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News Worth Knowing



Meatco appoints Acting CEO as Mushokabandi's contract ends

FRIDAY 17 JANUARY 2025

MAIN STORY



Meatco appoints Acting CEO as Mushokabanji's contract ends

The Meat Corporation of Namibia (Meatco) has announced the appointment of Patrick Liebenberg as Acting Chief Executive Officer (CEO), effective 1 February 2025.

The appointment follows the conclusion of current CEO Mwilima Mushokabanji's contract, which ends on 31 January 2025.

Liebenberg, currently serving as Meatco's Executive for Livestock Procurement and Production, brings extensive experience and in-depth knowledge of the company's operations, value chain, and the broader meat industry.

Sakaria Nghikembua, Chairperson of the Meatco Board, expressed confidence in Liebenberg's leadership during the interim period, particularly in steering the company's Turnaround Plan.

"The Board has full confidence in Mr. Liebenberg's ability to maintain continuity of Meatco's operations and implement the Turnaround Plan, while we commence the recruitment process for a substantive CEO,"

Nghikembua said.

The board confirmed that the recruitment process for a permanent CEO has already begun and is being prioritized to ensure a timely appointment.

"This note is to inform you of the acting arrangements post-31 January 2025. The Board has commenced the process of recruiting the new substantive CEO and has prioritized its speedy finalization," Nghikembua added.

The decision not to renew Mushokabanji's contract was a resolution made earlier by the board.

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

Employers warn minimum wage implementation may cost jobs

The Namibia Employers' Federation (NEF) has expressed concern over the Ministry of Labour's rejection of its proposal for a phased implementation of the National Minimum Wage (NMW), which took effect on 1 January 2025.

According to the NEF, the immediate rollout risks significant job losses and economic instability in an already strained labour market, particularly as Namibia grapples with high unemployment rates.

Youth unemployment remains a pressing issue, and the NEF warns that businesses struggling to absorb the costs of the NMW may resort to retrenchments or replacing labour with automation, further exacerbating the crisis.

"The NEF's request for a phased-in approach was not about opposing fair wages for workers but about ensuring a smooth transition that protects livelihoods and economic stability. Decisions of this magnitude must balance worker welfare with economic realities, especially in a country with such a high unemployment rate," said NEF President Elias Shikongo.

He further explained that the Ministry's announcement of the NMW in August 2024 did not align with the recommendations of the Wage Commission, which advocated for



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businesses to prepare for at least 12 months. Employers had requested an 18-month period. Despite these recommendations, the Ministry provided no explanation for its deviation, leaving businesses with limited

time to adapt. Additionally, the NEF pointed to the security sector’s phased approach as a practical precedent that could be extended to other industries.

This method allows businesses to transition gradually without drastic measures such as retrenchments.

“Our goal remains a balanced and well-planned implementation that supports both workers and businesses. We call on all parties to work together to ensure the NMW achieves its intended goals without unintended harm to livelihoods or economic stability,” Shikongo said.

Shikongo also said compounding these challenges is the lack of current labour market data, with the most recent statistics dating back to 2018.

He said the gap makes it impossible to fully assess the potential impacts of the NMW, further emphasising the need for a cautious and phased approach.

“Without reliable and up-to-date employment data, we risk making decisions in the dark. Rushed implementation could harm the very workers the policy aims to protect, creating economic instability that affects us all,” he said.



Environmental Investment Fund
of Namibia | ensuring sustainability

EXPRESSIONS OF INTEREST (EOI)

PROCUREMENT MANAGEMENT UNIT

The Environmental Investment Fund (EIF) on behalf of the Namibia Green Hydrogen Programme invites international and local reputable service providers to express their interest for the following.

| Reference Number | Description | Non-Refundable document levy |
|--------------------|--|------------------------------|
| SC/EOI/EIF- 1/2024 | Expression of Interest for the Shortlisting of consultant for the Strategic Environmental and Social Assessment (SESA) for Green Energy Production, Industrialisation and Common User Infrastructure in the Central Green Hydrogen Valley. | Free |
| SC/EOI/EIF- 2/2024 | Expression of Interest for the Shortlisting of consultant for the Project Scoping/ Site Selection Study: Development of Wind Resource Assessment and Meteorological Mast Project Site Selection. | Free |

- EOI document can be requested from procurement@eif.org.na

SUBMISSION OF BIDS:

Hard copies/physical bids to be delivered at:
Environmental Investment Fund of Namibia Head Office,
1st Floor, Heinitsburg Heights, c/o Heinitsburg & Dr. Theo Ben-Gurirab Street, Klein Windhoek

OR

Electronic bids to be emailed to: procurement@eif.org.na

General queries can be addressed to:
Procurement Management Unit
Tel: +264 61 431 7733/38
Email: procurement@eif.org.na

Closing Date and Time for Submission:
Friday, 21 February 2025 at 12H00 PM Namibian Time



Namibia
Green Hydrogen
Programme



Year in Review



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Outlook 2025



Incorporating renewable energy into agriculture

By Hanks Saisai

Agriculture has long shown its ability to feed, clothe, and provide raw materials for constructing settlements and other industrial developments worldwide.

As farmers try to remain resilient and profitable in their operations, it becomes vital for farmers to incorporate renewable energy sources in agriculture to lower farmers' production costs and curb the effects of climate change.

Renewable energy is any form of energy that is derived from a natural source that can be replenished at a higher rate than it is consumed. In the case of Namibia, Solar and Wind energy are sources constantly being replenished and can be of significance if they are utilized effectively and efficiently in the agricultural space.

With Namibia being a semi-arid country, Solar energy is the most abundant source of renewable energy that can be incorporated into agricultural operations. Many farmers find it costly to operate advanced irrigation systems, such as Centre Pivot Systems, with monthly electricity bills ranging from N\$ 15,000.00 to N\$ 32,000.00.

By switching from grid power to solar energy, farmers could significantly reduce their expenses. The initial cost



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Renewable energy is any form of energy that is derived from a natural source that can be replenished at a higher rate than it is consumed.

of purchasing and installation of a solar operated centre pivot system is the main cost that a farmer will incur.

Annual maintenance fees can be incurred yearly, therefore significantly reducing production costs. Many solar panels have a life span of 15 to 30 years, this becomes a massive saving for the farming business, and it allows farmers to invest capital in other enterprises or infrastructure on the farm.

Solar Energy can also be utilized for the production of crops all year-round as solar powered pumps can be installed to extract underground water which can be stored in portable water tanks.

This stored water can be utilized for irrigating crops using water conserving technologies such as drip irrigation systems



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and this will help farmers meet water requirements for crops even when it is dry.

Solar energy can also be utilized to pump water from catchment areas such as water pans (Oshanas as they are affectionately known) and directed to nearby crop fields which are currently experiencing dry spells during the current rainy season.

This will mitigate the risk of crop failure as their daily water requirements will be met, and the stagnant water in the oshanas will be utilized effectively instead of being lost through evaporation. The water from oshanas can be used to irrigate fruit orchards established near water bodies. This practice can help combat global warming, as trees absorb excess carbon dioxide from the atmosphere.

Additionally, solar energy can be utilized in the agriculture sector to set up cold storage facilities at strategic production sites to address post-harvesting losses due to the limited availability of on-farm cold storage facilities.

Commercial solar plants can be installed on farms, allowing them to generate electricity that can be fed into power grids. This arrangement helps the government reduce expenses related to bulk electricity purchases from neighbouring countries like Zambia and South Africa.

Wind energy on the other hand can be an effective energy source for pumping water for humans, livestock and wildlife for consumption in areas where there are prevailing winds. In areas where wind is abundant,

windmills and reservoirs can be installed to utilize underground water sources for crop, poultry and livestock production.

Renewable energy is an untapped option that can help sunny and windy countries such as Namibia to have a productive agricultural sector as it has the potential to unlock massive production opportunities and create much-needed employment opportunities. Using renewable energy sources significantly lowers emissions, which helps reduce air pollution and the greenhouse gases that contribute to global warming.

Over time, adopting renewable energy can also lower production costs in farming and ultimately increase the profitability of many agricultural businesses. Think farming, think renewable and think long term for a sustainable agricultural sector.

****Hanks Saisai is the Technical Advisor: Crops & Poultry at Agribank***



**SINOMINE
TSUMEB SMELTER**

TENDER
TENDER: ST24_004

PROVISION OF SECURITY SERVICES

Sinomine Tsumeb Smelter (Pty) Ltd. invites registered, competent and experienced individuals or companies to tender for the Provision of Security Services.

Details of the Tender

| | | |
|------------------------------------|---|--|
| Tender availability | : | From Monday, 20 January 2025 Tender documents can be obtained by e-mailing: ststenders@sinomine.na |
| Cost per set | : | No levy |
| Closing date for submission | : | Friday, 14 February 2025 |

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

All tender proposals must be submitted via e-mail to: ststenders@sinomine.na

No other method of submission will be accepted

Sinomine Tsumeb Smelter employs an equal opportunity policy. Tenders will be awarded through a competitive bidding process which is transparent and open to all individuals or companies that meets the set criteria. Any person(s) or company that qualify as per the tender's evaluation criteria, may bid.

Social security revises maternity, sick leave, death benefits wage ceilings



The Social Security Commission (SSC) has amended the Employment Compensation Act and Social Security Act, effective 1 March 2025.

The changes, as detailed in Government Notice No. 8461 dated 1 October 2024, include adjustments to the wage ceilings for maternity, sick leave and death (MSD) benefits.

The current maximum basic wage ceiling will increase from N\$9,000 to N\$11,000, while the minimum wage ceiling will rise from N\$300 to N\$500 per month.

The contribution rate remains unchanged at 1.8% of the employee's basic wage, shared equally between employers and employees.

“The Social Security Commission announces the following amendments to the Employment Compensation Act and Social Security Act, as per Government Notice No. 8461 dated 01 October 2024, effective 01 March 2025,” a notice by the commission read.

This comes as last year, SSC Chief

Executive Officer Milka Mungunda reported that the commission was looking into increasing membership fees in order to ensure that the fund is sustainable.

A key focus of the increased contributions will be improving maternity benefits. Currently, women earning more than N\$15,000 per month are capped at a maximum benefit of N\$15,000 during maternity leave.

She also said that the SSC also plans to increase the funeral benefit, which is currently N\$4,500.

Mungunda also said that in 2024, the MSD Fund reported payouts of N\$9.3 million for death claims, N\$53.9 million for disability and retirement, N\$205 million for maternity, and N\$23.9 million for sick leave claims.

Other SSC-administered funds have also supported members, including N\$37.7 million in funeral benefits for 8,000 claims and N\$1.2 million in bursaries through the Development Fund.

Networking the right way: Building genuine connections

By Alvaro Mukoroli

Networking is an integral part of growing any business. But it's not just about attending events; it's about choosing the right ones, showing up prepared, and making authentic connections that can drive your goals forward. As a PR and Branding specialist, I've seen how powerful networking can be when done well—and how easily it can miss the mark. Here's how to make it count.

Picking the Right Events

Not every networking event will move you closer to your goals. Affordable events may introduce you to smaller players, while high-priced gatherings often attract influential leaders and decision-makers. If you want to meet high-paying clients or powerful industry figures, it's worth investing in events with higher-caliber attendees. However, don't assume that expensive tickets automatically translate to valuable connections—research is essential.

Before committing, look into the guest list, speakers, and event focus. The closer you get to the key players in your field, the more significant the potential rewards. Prioritize events that align with your business objectives.

Preparation Matters

Walking into a room full of influential people without preparation is like showing up to an exam unstudied. Research the attendees you hope to meet. Learn about their industries, achievements, and current



Not every networking event will move you closer to your goals.

challenges. This effort will help you craft meaningful, relevant conversations that show you're knowledgeable and genuinely interested.

Good etiquette is just as crucial. Avoid offhand comments that could come across as thoughtless or offensive. In high-stakes rooms, professionalism and poise are non-negotiable. Rehearse your elevator pitch, clarify your value proposition, and be ready to explain how you can contribute to their success.

Acting the Part

When you're at the event, remember why you're there: to connect, not to indulge. While the food and drinks might be appealing, resist the urge to linger at the buffet or hover near the bar. Focus on circulating and engaging with people. Standing at a table solely to eat sends the wrong message.

It's also wise to steer clear of alcohol, even if it's freely available. Instead, opt for water, coffee, or juice—beverages that keep you sharp and professional. Coffee, in particular, is often seen as a "business drink" and sets the tone for clear, focused conversations.

Having a Plan

Successful networking requires a game plan. Before the event, identify who you want to meet and what you want to discuss. Not every conversation should follow the same script. For example, with a potential client, you might highlight how your services address their needs. With a peer, you could explore industry trends or potential collaborations. Tailor your approach to each interaction.

Authenticity is critical. People can quickly spot empty compliments or insincerity. Instead, aim for genuine, thoughtful dialogue

that builds trust and rapport.

The Value of Proximity

In networking, access is everything. The higher the ticket price or level of exclusivity, the closer you get to decision-makers and industry leaders. If your budget allows, invest in VIP access or exclusive sessions. These more intimate settings often provide better opportunities to connect meaningfully.

Your Strategy Is Your Compass

Networking without a strategy is like setting sail without a destination. Clearly define your goals, whether it's generating leads, forming partnerships, or increasing your brand's visibility. After each event,

evaluate your progress and follow up with your new connections. Timely follow-ups can strengthen relationships and keep the momentum going.

Final Thoughts

Your behavior in networking settings can either elevate your brand or tarnish it.

Confidence, preparation, and professionalism will set you apart. By choosing the right events, preparing thoroughly, and executing a clear strategy, you'll establish yourself as someone worth knowing. Remember, networking isn't just about being in the room—it's about making a lasting impression for all the right reasons.

***Alvaro Mukoroli is a PR and Branding Specialist at Samkuza Brand Architects, a Creative Brand Agency**

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- Tactical strategy: Contribute to the development of tactical strategies and implement operational plans that align with business objectives
- Client expansion: Identify and onboard profitable customers to expand the customer base and strengthen our public sector presence

What we're looking for:

- Relevant business or commerce degree
- 3-5 years relevant experience in a similar environment and/or management level
- Proven experience in relationship management, preferably within the public sector
- Strong strategic planning and sales acumen
- Excellent analytical and communication skills
- Ability to build and maintain professional relationships with key stakeholders
- A results-driven mindset with a passion for excellence

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Application closing date: 28 January 2025



NAMFISA appoints Abel Sindano and Gloria Heita to research and change management roles

The Namibia Financial Institutions Supervisory Authority (NAMFISA) has appointed Abel Sindano as General Manager for Research, Policy, and Statistics, effective 1 November 2024.

Sindano brings over two decades of experience, including his tenure as Executive: Economic Statistics at the Namibia Statistics Agency, where he led the production of critical economic data.

Sindano holds a Master of Science in Economics and a Master of Business Administration from the University of Namibia (UNAM).

“I am honoured to join NAMFISA and contribute to its vision,” said Sindano, adding that he looks forward to collaborating with the team to shape Namibia’s financial landscape.

Raised in Nkurenkuru and a nature enthusiast, Sindano's leadership is expected

to drive innovation and provide insights that will enhance the country's financial services sector.

Meanwhile, NAMFISA has also appointed Gloria Heita as Change Management Specialist, effective 2 December 2024.

Heita brings extensive expertise in Human Resources, Organisational Development, Leadership Development, and Change Management, honed through her career at companies such as Coca-Cola Beverages Africa, Namdeb Diamond Corporation, and Anglo-American plc.

An Industrial Psychology graduate from UNAM, Heita is passionate about driving transformation. “NAMFISA's role in fostering financial stability aligns perfectly with my goals and values,” she said, expressing enthusiasm about contributing to an organization committed to financial integrity and employee development.

Rethinking non-profit marketing in 2025

By Djeimo Mwanyekele

January is the ideal time for organisations to reassess their marketing strategies, and for those working in the nonprofit space, the need is just as critical.

As the new year begins, it's time to address a persistent issue that may be holding non-profits back: the overwhelming burden placed on solo marketing professionals.

In many non-governmental organisations, a single dedicated marketer is often tasked with managing an exhaustive list of responsibilities, including:

- Email marketing
- Social media management
- Website updates
- Graphic design
- Video production
- Campaign strategy
- Content creation
- Analytics tracking
- Donor communications
- Event promotion



“

As the new year begins, it's time to address a persistent issue that may be holding non-profits back:

the overwhelming burden placed on solo marketing professionals.

...and much more.

This "marketing department of one" model isn't just inefficient — it's actively limiting the impact of many nonprofits and is unsustainable.

Here's why this model needs to change:

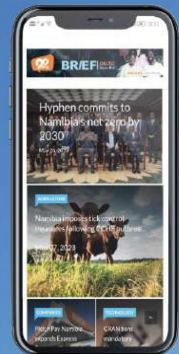
Burnout is a costly reality. When one person is responsible for an entire marketing strategy, exhaustion is inevitable. The

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turnover that often follows can be far more expensive than investing in proper staffing upfront.

Additionally, even the most skilled marketers can't be experts in every area. Modern marketing requires specialised knowledge and focus for each channel to be fully effective.

When a solo marketer is stretched thin, they often end up focusing on urgent tasks rather than long-term strategies that could significantly boost the organisation's visibility and impact.

The solution?: Prioritise marketing as a core investment

To break free from this unsustainable model, nonprofit leaders need to rethink their approach to marketing resources. Here's how:

1. View marketing as an essential investment, not an overhead cost. Effective marketing drives growth and amplifies mission impact.

2. Build a marketing team, even if it starts small. Gradual expansion can ease the burden while enhancing results.

3. Bring in specialised consultants when needed. Outsourcing specific tasks, such as website management, can ensure quality while keeping workloads manageable.

4. Invest in digital tools that reduce manual work. Software that reduces manual work can save time and streamline processes.

5. Create sustainable workflows and documentation. Clear systems make it easier to onboard new staff and maintain consistency.

Marketing isn't just a "nice-to-have" — it's vital for expanding your nonprofit's reach and effectiveness. Properly resourcing this function could unlock new levels of growth and impact.

To solo nonprofit marketers feeling overwhelmed: you're not alone. Change is possible, and it starts with shifting the conversation about what effective nonprofit marketing truly requires.

****Djeimo Mwanyekele is the Director of Communications at The African Pathfinder Leaders Initiative, A Namibian NGO aimed at building bridges of opportunities for the youth. Connect on LinkedIn***

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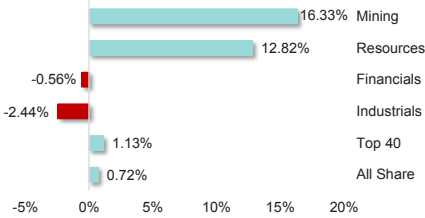
Commodities

| | |
|-------------|---------|
| Spot Gold | 2713.37 |
| Platinum | 946.41 |
| Palladium | 957.11 |
| Silver | 30.40 |
| Uranium | 73.50 |
| Brent Crude | 80.82 |
| Iron Ore | 96.22 |
| Copper | 9167.63 |
| Natural Gas | 4.06 |
| Lithium | 9.85 |

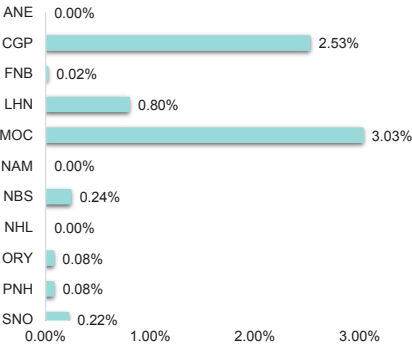
Currencies

| | |
|------------|----------|
| USD/ZAR | 18.6947 |
| EUR/ZAR | 19.2797 |
| GBP/ZAR | 22.8193 |
| USD/CNY | 7.3265 |
| EUR/USD | 1.0313 |
| GBP/USD | 1.2206 |
| USD/RUB | 102.1779 |
| CPI | 3.40% |
| Repo Rate | 7.00% |
| Prime Rate | 10.75% |

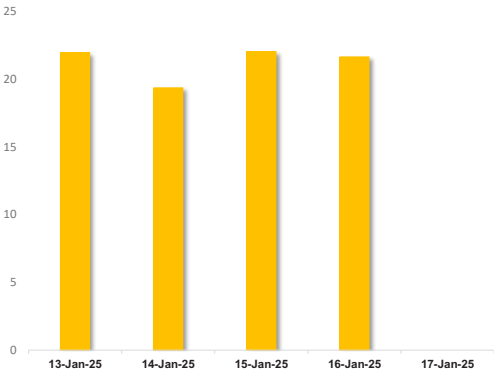
JSE Sectors: Year to Date in %



NSX Local Stocks: Year to Date in %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to Date in %

