hit an all-time high. From a steady 75-77% for SWAPO from 1993-2009, support

leapt to 80% in 2014. For the presidential candidate, from steady support of 73-77%, 2014 saw Geingob clock an incredible 87% of the vote. This came off the back of the period of strongest sustained growth Namibia had ever seen. However, in 2019, these positive trends reversed, and then some. From strong economic growth from 2011-2015, growth went off a cliff in 2015, due to a raft of bad local policy, adverse commodity price movements, reduced Angolan trade and more. Support for SWAPO fell below the 2/3rds threshold in the National Assembly for the first time since the 1989 election, to 65%, and for the presidential candidate, to 56%. While many ascribe this change to “Fishrot”, the reality is that both the 2014 and 2019 results are largely explained by economic conditions and the improvement / deterioration in people’s lives over these respective periods. The public was clearly voting, more than ever, on economic conditions, not liberation credentials. This is not surprising given that more and more voters do not recall the pre-independence period and did not experience the step change improvement that independence and majority rule delivered in the same way that their parents and grandparents did. Even then, it is worth recalling that in 1989, SWAPO received just 57% of the vote.

The Geingob support reversal is also worth a closer look. In 2019, incumbent President Geingob was fewer than 52,000 votes away from a run-off election with then independent (now IPC) Panduleni Itula. Ten times this number of registered voters (over 532,000) chose not to vote in the Presidential election, while an additional 112,000 eligible voters were not registered to vote. In total, 12 times as many people who could have voted didn’t, as would have been needed for a run-off in the presidential race. Since 2019, we estimate that at least a further 280,000 young, eligible voters have joined the potential voter base, while a small number of older voters will have passed away. Once again, the youth vote is vastly influential.

Another poorly understood matter, amongst the youth especially, is that more people think like you than you realise. Survey results from Afrobarometer show that 76% of Namibians are concerned about the direction the economy is going in, with over half of the population reporting deteriorating personal living conditions. Similarly, only 27% of the population believes that the current economic conditions are being well handled by

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Government. Most interestingly, however, is how these perceptions align perfectly with economic conditions. The populous was bullish on the economy and positive on Government when the economy was performing well, up to 2014.

Despite the reticence of young voters, a very clear message was delivered in 2019 – poor economic performance, resulting in deterioration in human conditions, has political consequences. Add to this corruption exposes, and the public will take action. This message, and indeed this feedback mechanism, is fundamental to democracy and accountability. In democracies world-wide, when the status quo isn't working for the public, they vote to send a message to policy makers that they want change. Maybe this takes the form of reduced support, maybe a change in Government / leadership. Certainly, Namibia has changed paths dramatically post 2019, with a significant increase in the number of technocrats in key positions and sensible policy reforms (albeit at the margin). Would this have happened without the 2019 shock vote outcome? This is anyone's guess, but I doubt it. More importantly, however, is the question of whether enough has been done, and whether the (yet to be unveiled for the most part) manifesto promises of the various parties will continue this reform or reverse it.

Nevertheless, voters making their voices heard, remains vital. The recent example in the UK is prescient. The Conservatives suffered their worst defeat in nearly a century after they failed to deliver on the demands of the people. Many people remain long-term Conservative supporters; however they realised that if they do not send a message that they want their needs to be taken more seriously by the political classes, they give a mandate to the leadership to continue on their current path without consequences, and accountability.

In Namibia, elections are free and fair,

and thus the outcome is not pre-ordained. The outcome depends on the decisions of the public, which starts with the decision to register. The outcome of the elections, and the future of the lives of Namibians, the management of oil discoveries and much more, depend on the decisions taken by the voters. Of course, none of this is to say HOW people should vote, but rather THAT they should vote. As data people (not politicians), we can see the vast impact that young voters can have in this election, and thus encourage all that can to register, and not think that their vote doesn't matter – it does, more than ever. Young voters should be determining their own and their country's futures and the leadership that is needed for the same. Staying home helps no one.

***\*Rowland Brown is a Namibian Economist with a focus on financial economics. Born in and raised in Namibia, he studied in Scotland before returning to Namibia in 2010. After working for the National Planning Commission, the Capricorn Group, Bank of Namibia and IJG Securities, in 2017 he co-founded a diversified financial service company, Cirrus, with a focus on financial intermediation and market development. Six years later, the group now employs over 70 people. Since 2015 he has worked as a consulting expert on financial system stability for the IMF with a focus on East Africa. He was the founding chairperson of the Economic Association of Namibia and a graduate of the US State Department's International Visitor Leadership Programme to the United States. His time is increasingly spent on corporate finance work as part of the corporate finance team at Cirrus, where the focus is on local capital market development.***





## Govt halts cattle movement at Opuwo to prevent spread of lung sickness

**T**he Ministry of Agriculture, Water and Land Reform has imposed an immediate ban on cattle movement in and out of Opuwo Urban Constituency after confirming a contagious bovine pleuropneumonia (CBPP) outbreak in Okapundja village.

Under the Directorate of Veterinary Services (DVS), the Ministry placed the ban following the detection of CBPP, commonly known as lung sickness.

The outbreak, identified on 1 July 2024, has affected a herd of 30 cattle, with eight testing positive and one succumbing to the disease.

Lung sickness is a highly contagious and potentially fatal respiratory illness in cattle and water buffalo.

While not a threat to public health, it can cause significant economic losses to the livestock industry due to its rapid spread and high mortality rate.

Acting Chief Veterinary Officer in the DVS, Johannes Shoopala, said in order to curb the outbreak and safeguard the

industry, the DVS has invoked the Animal Health Act, Act 1 of 2011.

This empowers the DVS to implement a complete ban on cattle movement within and out of Opuwo Urban Constituency, with the exception of those destined for immediate slaughter under veterinary supervision, as well as restrictions on the movement of cattle lung tissue from slaughtered animals within the constituency.

The ministry has further suspended all cattle gatherings in the Opuwo Urban Constituency until further notice.

It also imposed active disease surveillance to determine the outbreak's extent.

Moreover, the Ministry has established roadblocks at strategic points to ensure compliance with the movement restrictions and mandatory CBPP vaccination for all unvaccinated cattle in the constituency.

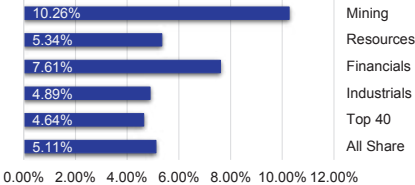
"The Directorate of Veterinary Services would like to urge farmers and the general public to cooperate and assist with measures put in place to control this outbreak," Shoopala said.



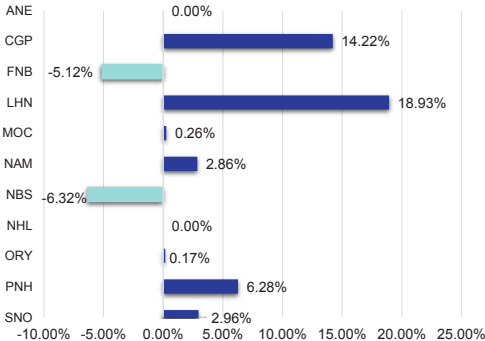
Commodities	
Spot Gold	2403.19
Platinum	944.68
Palladium	921.55
Silver	29.04
Uranium	86.00
Brent Crude	81.40
Iron Ore	99.72
Copper	9139.68
Natural Gas	2.20
Lithium	12.05

Currencies	
USD/ZAR	18.4013
EUR/ZAR	19.9632
GBP/ZAR	23.7567
USD/CNY	7.2748
EUR/USD	1.0848
GBP/USD	1.2909
USD/RUB	87.1368
CPI	4.60%
Repo Rate	7.75%
Prime Rate	11.50%

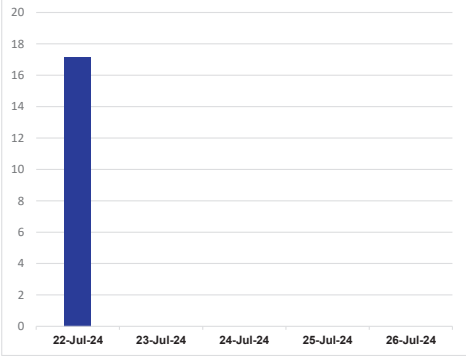
JSE Indices: Year to date movement %



NSX Local Stocks: Year to date price movement %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to date movement %

