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THE

# BRIEF

News Worth Knowing



**Namibia's average rent  
increases to N\$7,348 as  
two-bedroom demand surges**

WEDNESDAY 08 JANUARY 2025

## MAIN STORY

# Namibia's average rent increases to N\$7,348 as two-bedroom demand surges

The average rental price in Namibia amounted to N\$7,348 on a 12-month rolling basis, with the two-bedroom category being the primary driver of market growth, latest data shows.

In the second quarter of 2024, two-bedroom rentals recorded a significant 14.7% increase, up from 11.6% in the first quarter, marking the highest growth among all segments.

According to FNB Namibia's Rent Price Index, this surge highlights shifting tenant preferences amid broader affordability challenges in the rental sector.

"The average rent price on a 12-month rolling basis now stands at N\$7,348. When considering bedroom size, the two-bedroom segment growth increased to 14.7% in 2Q24 from 11.6% in 1Q24 which was the highest growth posted amongst all the segments," the report by FNB's Market Research Manager, Mandisa Van Wyk said.

The report highlighted that growth slowed in other segments. The three-bedroom segment dropped to 8.4% from 18.0%, with the average price going for N\$11,264.

The one-bedroom category saw minimal growth at 0.4%, down from 1.5% with the average one-bedroom going for N\$3,579.

The above three-bedroom segment remained in contraction, falling deeper to -23.9% from -3.4%.

Furthermore, rental price growth slowed in the second quarter of 2024, with the



12-month average dropping to 2.7%, down from 5.8% in the same period last year and a seven-year high of 9.7% in 1024.

This marks the lowest growth rate since the index exited contraction in the first quarter of 2023, indicating a deceleration in the rental market's recovery.

## Crucial Dates

- Bank of Namibia Monetary Policy announcement date:
  - \* 12 February 2025
  - \* 16 April 2025
  - \* 18 June 2025
  - \* 13 August 2025
  - \* 15 October 2025
  - \* 3 December 2025

The slowdown in rental growth reflects affordability challenges faced by consumers, who are grappling with budgetary pressures and elevated rental prices.

The increased rental costs seen in the first quarter of 2024 likely strained household cash flows, creating barriers to entry for new tenants.

“The impact of increased rental prices in the first quarter of 2024 could have added to the budgetary pressures individuals face and suggests elevated barriers to entry for new clients reflected in the lower demand for rentals in the second quarter of 2024,” the report read.

Looking ahead, rental growth is expected to remain positive but subdued, as rising rental inflation up to 5.1% year-on-year in November 2024 from 2.1% in the prior year could further dampen demand.

The reduced supply of residential rental listings, which fell to 218 units in 2024 from 2,143 units in 2Q23, is also contributing to the slower growth.

Segment-wise, the share of one-bedroom rentals remained the highest at 45% in 2024, though this was a decline from 53.5% in 1Q24.

Meanwhile, the two-bedroom segment's share grew to 35.3% from 25.6%, while the three-bedroom segment fell to 8.3% from

14.6%.

The average deposit growth slowed to 7.9% in 2Q24, down from 8.4% in 1Q24 and 12.4% in 2023. This decline suggests landlords are adjusting to the financial strain on tenants by charging lower deposits to attract renters.

Growth in deposit requirements varied across segments. One-bedroom and three-bedroom categories saw increases to 23.0% and 20.5%, respectively, while the two-bedroom and above three-bedroom segments recorded declines, with the latter plunging to -76.5% in 2Q24 from -68.5% in 1Q24.

The deposit-to-rent ratio improved slightly to 4.9% in 2024 from 4.1% in the previous quarter, supported by declining deposit rates and falling rental prices.

“The lower trend in deposit growth continues to suggest that landlords are responding to household monetary pressures and charging slightly lower deposits to attract more tenants. Rental deposit requirements are still a voluntary practice in Namibia,” the report read.

The report further said that gross rental yields, a measure of return on investment for landlords, declined slightly to 7.2% in 2024 from 7.5% in 1Q24.

Despite this, yields remain above inflation, which stood at 5.1% in Q2-2024, translating to a real return of 2.1% on rental properties.



## Invitation - Scope of Work Information Sharing

The Namibia Students Financial Assistance Fund (NSFAF) invites all interested bidders to attend a scope of work information session for the Request for Proposal (RFP) concerning the Development of a Predictive Model for Student Funding Budget Estimates.

### Details of the session:

**Date:** Monday, 13 January 2025  
**Time:** 10:00 AM to 11:00 AM  
**Venue:** NSFAF Head Office, 746 Erosweg, Eros, Windhoek

For further information or inquiries, please contact: Allenah Matengu: 061 434 6055 / Agnes Dawid: 061 434 6070 / Email: Procurement [Procurement@nsfaf.na](mailto:Procurement@nsfaf.na)



# Year in Review



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# Outlook 2025







## Namibia's informal sector growth potential limited —AfDB

**T**he African Development Bank (AfDB) says the informal sector's contribution of 24% of gross domestic product (GDP) in Namibia is overshadowed by its operation outside formal systems, which hinders the country's structural transformation.

The lender said Namibia's informal economy is also characterised by numerous undocumented, unregulated businesses and employment similar to all other

developing countries.

“Namibia's informal sector has been recorded to be the country's largest employer and contributes about 24% to the country's gross domestic product (GDP). Yet, it is not accounted for in formal statistics,” the AfDB noted in a report.

Despite its contribution to the economy, the sector faces significant challenges that limit its potential, such as labour rights, social protection, tax evasion, economic

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stability and lack of access to finance.

“The absence of labour rights and lack of financing hinder their transition from the informal to the formal sector and a shift of resources from the traditional to modern sectors and from low productive to high productive sectors,” the bank said.

The AfDB said that the absence of labour rights discourages skilled workers from taking up jobs because their rights are not protected.

This comes as the African continent is facing a myriad of challenges in its drive

for structural transformation, in particular climate change, informality, capital flight, financing constraints and an estimated US\$93 billion per annum infrastructure gap.




Furthermore, inadequate human capital development, and a weak technological base that is not sufficient to support modern manufacturing and improve low agricultural productivity, according to the AfDB.

The AfDB has also identified climate change, financing constraints, and institutional inefficiencies as major obstacles to Namibia’s structural transformation.


Climate change, driven by agriculture, forestry, and land use contributing 24% of global greenhouse gas emissions, has led to droughts and floods that disrupt agricultural productivity, the AfDB noted.

Financing constraints are another hurdle. “Despite a well-developed financial system, 31% of Namibians remain excluded from financial services,” the bank cited, referencing the FinScope consumer survey.

Institutional inefficiencies, including weak governance, tax evasion and improper exemptions, further undermine public revenue and institutional credibility, the AfDB added.

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# TENDER

First date of publication: 06 December 2024

**TENDER NO: DBMNE0506 PROVISION OF ACCESS CONTROL AND RELATED SECURITY FUNCTIONS AT THE NAMDEB CENTRE**

**DESCRIPTION:**  
Debmarine Namibia is seeking an experienced Service Provider for Security Services.

**SCOPE OF WORK:**

- The scope of the tender without limitation includes the provision of Security Services.
- Demonstrate five (5) years' experience of relevant security services considering the scope. A key criteria will be companies of suitable size and dealing with complexities in line with the requirements needed for bigger corporate clients.
- List three (3) corporate clients relevant to this scope of work - describe the service provided and skills or competency required and number of resourced assigned to the service provided.
- Training manuals.
- Number of staff allocated to the scope of work, describing their skill, background and relevant experience and qualification for this scope of work.
- Show services rendered in other regions in Namibia.

**CLOSING DATE: 17 JANUARY 2025 at 12:00**


**REQUEST FOR ELECTRONIC TENDER DOCUMENT:**  
Registered businesses interested in providing such services are requested to register at **Asite Marketplace**: <https://za.marketplace.asite.com/> to obtain a tender document with reference number **DBMNE0506 ACCESS CONTROL AND RELATED SECURITY FUNCTIONS AT THE NAMDEB CENTRE**

**ENQUIRIES:**  
The Procurement Officer  
Tel: +264 61 297 8481  
Email Address: [e-tender@debmarine.com](mailto:e-tender@debmarine.com)  
Subject line: DBMNE0506 ACCESS CONTROL AND RELATED SECURITY FUNCTIONS AT THE NAMDEB CENTRE

**Bidders must register on our electronic platform Asite Marketplace: <https://za.marketplace.asite.com/> to participate in this tender.**

**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.





## Namibia's milk output hits 4.2 million litres

Namibia's milk production increased to 4.2 million litres during the third quarter, marking a 7.5% surge in annual production and an 11% growth from the previous quarter, latest data shows.

According to the Bank of Namibia (BoN), the growth was largely attributed to an increase in the number of milk-producing cows and advancements in technology that have enhanced the efficiency of milk production processes.

"Milk production rose annually and quarterly by 7.5 per cent and 11.0 per cent, respectively, to 4.2 million litres during the third quarter of 2024. The increase was ascribed to a rise in the number of milk-producing cows and the improved technological capabilities used to enhance and efficiently produce milk," the Bank's 2024 quarterly report read.

The BoN further reported that local

crop production suffered notable declines, impacted by unfavourable weather conditions, particularly the insufficient and irregular rainfall during the 2023/24 rainy season.

Domestic crop production fell by 26.6% year-on-year, totalling just 14,633 tonnes for the quarter. The decline was most pronounced in staple crops, with white maize and pearl millet seeing decreases of 56.7% and 74.0%, respectively.

To counteract the shortfall, crop imports surged by 60.3%, reaching 91,333 tonnes for the quarter under review, a significant rise from the previous period's 56,961 tonnes.

"Local production of crops declined year-on-year and quarter-on-quarter due to unfavourable weather conditions that negatively impacted domestic crop production during the quarter under review," the BoN reported.



THE

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# Welcome to 2025: New year, new threats; Are you cyber-safe?

By Heskiel Edward

The New Year brings new opportunities, new goals, and yes, new cyber threats. As we flip the calendar to 2025, let us not forget one crucial resolution: safeguarding our digital lives. Cybersecurity should be at the forefront of everyone's mind, whether you're an individual, a business owner, or part of an organization.

Cyberattacks are not distant possibilities; they are very real and closer than we think. For Namibians, it is time to prioritize cybersecurity, both at home and in the workplace.

## Why Cybersecurity Matters More Than Ever

Data is the new gold. Every click, every login, and every email carries sensitive information that cybercriminals are eager to exploit. Imagine waking up one morning to find your bank account emptied or your personal photos leaked online. This isn't a scare tactic; it is a reality many face due to weak cybersecurity practices.

In recent years, cyber incidents have become more frequent globally. Phishing scams, ransomware attacks and data breaches have disrupted businesses and individuals alike. Hackers are always evolving their tactics, targeting unsuspecting users through fraudulent emails, fake websites and even social media links.

How often do you receive strange messages in your DMs with links promising giveaways or prizes? These are often phishing attempts. Cybercriminals are constantly trying to trick users. If you've ever thought, "It won't



**Cybersecurity should be at the forefront of everyone's mind, whether you're an individual, a business owner, or part of an organization.**

happen to me," think again. It's no longer a question of if you will be targeted, but when.

## Starting 2025 Right: Change Your Passwords

January is a hectic month as people return to work after the holiday season. Many will struggle to recall their passwords, leading to delays and frustrations. This presents the perfect opportunity to implement a critical security measure campaign: CHANGE YOUR PASSWORDS!

So, you return to work and try to log in, only to realize you've forgotten your password. While this may seem like an inconvenience, it's a reminder that passwords should be updated regularly. Weak or reused passwords are a common entry point for cybercriminals.

## Here are some tips for creating strong passwords:

- Use a mix of upper and lower-case letters, numbers, and symbols.
- Avoid using obvious words or personal information like your birthdate.



- Make your passwords at least 12 characters long.
- Use a password manager to store your credentials securely.

IT departments should enforce policies requiring employees to change their passwords every 90 days. Additionally, security systems should be configured to prevent the reuse of previous passwords. Regular audits must be conducted to ensure compliance.

### Good Security Practices for Namibians

Cybersecurity isn't just about passwords. It involves a range of practices that keep you safe online. Here are some simple yet effective measures to adopt:

- Enable Multi-Factor Authentication (MFA): Adding an extra layer of security makes it harder for attackers to access your accounts.
- Update Software Regularly: Ensure your operating system, applications, and antivirus software are up-to-date to protect against known vulnerabilities. Think about your smartphone. How often do you ignore those update notifications? Each time you delay, you risk leaving your device vulnerable to attacks.
- Beware of Phishing Attacks: Be cautious of emails or messages requesting personal information. Verify the sender before clicking on any links.
- Secure Your Wi-Fi Network: Change your router's default password and use encryption to

prevent unauthorized access. You're at a coffee shop, connected to public Wi-Fi. A hacker in the same location can easily intercept your data if the network isn't secure. Always use a VPN or avoid accessing sensitive information on public networks.

- Backup Your Data: Regularly back up important files to an external drive or cloud storage to safeguard against data loss. Imagine losing your family photos or important work documents to a malware attack. Having a backup ensures you can recover your data without paying a ransom.

### Building a Culture of Cyber Awareness

Educating users on practicing good

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security behaviors is key to reducing cyber risks. Organizations must invest in ongoing cybersecurity awareness programs to help employees recognize threats and respond appropriately.

Namibians should also take personal responsibility for their online security by:

- Using secure passwords for all devices, including phones and smart home systems.
- Avoiding public Wi-Fi for sensitive transactions.
- Being mindful of the information shared on social media.

How much information about you is publicly available online? A quick social media search can reveal your birthday, location, and even family members' names—all valuable information for cybercriminals.

### The Role of IT Departments

IT departments play a critical role in ensuring organizational security. They must:



- Enforce password policies.
- Conduct regular security audits.
- Provide training on identifying and mitigating cyber threats.
- Keep systems and software patched and up-to-date.

### A United Front Against Cybercrime

Cybersecurity is a shared responsibility. Governments, businesses, and individuals must work together to strengthen Namibia's digital resilience. As we embrace the opportunities of 2025, let us also be mindful of the risks that come with our increasing reliance on technology.

By adopting good security practices and fostering a culture of cyber awareness, Namibians can ensure their digital journeys are safe, secure, and free from unwanted surprises. Let's make cybersecurity a priority, starting today.

*\* Heskil Edward is an IT Specialist (Specialization in Administration and Business Systems Analysis)*

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The Procurement Officer  
Tel: +264 61 297 8481  
Email Address: [e-tender@debmarine.com](mailto:e-tender@debmarine.com)  
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# Over 22,000 Namibians to benefit from human-wildlife conflict project

The Ministry of Environment, Forestry and Tourism is set to launch a transformative project to mitigate human-wildlife conflict and combat wildlife crime in three key landscapes in Namibia.

The Integrated Approach to Proactive Management of Human-Wildlife Conflict (HWC) and Wildlife Crime (WC) Project will directly benefit 4,520 people (2,300 men and 2,220 women) and indirectly impact an additional 18,100 (7,900 men and 10,200 women).

The project’s targeted areas include the North Central landscape (incorporating Etosha National Park), the North West landscape (Kunene Region) and the North East landscape (spanning the Bwabwata-Mudumu National Park complex within the KAZA Transfrontier Conservation Area).

According to Red Dune Consulting, conducting the Environmental and Social Impact Assessment (ESIA), key activities

include upgrading water infrastructure, constructing protective barriers and implementing innovative monitoring systems to foster coexistence between humans and wildlife.

“The focus of this project is to address pressing challenges in these regions through practical measures that benefit both the environment and the communities who depend on it,” said a consultant from Red-Dune Consulting.

In the North West landscape, eight water infrastructure points will be rehabilitated to enhance water access for local communities.

“Additionally, four new boreholes will be drilled and equipped with solar pumps, water tanks and troughs to supply both wildlife and human populations. The installation of three elephant protection walls in hotspot areas such as Otjindakui, Okanuunambuku and Okakongo will further reduce conflicts over water resources,” said Red Dune.



Furthermore, to safeguard livestock from predators, three predator-proof kraals will be constructed in villages within the Sesfontein Conservancy.

“Two early warning towers will also be installed to alert communities of the presence of problem animals, while satellite collars will be used to track the movements of key predators and elephants traversing the region. By proactively addressing human-

wildlife interactions, the project reduces the risk of conflict while promoting harmony between people and wildlife,” the consultant added. Beyond conflict mitigation, the project strengthens anti-poaching efforts through the procurement of specialised equipment for field staff.

The consultant that this includes night scopes, forensic wildlife crime scene kits, hand-held radios and digital cameras, which are expected to enhance the capacity of anti-poaching teams to combat wildlife crime and protect high-value species.

“This initiative not only focuses on the conservation of wildlife but also integrates community empowerment by generating economic opportunities through wildlife-related enterprises,” the consultant noted.

Expected outcomes of the project include a measurable reduction in human-wildlife conflict incidents, improved response to such incidents, strengthened anti-poaching measures and growth in wildlife-based economies.

Furthermore, enhanced coordination and knowledge-sharing among stakeholders are also key objectives, aiming to create a sustainable model for managing human-wildlife interactions in Namibia.



REPUBLIC OF NAMIBIA

MINISTRY OF AGRICULTURE, WATER AND LAND REFORM

EXPRESSION OF INTEREST

INVITATION FOR APPOINTMENT TO SERVE IN THE KHOMAS COMMUNAL LAND BOARD.

The Ministry of Agriculture, Water and Land Reform (MAWLR) has created a communal land in the Khomas Region. The creation of the communal land necessitates a Khomas Communal Land Board to be established. MAWLR is hereby inviting competent **women** with expertise relevant to the functions of the Board and women engaged in Farming operations in the Khomas Region, to express interests to be appointed to serve on the Khomas Communal Land Board in terms of Section 4(1) (d) (i) (ii) of the Communal Land Reform Act No: 5 of 2002, as amended. Those interested must indicate the category they are interested to serve on the Board. The members are expected to serve on the Board until 29<sup>TH</sup> February 2027.

Individuals are required to have at least a Degree in land related fields amongst others, but not limited to:

- Agriculture and or Land Tenure, Land Management, Land Administration/Farming.
- Land Use Planning and or Land Economics.
- Dispute Resolutions/Adjudication/Law.
- Customary and African Studies.
- Development Studies.

Individuals are required to submit the following documents:

- A cover letter supporting the Expression of Interest.
- Full Curriculum Vitae (CV) indicating experiences and qualifications.
- Certified Copies of Educational Qualifications and Identity Documents.
- Knowledge in communal land administration will be an added advantage.

Deadline to express interest: 31<sup>st</sup> January 2025

**NB: This advert is only applicable to women.** Youthful women and women with disabilities are encouraged to apply. EOI must be submitted in a sealed envelope clearly marked **EXPRESSION OF INTEREST FOR KHOMAS COMMUNAL LAND BOARD MEMBERSHIP** and delivered to:

**The Executive Director**  
Ministry of Agriculture, Water and Land Reform Building, 2<sup>nd</sup> Floor  
55 Robert Mugabe Avenue  
Ausspannplatz  
Windhoek

Private Bag 13343  
Windhoek  
or at Namibia

For more information you may contact Mr. Gabriel Iindombo or Mr. Mukendwa Mumbone at Tel No: 061- 2965120/5090 or the nearest MAWLR Regional Office.

  
Ndiyakupi Nghituwamata (Ms)  
EXECUTIVE DIRECTOR





# Navigating change: A refreshing approach to corporate communications coaching

By Loide Nantinda

In today's fast-paced business environment, change is not just a challenge; it's an opportunity to grow and innovate. Organizations that embrace this dynamic landscape can thrive by adopting a multifaceted approach to corporate communications. This article delves into an invigorating strategy that harnesses the power of storytelling and sustainable technology, paving the way for organizations to succeed in 2025 and beyond.

## Shifting the Narrative with Storytelling at the Core

Gone are the days when corporate communication was synonymous with dry, impersonal messaging. Today, audiences are hungry for authentic and engaging narratives. By placing storytelling at the heart of their communication strategies, organizations can achieve remarkable outcomes.

Imagine the power of building stronger connections by humanizing your brand! Engaging narratives foster deeper emotional ties with stakeholders, making them feel valued and invested. Furthermore, storytelling increases engagement, capturing attention and sparking curiosity that encourages participation.

Complex messages can often overwhelm audiences, but storytelling transforms intricate information into compelling



“

**Gone are the days when corporate communication was synonymous with dry, impersonal messaging.**

tales that are easy to digest. By sharing authentic stories that reflect core values and commitments to ethical practices, organizations can build trust and credibility—essential ingredients for lasting success.

## Embracing Sustainable Technology Solutions

Incorporating sustainable technology solutions into communication strategies is not just an ethical choice; it's a smart move that enhances efficiency and effectiveness. Organizations can lead the way by focusing on key areas such as digital transformation and sustainable practices.

## Digital Transformation

Imagine the possibilities when you embrace AI-powered tools! Utilizing artificial intelligence for content creation, audience segmentation, and personalized communication can elevate your strategies to new heights. Additionally, leveraging data analytics provides valuable insights

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into audience behavior, helping measure the impact of your campaigns more effectively.

Optimizing digital platforms is equally crucial. Ensuring that websites and social media channels are mobile-friendly, accessible, and energy-efficient not only improves user experience but also showcases your commitment to sustainability.

### Sustainable Communication Practices

Transitioning to digital documents is a great way to reduce paper consumption and minimize waste. By utilizing renewable energy sources like solar power to power communication infrastructures, organizations can further their commitment to sustainability. Promoting responsible data usage ensures that organizations minimize their environmental footprint while maintaining data security—a win-win situation!

Modern corporate communications coaching should inspire and empower organizations to flourish. By guiding them in developing compelling brand stories, coaches can help uncover and articulate the unique narratives that set organizations apart from their competitors.

Empowering teams with the skills to communicate effectively fosters a culture of collaboration and innovation. Through focused coaching, organizations can learn to adapt their messaging in real-time, ensuring they remain relevant in a constantly changing environment.

With this approach to corporate communications coaching, organizations are not only equipped to navigate change but are also inspired to lead the way. By embracing storytelling and sustainable technology, they can create a brighter, more connected future. So let's embark on this journey together and transform the way we communicate in the corporate world!

***\*Loide Nantinda is a seasoned communications coach professional and storyteller with expertise in corporate communications, change management, project coordination and stakeholder engagement. Email her @loideinvictus@gmail.com for consultancy services.***



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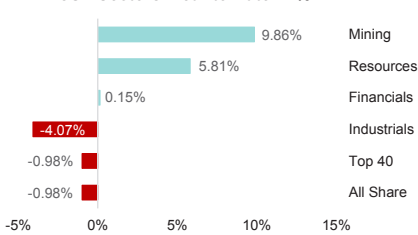
### Commodities

Spot Gold	2662.25
Platinum	954.84
Palladium	924.98
Silver	30.25
Uranium	75.00
Brent Crude	77.19
Iron Ore	93.82
Copper	8897.60
Natural Gas	3.58
Lithium	9.85

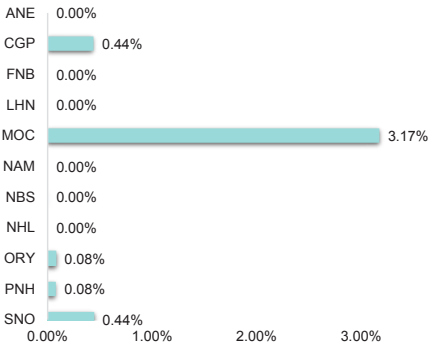
### Currencies

USD/ZAR	18.8708
EUR/ZAR	19.4272
GBP/ZAR	23.2919
USD/CNY	7.3317
EUR/USD	1.0295
GBP/USD	1.2343
USD/RUB	105.0970
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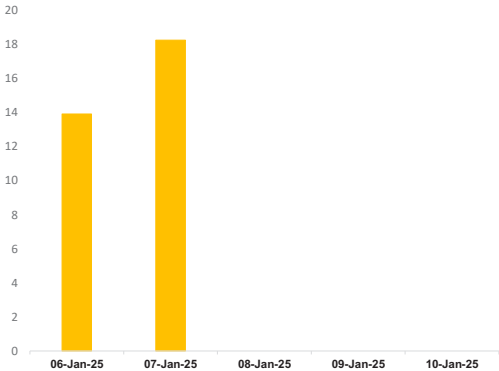
### JSE Sectors: Year to Date in %



### NSX Local Stocks: Month on Month in %



### JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



### Global Indices: Year to Date in %

