SUMMIT FNB Namibia backs global financial inclusion summit p. 08



Love, hustles, and household budgets p. 11



APPOINTMENT
Standard Bank appoints
Elzita as Senior Manager for
PR and Communications



BR/EF

News Worth Knowing



@TheBriefLive www.thebrief.com.na

#### **MAIN STORY**



ondwana Collection plans to build a new 24-room hotel in Walvis Bay, with property acquisitions completed and council approvals secured.

Chief Executive Officer Gys Joubert told The Brief that the group had acquired three properties, including two on the Walvis Bay lagoon.

"We are not yet in the final phase. What we have done so far is acquire three properties, including two on the lagoon in Walvis Bay, and that process is complete. We have recently received approval from the council to consolidate these properties,

which will allow us to move forward with designing and constructing the hotel," Joubert told The Brief.

Designs for the development have been completed but still require final authorisation from the local authority.

#### Crucial Dates

- Bank of Namibia Monetary Policy announcement date:
  - \* 15 October 2025
  - \* 3 December 2025



We are looking at a 24-room hotel, with the intention of having larger, apartment-style rooms

"You have seen our design, but it is now subject to all the necessary approvals at the local authority level. In addition, we are still waiting for final quotes and construction costs. Once these figures are available, they will go back to the Gondwana board for the final decision," Joubert said.

The hotel is expected to feature larger, apartment-style rooms tailored to tourists, business travellers and longstay guests.

"We are looking at a 24-room hotel, with the intention of having larger, apartment-style rooms. The design caters not only to tourism but also to business travellers and longer-stay guests. This approach positions us well for the current market trends and the demand for flexible accommodation options," he said.

A feasibility study has already been completed, though final costings remain outstanding. "Yes, the feasibility study has been completed, and we are satisfied with the results. However, we do not yet have the final numbers for construction costs. These financial details are essential before the board can make the final decision. Despite this, we remain very hopeful and are aiming to break ground no later than January 2026," Joubert added.

Discussions on financing are under way with local institutions, including the Development Bank of Namibia.

"The financing model has not been finalised yet. However, we are actively in discussions with local banks, including the Development Bank of Namibia, to determine the best approach moving forward," he said.

Gondwana currently operates 16 tourism properties across Namibia, largely located in community areas and conservancies.



STANDARD PULL-UP
Banners
N\$1000.00

EXECUTIVE PULL-UP
Banners
N\$1200.00







#### CANVAS FRAME

A3 - N\$250.00 A2 - N\$400.00 A1 - N\$500.00

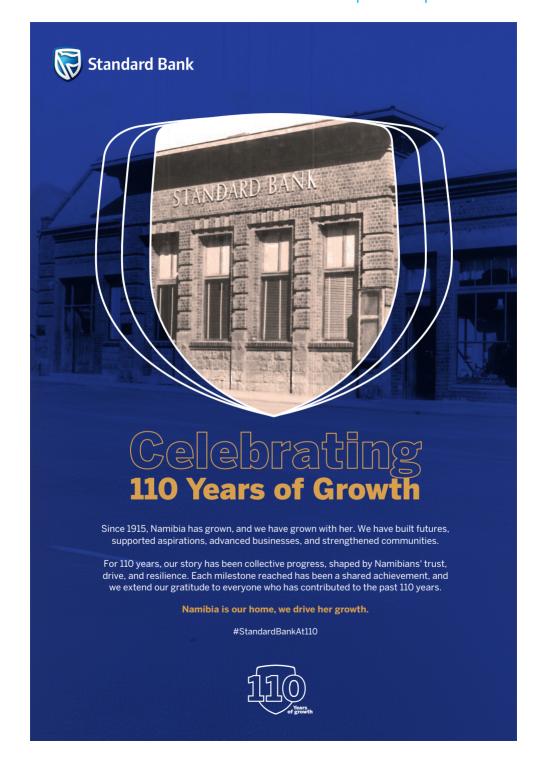
AO - N\$850.00

Custom Sizes Available Prices Excludeds VAT



CALL US TODAY







## Namibia, Botswana turn to private investors for Trans-Kalahari Railway

The Trans-Kalahari Railway (TKR) project between Namibia and Botswana has entered a new phase, with both governments shifting focus to securing private sector investment, finalising financial models, and ensuring regulatory and operational readiness.

Speaking at a Joint Ministerial Committee meeting on the project in Maun, Botswana, Namibia's Minister of Works and Transport, Veikko Nekundi, said the initial stages had been government-led but stressed that long-term success would require private sector participation.

"We are now moving toward the next phase, securing private sector investment, finalising financial models, and ensuring regulatory and operational readiness. Both governments remain committed to delivering this project transparently through a public-private partnership that brings tangible value to our nations. At the same time, sustainability must be central to every stage of the project," Nekundi said.

He noted that key milestones had already been achieved, including clearing nine years of audit reports and approving policies critical for smooth implementation, which would help eliminate potential delays.

Nekundi added that environmental sustainability remained a priority, with strict compliance to Namibian and Botswana laws, alongside continuous monitoring and contractor oversight.

"Environmental considerations will be incorporated in the design, development, and implementation phases to ensure the railway is responsibly executed," he said.

Botswana's Minister of Transport and Infrastructure, Noah Salakae, described the TKR as a transformative regional project that would boost trade, attract investment. and stimulate economic growth across the Southern African Development Community (SADC). "We can imagine a future where the TKR corridor sustains a combined population of over 250,000 people, living in well-planned communities. A future where the railway is the spine of a new economic zone, integrating agriculture, manufacturing, logistics, and tourism. This is our opportunity to rewrite history, to create an asset whose impact will be felt for generations," Salakae said.



# National projects face delays despite 64% on track – CPBN

he Central Procurement Board of Namibia (CPBN) has reported that while 64% of public projects were on schedule by 30 June 2025, a number of key initiatives continue to face serious delays and challenges.

Board member Julinda !Garus-Oas said that out of a total of 180 projects, 115 were on track, 16 (9%) were behind schedule, 17 had commenced within the past three months,

eight had been completed, 20 were yet to be determined, and three were on hold.

"As at 30 June 2025, a total of 115 projects, representing 64 percent, are on schedule. Sixteen projects, accounting for 9 percent, are behind schedule, while 17 projects, also 9 percent, have commenced within the last three months. Furthermore, 8 projects, or 4 percent, have already been completed," she said.



She noted that 16 works projects had suffered significant delays, including schools such as the New Primary School at Mix Settlement, Onkumbula Combined School in Oshikoto, Pendukeni Ivula Ithana Secondary School, Oshikunde Combined School in Ohangwena, and Tubusis Primary School. Other delayed works include a healthcare centre, water canal and pipeline projects, and road rehabilitation schemes. The delays range from 45 days to more than 1,500 days.

!Garus-Oas attributed the setbacks to late invoice payments by public entities, product shortages, long lead times, non-compliance with labour laws, staff resignations, and capacity gaps.

"One of the key mechanisms to mitigate risks in performance is the performance security requirement. Every successful bidder is required to furnish a performance security within 30 days of acceptance. This security acts as compensation in the event of non-performance. Once a contractor fulfils their obligations, the performance security is duly discharged," she said.

She stressed that no project sites had been abandoned, and highlighted successful completions such as the Nkurenkuru Vocational Training Centre, Swakopmund Primary School, the Omahenene Olushandja Canal Part 1, and the Kunene Omatando Substation.

CPBN chairperson Mary Shiimi said that despite progress, persistent challenges remained.

"Allow me to speak frankly. Many projects exceed their budgets, and the quality of some completed projects raises concerns, particularly regarding security. Security guards are often not paid in accordance with wage orders, and meals and other services sometimes fall short of the required specifications," Shiimi said.



LAUNCH YOUR
BRAND INTO ORBIT
WITH PREMIUM
CORPORATE WEAR

- Corporate Lounge Shirts
- Branded Golf Shirts
- Formal & Casual Trousers
- Workwear & Overalls
- Orporate Dresses & Skirts
- Branded Winter Jackets
- Body Warmers & Fleeces
- Safety Boots & PPE Wear
- © Caps, Beanies & Accessories
- Custom Embroidery & Branding

CONTACT US TODAY
TO PLACE YOUR ORDER





#### FNB Namibia backs global financial inclusion summit

Policy Forum, starting on September 2 in Swakopmund. Hosted by the Bank of Namibia in partnership with the AFI, the summit will see over 700 policymakers, financial regulators, and experts from around the world gather for the first time in sub-Saharan Africa to discuss critical topics related to financial inclusion.

This year's forum theme, "Empowering Society, Enabling Growth," emphasises the need to make financial services both accessible and beneficial for all, particularly for underserved populations.

AFI is the world's leading organisation dedicated to advancing financial inclusion policy and regulation. It comprises a memberowned network of central banks and financial regulatory institutions from 84 countries, having facilitated the introduction of over 1,130 financial inclusion policies that have benefited 850 million people globally. AFI's philosophy stresses that policies should be tailored to the unique contexts of individual countries, with inclusivity at the heart of policy design.

Through its cooperative model, AFI promotes knowledge exchange and peer engagement among its members while the GPF serves as an essential platform for participants to share insights and experiences, ultimately working toward the creation of an inclusive financial ecosystem that empowers communities and drives economic progress.

Next month's forum represents both a celebration of past achievements and a call to action. The journey ahead requires a collective commitment to overcoming existing barriers and ensuring that financial services empower every Namibian. By leveraging insights gained from the forum, Namibia aims to



strengthen its financial sector as a catalyst for inclusive economic growth and sustainable development.

Hosting the AFI GPF provides Namibia with a unique opportunity to showcase its financial inclusion journey while learning from the best practices and experiences of other nations. The forum will facilitate discussions on persistent challenges such as high fees, digitalisation, and inclusive finance. The knowledge shared will be invaluable as Namibia continues to refine its strategies to achieve a financial inclusion rate of 95% by 2035, focusing on instant payments, open banking, cybersecurity, digital identities, inclusive green finance, blended finance, targeted youth and MSME development programs, and digital financial literacy.

FNB Namibia communications manager Kirsty Watermeyer said by sponsoring the Global Policy Forum the bank is confident that it is building a fairer, more inclusive future for all. "This is not just about better banking; it is about a better Namibia. and a legacy of opportunity that will endure for generations to come," Watermever said.

She said financial inclusion is a daily commitment. "It is embedded in both our business strategies and our approach to social investment. When we ask, "How can we help you?", it is more than a slogan—it is a pledge to innovate, to enable, and to uplift.

"At FNB Namibia, we believe that true progress is not solely measured by economic growth, but by the extent to which all Namibians have real opportunity to participate in and benefit from our financial system. Our sponsorship of the Alliance for Financial Inclusion's Global Policy Forum is, therefore, deeply meaningful to us-an affirmation of our commitment to building a more financially inclusive society, where no one is left behind. regardless of background or circumstance."

#### Financial Inclusion in Namibia

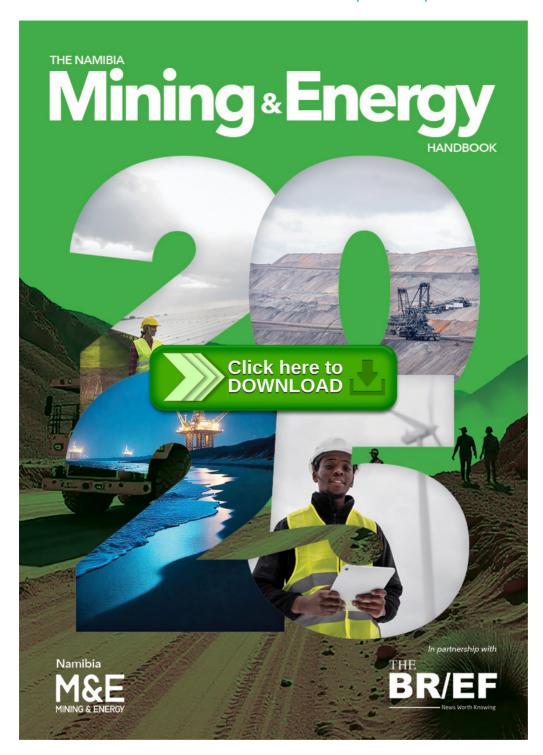
Namibia's journey toward financial inclusion has evolved Initially the vears. centered on increasing access banking services. country has developed a more nuanced understanding what financial inclusion entails. The introduction of the Basic Bank Account and the removal of cash deposit fees are some of the crucial milestones in this process.

However, challenges persist, particularly regarding fees that hinder meaningful participation in the financial leaving system. many Namibians—especially in rural areas—excluded from financial formal services. Other challenges include access to finance. capital market constraints. low levels of financial literacy and higher costs interoperability challenges associated with deploying digital finance.

To address these gaps, the Namibia Financial Sector Transformation Strategy (NFSTS) 2025-2035, launched on July 28, 2025, promotes innovative solutions such as mobile banking and agent networks to reach underserved populations. The strategy also emphasizes the importance of financial literacy and consumer protection.

At the recent launch of the national Financial Inclusion Awareness Campaign, Deputy Governor Ebson Uanguta highlighted that true monetary stability cannot exist without meaningful economic participation from all citizens. This campaign is part of the Bank's broader commitment to ensuring that every Namibian. regardless of geographic location, income level. educational background, empowered to participate meaningfully in the formal financial system.





### Love, hustles, and household budgets

By Hileni Amadhila

lives in flowers, laughter, and late-night chats, but in real life, it also lives in the rent, the groceries, the school fees, and the "Can we help at home this month?" calls.

And in Namibia today, the financial side of love can be just as intense as the romantic side.

The 2024 Old Mutual Namibia Financial Services Monitor shows that over half of working Namibians feel financially stressed, with rising costs and slow income growth piling on the pressure.

At the same time, almost a third of working adults have more than one income stream, and about one in four runs a business. That's a lot of hustling, and a lot of juggling for couples trying to build a life together.

So how do you keep both your finances and your relationship healthy?

First, talk openly. Money stress grows in silence. Set up a regular "money check-in" where you both share what's coming in, what's going out, and any family support you're expected to give. In Namibia, helping family can be a fixed part of the budget, whether it's school fees for a sibling or groceries for parents.

When it's openly discussed, you can plan for it instead of feeling blindsided.

Next, create a system that works for your reality. A joint account for shared expenses (housing, food, kids) plus personal accounts for individual spending can give both partnership and independence. If incomes are different or irregular, say

66

#### Debt and savings need clear agreements too.

one partner runs a side hustle, contribute by percentage instead of a fixed amount so it feels fair.

Plan for cash-flow ups and downs. If one of you has steadier income, use that for fixed costs like rent, and balance out later when other income streams come in. Also, keep a small "us" budget for fun, coffee after church, a picnic at the beach, so you don't lose the joy in the grind.

Debt and savings need clear agreements too. List all debts, interest rates, and payment dates so you're both aware. Even small savings can help avoid turning every emergency into a loan. And if you have a business, keep those finances separate so you don't cut into stock or working capital.

Most importantly, remember the bigger picture. If you're feeling the pinch, you're not alone.

The data shows many Namibians are under pressure, which means it's a shared reality, not a personal failure. The goal is to make money a tool you manage together, not a wedge that drives you apart.

When you're honest about both your love and your money, you give your relationship the space to grow, even in tough times.

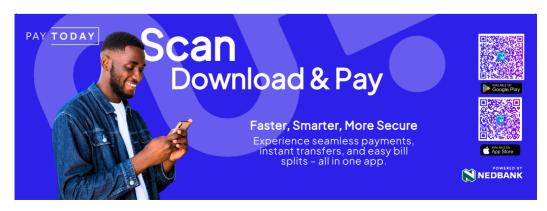
\* Hileni Amadhila is a Senior Public Relations, Stakeholder and Communications Consultant at Old Mutual Namibia



# Telecom employees to receive pay and benefits increases

Public Workers Union (NAPWU) have signed two agreements covering

wages, salaries, and substantive matters for the 2024/2025 and 2025/2026 financial years.



Employees will also benefit from a N\$150,000 increase to housing and loan qualifying amounts, and a 5% salary increment effective 1 October 2025.

The agreements, concluded at a signing ceremony, provide enhanced benefits for employees in the bargaining unit, including a once-off taxable payment of N\$12,000 in 2025 for all permanent, trainee, and contract staff in lieu of the 2024/2025 wage adjustments.

Employees will also benefit from a N\$150,000 increase to housing and loan qualifying amounts, and a 5% salary increment effective 1 October 2025.

Telecom Namibia Chief Executive Officer, Dr Stanley Shanapinda, said the agreements went beyond financial benefits.

"These agreements are not just about numbers but about creating a workplace where employees feel valued, supported, and empowered to contribute to the growth and sustainability of Telecom Namibia," he said.

Shanapinda praised the union's approach during negotiations.

"I would like to extend my sincere appreciation to our social partner, NAPWU, for their positive engagement throughout this process. The spirit of dialogue and cooperation that has characterised these negotiations is a shining example of what can be achieved when we work together for a common goal," he said.

He added that the outcome also reinforced the company's broader national role.

"It is also about reinforcing our commitment to national development and economic stability. As we move forward, let us continue to build on this foundation of trust and partnership. Let us remain focused on delivering value to our customers, strengthening our organisation, and creating opportunities for all," Shanapinda said.

NAPWU Deputy General Secretary, Mateus Ndeshikeya, described the agreement as a turning point in labour relations.

"We have put aside the 'us versus them' mindset, and this change made it possible to finalise negotiations in just one day, something truly remarkable for all of us," he said.

He credited transparency and patience for the breakthrough.

"Trust, openness, and transparency were the building blocks of fair and constructive negotiations. To our members, thank you for your patience and strength. You stood firm for three years without an increment, and today we honour your resilience," Ndeshikeya said.

#### Standard Bank appoints Elzita Beukes as Senior Manager for PR and Communications

Sappointmented Elzita Beukes as Senior Manager: Public Relations and Communications, effective 1 August 2025.

Beukes joins the bank with more than 15 years of experience in corporate affairs, stakeholder engagement and strategic public relations.

She previously served as Head of Corporate Affairs at MultiChoice and brings with her a strong foundation in banking, having previously worked in the financial services sector.

Her academic credentials include a Master's degree in Marketing and Innovation from the London School of Marketing, a Postgraduate Diploma in International Development from the United Nations University in Tokyo, and a Bachelor of Journalism and Media Studies from Rhodes University.

Recognised as a passionate advocate for storytelling and women's empowerment, Beukes is widely known for her engaging presence as both a speaker and moderator. Her ability to connect with diverse audiences and lead with purpose has established her as a respected voice in the communications field.

Reflecting on her appointment, Beukes said: "This role marks a meaningful step in my professional journey – returning to the banking sector with fresh perspective and renewed purpose. Strategically, it's an opportunity to align impactful communication with business objectives and national priorities. I'm excited to collaborate with visionary teams, drive purposeful storytelling, and contribute to a brand that is deeply committed to growth. Adaptability has been a cornerstone of my career, and I look forward to shaping narratives that inspire and connect."



## Education reform in Namibia – Are we still teaching for yesterday's economy?

By Trophy Shapange

s an investment practitioner, my career revolves around identifying opportunities that generate value over the long term.

During this time, I have learned that the health of any investment ecosystem depends not only on capital flows, regulatory frameworks, or natural resources, but also, critically, on the human expertise in charge of the economy's key drivers.

Simply put, a nation's economic engine is powered by the people who run its industries, manage its institutions, and innovate in its markets. That expertise is, in turn, shaped by one thing above all else: Education.

In Namibia, we are now at a pivotal moment. The new government administration under President Netumbo Nandi-Ndaitwah has made bold policy moves: starting 2026, free tertiary education at public universities and vocational colleges will be available to all, an ambitious reform aimed at tackling youth unemployment and expanding opportunity.

Alongside this, the new administration has launched the national internships framework, signalling a strong focus on work-integrated learning and immediate employability.

Yet this historic development comes alongside a deeply worrisome statistic: The Namibian newspaper recently reported that seven out of ten children in Namibia 66

There is no doubt that our economy is evolving, slowly in some areas, rapidly inothers.

cannot read or do basic mathematics.

This is not merely an education crisis, it is an economic red flag.

If the majority of our children are leaving the early stages of schooling without foundational literacy and numeracy, how can we expect them to thrive in an increasingly complex, technology-driven economy?

How can we, as a nation, expect to grow, diversify, and compete globally when the very foundation of our human capital is so fragile?

There is no doubt that our economy is evolving, slowly in some areas, rapidly inothers.

However, if the above report is anything to go by, our education system remains largely rooted in the logic and demands of the 20th century.

This means that despite global economies shifting toward automation, artificial intelligence, climate-conscious industries, and digital commerce, too many of our classrooms are still locked into outdated teaching methods and mindsets.

We are equipping young Namibians for an economy that no longer exists, while failing to prepare them for the one they will inherit.

It is now a known fact that the global economy is being reshaped by forces that were barely on the horizon a generation ago.

Automation and robotics are redefining manufacturing. Artificial intelligence is influencing everything from healthcare to banking. Renewable energy is disrupting oil-based economies.

Digital platforms are transforming trade and creating borderless marketplaces.

Thus, if we fail to produce a workforce equipped to operate and innovate in these new sectors, we risk becoming permanent consumers of other nations' technologies rather than producers and owners.

The link between education and investment could not be clearer: no investor, local or foreign, will commit capital to sectors where there is a chronic shortage of skilled labour or a culture of low adaptability.

The strength of our education systems directly determines the size, scope, and sustainability of our economy.

Again, making references to the report by the Namibian newspaper, our curriculum still focuses more on rote learning than problem-solving, on memorising facts rather than encouraging creativity, and on following rules rather than fostering innovation.

For example, a student might memorise economic theory from years ago but never work with a spreadsheet, write a computer program, or analyse real-world data.

Physics might be taught without any practical experiments. Vocational training centres often do not have modern tools, updated software, or strong links to industry.

This gap in education is not just an academic problem, it is an economic one.

When graduates do not have the skills that industries need, companies have to spend more on training, productivity drops, and economic growth slows.

In investment terms, our "return on human capital" is far below what it could be.

We need to overhaul our education system if we want to leapfrog into the modern economy.

Reforming education to serve a modern economic system does not mean discarding our culture and heritage, it means taking them with us, only this time in a vehicle that actually moves. If Namibia is to thrive in the next decade, we must shift gears and focus on three key priorities.

First, skills over subjects. The world does not care if you can recite the periodic table backwards if you cannot solve real problems. Critical thinking, digital literacy, and adaptability are the true currency of today's economy.

Let us be honest, a student who can adapt quickly will always outperform the one stuck polishing dusty, memorised facts.

Second, industry alignment. Our curriculum should be developed in collaboration with the people who will actually employ our graduates.

This could mean introducing renewable energy engineering in technical schools, coding in secondary education, and investment analysis in business courses, because being "job-ready" is far more valuable than simply being "exam-ready."

Third, an entrepreneurial mindset. With our youth population growing faster than formal job creation, we must equip young Namibians to create their own opportunities.

Entrepreneurship education should be practical, with real-world projects, mentorship, and market exposure, because starting a business in your imagination is easy, but keeping one alive in reality takes skill and grit.

Of course, education reform requires more than quick fixes, it demands longterm political will and smart financing.

The government cannot shoulder this responsibility alone. Public-private partnerships can play a key role, directing resources toward modernising training centres, upgrading facilities, and equipping classrooms with industry-standard tools.

Around the world, development finance institutions and impact investors are increasingly backing education projects that deliver both social and economic returns. Namibia can tap into this momentum.

For example, investing in vocational hubs for renewable energy technicians would not only create jobs but also advance the country's renewable energy goals.

However, technology alone is not a magic solution.

Without well-trained teachers, reliable internet connectivity, and content that reflects local realities, even the best EdTech tools will fall short.

Lasting reform must therefore prioritise teacher development, robust infrastructure, and curriculum tailored to Namibia's context.

With bold reforms already on the table, Namibia has a rare opportunity to align free tertiary education with curriculum modernisation, teacher upskilling, and strong industry partnerships, laying the foundation for a workforce ready to thrive in the modern economy.

Taking no action and continuing to teach for yesterday's economy will have damaging results.

Skilled Namibians will continue leaving for better opportunities abroad, industries will find it harder to grow, and investors will take their money elsewhere.

More people will be stuck in underpaid

or informal work, putting pressure on both the economy and social stability.

This is not just a warning, it is already happening in parts of Africa. Many graduates cannot find jobs because their qualifications does not match what the market needs. The social and economic costs of this skills gap are simply too high to ignore.

As an investment practitioner, I see education reform as an economic necessity, not a social luxury. President Nandi-Ndaitwah's education agenda, offering free tertiary access and large-scale internship programmes, is a decisive step forward.

But access alone is not enough; it must be matched by relevance. And relevance means having a curriculum designed for the skills and industries of the future.

We must ask ourselves: Are we ready to overhaul the system to meet industry needs? Are we willing to invest in largescale teacher training?

Can government, the private sector, and communities truly share responsibility for making this vision a reality?

If we align our education system with the demands of tomorrow's economy, we will unlock the full potential of Namibia's greatest asset, its people.

This will give us an economy strong enough to attract investment, resilient enough to withstand challenges, and dynamic enough to compete on a global scale.

Because in the end, free education will only deliver real growth if it produces graduates who are not just ready to join the economy, but ready to shape and lead it.

\*Trophy Shapange is the Managing Director of Lebela Fund Managers. The views expressed in this article are his own and not those of his employer.

### For Daily Namibian Finance and Business news

#### SUBSCRIBE







## Small stock exports surge 36% in June

amibia's small stock exports to approved abattoirs and butchers increased sharply in June 2025, rising by 36.4% month-on-month to 12,309 animals, according to the Namibia Statistics Agency (NSA). This follows an 18.5% decline recorded in May.

On an annual basis, exports grew by 33.4%. Of the total animals exported, 12,298 were sourced from south of the Veterinary Cordon Fence, with only 11

originating from the north.

"On a yearly basis, the index recorded an increase of 33.4% and in absolute terms, a total of 12,309 small stocks were sold to export-approved abattoirs and butchers in June 2025. Of this total, 12,298 of small stock were sourced from South of the Veterinary Cordon Fence (S-VCF), while only 11 came from the North of the Veterinary Cordon Fence (N-VCF)," the NSA said.

The Index for Live Small Stock Export rose by 4.1% in June, recovering from a 10.9% decline in May. However, on a yearly comparison, the index dropped by 46.4%.

Pig slaughtering also showed an upward trend. The Pigs Slaughtered Index increased by 1.7% in June, slower than the 3.5% growth in May. On an annual basis, the index rose by 15.4%.

"In June 2025, a total of 4,458 pigs were slaughtered locally, an increase from 4,383 pigs slaughtered in May 2025 and 3,862 pigs slaughtered in the same month of 2024," the NSA noted.

The Livestock Marketed Composite Index increased by 1.8% month-on-month, reversing the 0.2% decline recorded in May. Year-on-year, the index fell by 47.3%.

"In absolute terms, a total of 81,855 livestock were marketed in June 2025, up from 75,964 in May 2025. However, this represents a decline when compared to 141,721 animals marketed in June 2024," the agency said.

Cattle exports, however, showed mixed results. The Cattle Export to Approved Abattoirs and Butchers Index fell by 2.6% in June, compared with a 4.2% increase in May. On an annual basis, the index contracted by 43%.

Meanwhile, the Index for Live Cattle Exported on Hoof rose by 23% in June, reversing the 11.2% drop recorded in May. Despite this monthly growth, the index fell by 72.2% compared with June 2024.

