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THE

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News Worth Knowing



**N\$150 million healthcare facilities
planned for Northern Namibia**

FRIDAY 11 JULY 2025

MAIN STORY



N\$150 million healthcare facilities planned for Northern Namibia

The Namibian Oncology Centre (NOC North) and Medical Imaging plan to invest a combined N\$150 million in two new private healthcare centres to be built in Ongwediva.

Construction of the oncology and diagnostic centres is set to begin shortly after a groundbreaking ceremony scheduled

Crucial Dates

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

We will offer full oncology care in Ongwediva, including chemotherapy, radiation therapy, consultations, and support services.

for July 2025. Both facilities are expected to open by August 2026.

Medical Imaging is investing approximately N\$80 million in its new diagnostic facility, which will offer MRI, CT scans, X-rays, ultrasound, and mammography services. The centre is expected to serve up to 100 patients a day.

“We’re bringing services closer to people who currently have to travel more than 600 kilometres to Windhoek for scans and treatment. Our team of 12 radiologists will support the new centre with the same level of expertise available in our Windhoek and Swakopmund branches,” said Dr Ryan Volker, Partner at Medical Imaging, told The Brief.

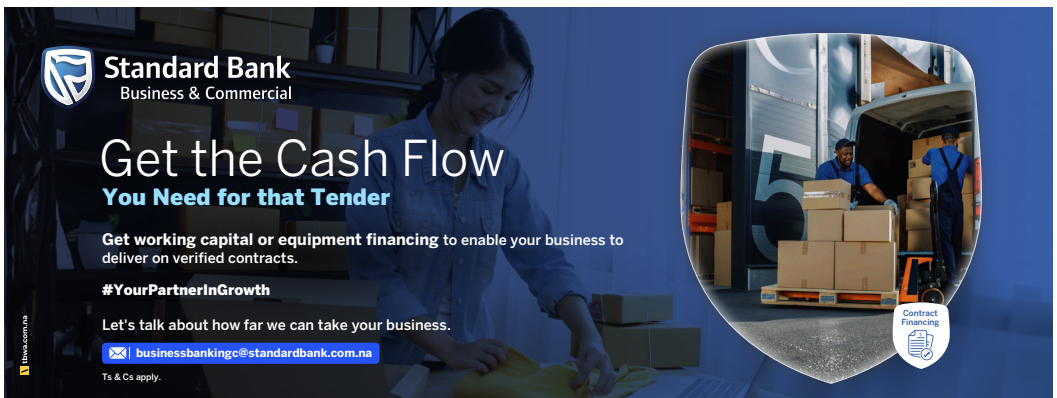
The NOC North project, expected to cost N\$70 million, will be funded through a combination of internal resources and bank financing.

The oncology centre will include a chemotherapy unit with seven chairs and a private treatment room, as well as a radiotherapy suite fitted with a Linear Accelerator, capable of treating up to 32 patients per day.

“We will offer full oncology care in Ongwediva, including chemotherapy, radiation therapy, consultations, and support services. This matches the standard of care at our Windhoek centre,” said Anthea van Wyk, Managing Director of the Namibian Oncology Centre.

Together, the two centres aim to serve over 850,000 people across the Oshana, Omusati, Ohangwena, and Oshikoto regions, as well as patients from neighbouring countries.

Both facilities will collaborate with the public healthcare system and continue their partnerships with the Ministry of Health and Social Services.



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Namibia ends N\$1.3 billion drought relief programme

Prime Minister Elijah Ngurare has announced the official end of Namibia's 2024/2025 drought relief programme, following improved rainfall and better grazing conditions.

Ngurare told the National Assembly that the N\$1.3 billion emergency programme, launched under a State of Emergency in May 2024, has been concluded after reaching 384,954 households, an estimated 1.4 million people, across all 14 regions.

“In view of the above-normal rainfall received across the country, it is evident that this year's harvest was favourable and able to sustain households to the next harvesting season,” he said.

“The grazing conditions have also significantly improved and are able to sustain the livestock to the next harvesting season.”

The programme provided monthly food baskets containing maize meal or mahangu, tins of fish or meat alternatives, beans or soya mince, and cooking oil.

As part of efforts to increase protein supply, the Ministry of Environment, Forestry and Tourism allocated 86 elephants for culling.

Seventy-one were culled across eight regions, producing 142,000 kilograms of meat. This was distributed in 1.5kg packs. An additional 157,550kg of meat from other wildlife was distributed in the northeast.

Meatco also supplied fresh frozen beef to six regions through its Northern Communal Area operations.

“The fresh frozen meat was distributed on a monthly basis to drought-affected households in the Kavango West, Kavango East, Zambezi, Khomas, Hardap, and //

Kharas regions, providing an essential source of protein, complementing other food items,” said Ngurare.

The Prime Minister noted the introduction of a digital system, the Commodity & Beneficiaries Management Information System (CBMIS), to improve food distribution using voucher cards for tracking and transparency.

Despite delays in some regions, Ngurare said Regional Councils have been instructed to complete any remaining food distributions by 31 August 2025.

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JOB GRADE: E LOWER

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- Email: antoinette@eliteemployment.com.na
- Telephone: +264 837234152

CLOSING DATE: 8 AUGUST 2025

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When micromanagement replaces leadership

By Erasmus Junias

In many modern workplaces, a quiet contradiction festers beneath the surface of productivity: employees are micromanaged down to their bathroom breaks and personal phone calls, while managers enjoy the freedom to leave the office at will, often contributing little beyond checking on progress to report to higher-ups.

This imbalance not only exposes a serious leadership failure but also damages organisational morale, erodes trust, and stifles performance.

Micromanagement, at its core, is about control, control of time, space, decisions, and movement. When employees are made to feel watched for every moment spent away from their desks, whether stepping out to take a private call, using the restroom, or even grabbing fresh air, it sends a clear, unspoken message: "We don't trust you."

This form of control is invasive, humiliating, and counterproductive. It reduces adults to being treated like schoolchildren, where the value of their work is measured by how long they sit rather than what they produce.

Yet, the irony becomes even more glaring when those same micromanagers operate with complete flexibility. A manager might spend hours outside the office, only returning to ask: "Is the work done?" This raises a fundamental question: If employees



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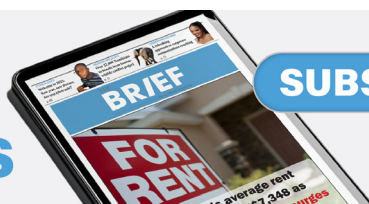
are trusted to complete the work while the manager is away, why are they not trusted to manage their own time while they're at their desks?

The psychological impact of this double standard is severe. Initially, employees may tolerate the scrutiny. They understand that accountability is part of professional life.

But over time, as the imbalance becomes obvious, where their actions are constantly questioned while their supervisor operates without oversight, resentment builds. Employees begin to feel disrespected, undervalued, and demoralised. They may lose motivation, reduce their initiative, and eventually disengage from their work.

This culture of inequity weakens team cohesion and accountability. It sends a dangerous message: leadership is not about example, but exemption. When managers don't hold themselves to the same standard they demand of others, they undermine the

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very authority they seek to enforce. Respect is replaced by fear, and collaboration is replaced by compliance.

From an organisational perspective, the long-term consequences are costly. High performers, who crave autonomy and trust, are often the first to leave toxic, micromanaged environments. What remains is a workforce that may be physically present but mentally disengaged, going through the motions, unwilling to contribute beyond the bare minimum. Productivity stalls, innovation disappears, and the organisation loses its competitive edge.

So, what's the solution? It begins with a shift in leadership philosophy. True leaders lead by example. They understand that respect is earned, not enforced. They empower their teams by setting clear goals, offering support when needed, and trusting professionals to manage their own time. They don't demand visibility, they measure value.

Managers must also be honest about their own responsibilities. If their primary role becomes asking whether work is done so they can report it to someone else, then they are not managing, they are merely relaying. Real management involves guiding, enabling, and holding space for growth, not hovering over tasks while exercising freedoms they deny their teams.

Micromanaging people while enjoying unrestricted freedom is not leadership, it's hypocrisy. It breeds resentment, kills initiative, and erodes the foundation of workplace trust. Organisations thrive when

leadership is rooted in fairness, respect, and mutual accountability. It's time to let go of the need to control every move and instead focus on enabling people to deliver results with dignity and pride. Because when trust becomes the foundation, performance becomes the outcome.

****Junias Erasmus works in the Financial Sector. He is a Management Scientist and Operational Researcher, a Strategic Scholar & a Motivational Speaker. This article is written in his personal capacity. For inquiries, contact him at Junias99@gmail.com***



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African Aquaculture Company is spearheading the development of a sustainable salmon farming industry along the coastlines of Namibia. With a license to produce 51,000 tonnes of North Atlantic salmon off the coast of Lüderitz, we are on a clear path to becoming a major international aquaculture company and a catalyst for regional transformation.

By integrating Norwegian aquaculture technology with local expertise, African Aquaculture Company are establishing one of the most advanced cold-water farming operations in the Southern Hemisphere. The goal: to ignite a thriving new food industry, drive sustainable economic growth, and set new standards for salmon farming in Africa.

We are now seeking a strategic and hands-on Chief Operating Officer (COO) to lead and scale operations across the full value chain, with priority ocean-based farming. As a key member of the executive team, the COO will be responsible for ensuring operational excellence, biological performance, and cost-efficiency while building out infrastructure, teams, and systems aligned with international best practices.

Key Responsibilities

- Oversee day-to-day operations across all farming activities: The main value chain is production of smolt in land based facilities and grow out in the ocean.
- Drive performance against key biological and financial targets while maintaining high standards of fish welfare, quality, and biosecurity
- Lead the implementation of modern, technology-driven production systems, including infrastructure based on Norwegian standards.
- Build and manage high-performing local teams across technical, production, and R&D units, fostering a culture of safety, ownership, and continuous improvement.
- Report to and collaborate with the CEO and board to shape and deliver strategic plans, CAPEX programs, and growth milestones.
- Ensure compliance with national regulations and international aquaculture certification schemes.
- Serve as a senior representative of the company to government bodies, industry partners, and stakeholders.

Candidate Profile

- Proven leadership in large-scale aquaculture operations, preferably in salmon farming or cold-water species
- Strong strategic and operational capabilities, with a clear understanding of the biological, technical, and commercial drivers of success
- Experience in implementing Norwegian aquaculture systems and technologies is highly desirable
- Skilled in building and leading multidisciplinary teams in remote, emerging, or frontier environments
- Track record of aligning operational execution with financial and growth objectives
- Excellent communicator with the presence and credibility to engage senior stakeholders, regulators, and investors.
- Fluent in English
- The role will be based in Namibia, with regular travel across the region.
- Candidates already residing in Namibia or Southern Africa are encouraged to apply. For international candidates, relocation support will be provided.

Why African Aquaculture

This is a rare opportunity to take a senior leadership role in one of Africa's most ambitious aquaculture ventures. You will be joining a company with long-term backing, deep industry partnerships, and a clear mission: to transform protein production in Africa through sustainable salmon farming.

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To express interest, contact our agent at Seafood People, thomas.bakke@seafoodpeople.net.



Standard Bank commits N\$10 million to community projects in 2025

Standard Bank Namibia has committed N\$10 million to its Corporate Social Investment (CSI) programme for 2025, supporting a wide range of projects across education, housing, healthcare, youth development, and community upliftment.

The funding, representing 1% of the bank's post-tax revenue, highlights its commitment to making a lasting impact in Namibian communities.

"Our success as a bank is closely linked to the well-being of the communities we serve," said Standard Bank CE Erwin Tjipuka. "Through our CSI initiatives, we aim to create lasting positive change."

The largest allocation this year, N\$3.5 million, will go to the Buy-a-Brick initiative, the bank's flagship housing project aimed at replacing shack dwellings with permanent homes.

To date, the campaign has helped build over 750 houses with support from corporate partners and community fundraising efforts.

"We would like to extend our sincere gratitude, especially to our employees, as well as other corporates such as Ninety-One and legal firms that contributed significantly

towards the 2025 amount," the bank said.

In education, the bank is supporting the Forum for African Women Educationalists in Namibia (FAWENA) with N\$1.5 million for its Blue Child Champion Programme.

This initiative provides school essentials such as uniforms, stationery, toiletries, and transport allowances to vulnerable learners, and now includes boys alongside girls. Life skills training and career guidance are delivered in partnership with Brighter Day.

Standard Bank is also investing N\$1.5 million over three years in the #MoreIsPossible SME Growth Series, a mentorship and masterclass programme run in partnership with NIFA.

The programme will equip 100 small and medium-sized enterprises with practical financial literacy skills, market access, funding readiness, and coaching support.

The Standard Bank Hockey Development Programme, which introduces hockey to disadvantaged communities, will receive N\$600,000.

Since its inception, the programme has reached over 2,000 children across all 14 regions, alongside teacher training and life

skills sessions.

The bank’s Community Day, an annual volunteering event where employees engage in local service projects nationwide, has been allocated N\$700,000.

Standard Bank is providing N\$400,000 in support of Hope Village, a home for 78 vulnerable children ranging from infants to university students. The bank has adopted the girls’ house at the centre and provides a monthly grant to assist with care.

A further N\$1 million will contribute towards the purchase of a Lodox digital X-ray machine for the casualty unit at Katutura State Hospital, in partnership with the MVA Fund. This equipment will improve emergency diagnosis for accident victims.

The Nampharm Foundation will receive N\$250,000 to fund 16 free facial reconstructive surgeries each year for children born with cleft palates. This is the only such programme registered with the Ministry of Health and includes education and awareness activities.

The bank has also allocated N\$500,000 to the Cancer Association of Namibia for its Circle of Hope programme, which provides psychological support to individuals diagnosed with cancer, as well as to their immediate families.

Part of the funding will also go towards the purchase of specialised breast cancer screening needles to enable early detection efforts in communities across the country.

Finally, a three-year partnership with NAMDEF is funded with N\$100,000

to provide driving lessons for members of the San and Himba communities, aiming to enhance job prospects for these marginalised groups.

Tjipuka emphasised that the bank’s CSI work extends beyond financial support to building partnerships and empowering communities. “Our focus is on building platforms that enable sustainable change, whether through education, housing, healthcare, or skills development,” he said.

The 2025 programme continues Standard Bank’s role as a committed corporate citizen, contributing to inclusive growth across Namibia.

EXPRESSION OF INTEREST

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Document Availability:	The document for this EOI is available on the NAMDIA website www.namdia.na and E-GP https://egp2.gov.na/
Closing Date:	Kindly refer to the Expression of Interest (EOI).

Details of Bid Submission:
Kindly submit your bid in a sealed envelope, clearly marked with the "BID NUMBER AND DESCRIPTION" as stated above, to be deposited in the bid box located at the entrance at NAMDIA, Erf 337, Cnr of Sam Nujoma Drive and Nkwame Nkrumah Road, Klein Windhoek.

For Enquiries Contact: Tel: +264 83 331 1111/ 26
Email address: procurement@namdia.na





Standard Bank CSI HANDOVER EVENT



*Hope Village received N\$ 400 000.00 and NAMDEF received N\$ 100 000.00 but were in absentia.



Khomas supports 144 SMEs to tackle soaring unemployment

The Khomas Regional Council has invested N\$2.5 million into 144 small and medium enterprise (SME) projects as part of efforts to address the region's 44.4% unemployment rate.

The support, which included the provision of equipment and materials, targeted businesses involved in catering, fashion design, laundry services, arts and crafts, welding, and graphic design.


Governor Sam Shafishuna Nujoma said the initiative forms part of the region's broader Income Generating Activities Programme, aimed at creating self-employment and improving livelihoods.

"This initiative is part of our Income Generating

Activities Programme, under which Small and Medium Enterprises are assisted with equipment and materials. We believe that economic empowerment at this level can meaningfully absorb unemployment and reduce poverty," Nujoma said.

Beyond material support, the Ministry of Finance and Public Enterprises facilitated a mentoring and coaching programme for 135 SMEs nationwide, including 49 in Khomas.

The City of Windhoek also trained 538 new business owners through its Youth Starting Business Post-Training Programme and successfully placed 700 interns through its Graduate Internship Programme.




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This initiative is part of our Income Generating Activities Programme, under which Small and Medium Enterprises are assisted with equipment and materials.

“These interventions are not mere statistics. They are testimonies to our belief that meaningful employment and entrepreneurship can only be achieved through targeted, practical programmes. Our resolve remains unshaken,” Nujoma stated.

The Governor further highlighted that these programmes are crucial in light of continued urban migration into Khomas, which places pressure on housing, services,

and employment.

“We must think beyond conventional job creation. By equipping people with the tools to start and sustain their own businesses, we can create a ripple effect of economic activity throughout the region,” he said.

Nujoma added that the Regional Council will continue to prioritise SME development and collaborate with partners in both the public and private sectors to expand opportunities.



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Missional clarity: The why behind the seat

By Hilda Basson Namundjebo

I recently spoke at a women's training event on Intersectionality in the boardroom. A subset of my talk dealt with missional clarity which addresses the individual's sense of purpose, their set of intrinsic motivations and their why.



The power of a boardroom lies not only in its policies, but in the quality of its people.

The power of a boardroom lies not only in its policies, but in the quality of its people. How often have we as a nation, staggered from one underperforming state owned enterprise to the next, with high browed individuals occupying these powerful seats? Sadly, the accolades held collectively by the board would span over decades, but somehow these very qualifications do not enable the organisation to transition from mediocrity to an institution which serves its mandate and does so excellently.

Namibians deserve the best – from all its leaders whether in government, civil society or the private sector. Therefore, those of us who congregate around these tables of power must hold more than titles because in part, they hold the future. And if that future is to be shaped with wisdom, intelligence and strategic insight, it must begin with one thing: missional clarity.

Missional clarity is knowing why your institution exists—and knowing why you, specifically, are a part of the story. It's the intentional alignment between the organisation's purpose and your own motivation to serve. And this is where our clarity will model leadership behaviour which is exemplary and which will have a tangible impact on the constituency's lived

experience. In the absence thereof, board leadership becomes a hollow performance of governance. One where we comply merely, as a means to manage risk.

Power and Responsibility: A Delicate Balance

Leadership is a delicate balance between power and responsibility. Plato said it best: "The measure of a man is what he does with power." But how does power show up in leadership?

For board members, power is rarely loud. It's found in influence, in shaping decisions, in directing culture. It is accessed in who we choose to include, who we choose to withhold when we gate keep opportunity, and exercised when we take bold stances on behalf of those we serve.

So a question, or two :

- What do I influence, shape, or direct in my role?
- How do I use my authority to protect the integrity of the institution?

Because power, held without clarity, is simply control. Power, held with clarity, is purpose in motion.

The Wisdom of Perspective

In marketing, we always challenge

brands to reflect and to seek perspective from a variety of angles. In West Africa, our brothers and sisters offer this insight: “The best way to see a masque dance is not to stand in one place—but to move around and watch it from all the various possible angles.” Leadership requires that same movement—not only in observation, but in reflection.

Missional clarity asks board members to look at the institution from different vantage points: through the eyes of staff, stakeholders, students, patients, communities. To see the whole dance—not

just the angle from the seat you hold or the supposed expertise you bring to the room.

So a few questions to begin our joint reflection:

- What tools do I have available to become more self-aware?
- What motivates me intrinsically—not what flatters my ego, but what feeds my convictions?
- Which people or experiences have had the greatest impact on my leadership lens?

These answers begin to form your leadership compass. They tell you where you are, and more importantly, why you’ve chosen this path.

What’s the Why Behind Your Seat?

Board membership is often perceived as an accomplishment. But it is, first and foremost, a responsibility.

So ask yourself: What is your specific why on this particular board?

Are you here to champion justice? To steward resources wisely? To be a voice for those whose voices aren’t often heard?


Too many leaders hog the seat without knowing their purpose in it. But missional clarity refuses that level of comfort. It pushes us to lead with intentionality—not inertia.

It demands:

- Am I a trustee of the future, or a steward of tradition?
- Is my decision-making missional, lasting in impact—or just managerial?
- Am I contributing to

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All documents in support of the requirements must be submitted via e-mail to tender@namdeb.com
The closing date and time for submissions is: **Monday 28th July 2025 at 10h00**.

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We think of legacy as the residue of our life. But legacy is not something we leave. It's something we live—no, it's something we create every day, in every meeting, with every vote, and every time we don't speak up.

When a board moves from positional leadership to purpose driven leadership, everything changes. Strategy gains depth. Culture becomes intentional. Stakeholders feel seen, not simply managed.

Legacy becomes not a plaque on the wall, but a principle in the room.

A Final Challenge

If you're still reading this and remain unsure of your “why,” start there. Not with what the institution asks of you, but with what you choose to give.

Your missional clarity is not a static

statement. It's a living practice. One rooted in reflection, sharpened by self-awareness, and matured through service.

So I leave you with this invitation:

Step into your leadership with renewed purpose. Don't just occupy a seat. Occupy a mission. And lead in a way that generations can thank you - not just observe.

Because institutions don't thrive on ambition. They thrive on clarity. And boards don't transform by position. They transform by purpose.

– “A leader's position and actions must flow out of his purpose, not the other way around. Munroe”

****Hilda is a business leader, public speaker and a seasoned broadcast journalist. Founder of the national brand and organisation Team Namibia, Hilda believes her purpose is to impact the world with kindness, one engagement at a time.***



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Public sector auditing gets overhaul with new govt manual

The Namibian government has introduced a new Internal Audit Manual aimed at improving financial oversight and ensuring consistent internal audit practices across all public institutions.

The manual, which applies to all government ministries, agencies, and regional councils, sets out standard procedures for how internal audits should be conducted.

It is designed to strengthen accountability, reduce financial mismanagement, and improve how public money is monitored.

Speaking at the launch on behalf of the Minister of Finance, Executive Director Michael Humavindu said the manual is a key step in tightening control over public spending.

“With these updated guidelines, we are strengthening the framework that supports rigorous internal auditing practices, a critical pillar for ensuring that government

operations remain transparent, accountable, and effective,” he said.

Humavindu added that the manual has been adapted to Namibia’s specific needs but is aligned with international standards.

He also thanked the Commonwealth Secretariat for helping review and improve the document.

Maxine Cloete-Hangula, Director of Government Internal Audit and Policy Coordination, said the manual was developed with input from technical teams and other stakeholders.

She stressed the growing importance of internal auditors in managing public funds and reducing risk.

“With these manuals, we are setting a standardised framework and clear guidance to ensure that internal auditing across Offices, Ministries, Agencies and Regional Councils is consistent, efficient, and in line with international best practices,” she said.



Mining Expo 2025 fully booked amid record demand and sector growth

The Chamber of Mines of Namibia has announced that all exhibition space for the 2025 Mining Expo & Conference has been sold out, with demand exceeding the capacity of the Windhoek Showgrounds.

Chief Executive Officer Veston Malango said the number of stands has increased to 320, even though the number of exhibitors dropped slightly from 196 in

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2024 to 180 this year.

“Exhibitors are opting for larger stands, indicating a deeper level of commitment and sector confidence,” Malango said.

He confirmed that the venue has reached its limit, forcing organisers to use one of the halls previously reserved for the conference to accommodate more exhibitors.

“I wouldn’t be surprised if, in the near future, we ask the venue operators to construct two additional halls. They have the space, and the demand is growing. Expansion is becoming necessary,” he said.

Malango added that the Chamber has started engaging oil and gas stakeholders, which could see the event expand beyond

mining in future editions.

“This momentum suggests it won’t remain a mining-focused event for long. It makes sense to bring oil and gas on board going forward,” he said.

Project Manager Signa Andima said the 12th edition of the Expo will run from 5 to 7 August 2025, extended to three full days due to increased interest. RMB is the headline sponsor.

“The expanded format offers increased opportunities for business-to-business engagement, knowledge sharing, and public participation,” Andima said.


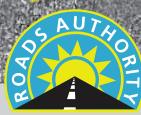
The 2024 edition hosted 196 exhibitors and recorded a 31.7% increase in visitors compared to 2023.

This year’s conference will take place on 6 August under the theme “Mining for Namibia’s Future: Job Creation, Local Empowerment, and Economic Transformation.”

“The conference will feature strategic presentations on how the sector contributes to national development, including value addition and employment creation,” Andima said.

Entry remains free, and the Chamber will place special focus on youth participation and exposing graduates to the mining value chain.

“The Chamber of Mines invites all stakeholders to be part of this dynamic platform that fosters collaboration, showcases opportunity, and champions economic transformation for Namibia,” said Andima.

SAFE ROADS TO PROSPERITY

MIGRATION OF VEHICLE LICENSE RENEWAL NOTICES TO ELECTRONIC NOTIFICATIONS

The Roads Authority (RA) has introduced an electronic notification system for all Vehicle License Disk renewal notices. In line with our commitment to improve service delivery and adopt environmentally friendly practices, paper-based postal notifications have been replaced with paperless alerts. All clients will receive an SMS reminder when their vehicle license disk is due for renewal, making the process faster, more efficient, and more convenient for them to stay informed.

To receive your reminder via SMS, please update your contact details. There are three ways, namely:




- Visit your nearest NaTIS office with your ID to update your cell phone number and email address.
- Visit www.ra.org.na, click on Online Services and create a NaTIS Online profile.

***NB:** If you're already registered for NaTIS Online Services, no action is needed, your details are already up to date.*

- For Companies, Ministries, and SOEs: You may request the electronic renewal notices by emailing natishelpdesk@ra.org.na with the ID of the registered proxy or representative.

Once you receive your reminder notice via SMS, it's time to renew your license at any NaTIS Office or online at www.ra.org.na (click on Online Services).

For more information, please contact the Roads Authority Corporate Communication Office at pr@ra.org.na or 061 284 7059 / 7167.

Roads Authority, Private Bag 12030, Ausspannplatz, Windhoek, Namibia, www.ra.org.na

Namibia's reclassification: A strategic opportunity for inclusive development

By Cons Karamata

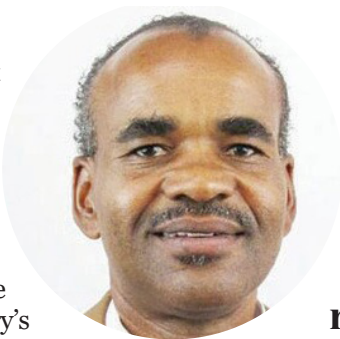
Namibia's recent reclassification by the World Bank from an upper-middle-income country to a lower-middle-income country should be received not as a setback, but as a strategic and welcome development in the country's quest for inclusive growth.

Since its designation as an upper-middle-income country in 2000, Namibia has been boxed into a category that did not reflect the lived realities of the majority of its population. That classification—based solely on per capita income—overlooked the structural inequalities entrenched in the country's economy and significantly limited its access to concessional financing and critical grant funding.

The reclassification, announced on July 1st, 2025 in the World Bank's annual income group update, was largely driven by a drop in Namibia's gross national income (GNI) per capita, which declined to US\$4,240 in 2024—below the current threshold for upper-middle-income status, which stands at US\$4,466.

This reduction was amplified by a significant upward revision of Namibia's population figures by the United Nations Population Division, which increased the population estimate by 13.8%, thereby diluting per capita income.

At the same time, economic growth has moderated. According to the Bank of Namibia, real GDP growth slowed to 3.7% in 2024, down from 4.4% the previous year. The mining and quarrying sector, which has



The recent reclassification is therefore an opportunity to reset Namibia's development agenda.

long been a cornerstone of the economy, contracted by 1.2%—a stark contrast to its robust 19.3% growth in 2023.

This decline was largely due to weaker global demand for diamonds and other minerals. While sectors such as agriculture and services continue to show resilience, the overall growth momentum has weakened relative to the country's development needs.

Namibia's previous income classification ignored the stark inequalities that persist in the country. With a Gini coefficient of 0.58—the second highest in the world after South Africa—Namibia's high per capita income figures have long masked the reality that a significant share of the population continues to live in poverty.

The World Bank estimates that 19.6% of Namibians live below the international poverty line of US\$2.15 per day, affecting over 600,000 people. The wealth of the few has often skewed national statistics and failed to translate into broad-based improvements in living standards.

The recent reclassification is therefore an opportunity to reset Namibia's development agenda. It opens the door to renewed eligibility for concessional loans and donor

support, which, if used strategically, can support inclusive and sustainable growth.

However, caution is warranted. Namibia's public debt remains elevated, with a debt-to-GDP ratio hovering around 70%—well above the average for lower-middle-income countries and significantly higher than that of peer economies such as Botswana.

This high debt level underscores the need for discipline in the use of new borrowing instruments. Concessional loans should be reserved for investments with a high developmental return, particularly in sectors that can spur job creation and foster long-term growth.

The country's economic strategy must now pivot. Rather than relying heavily on debt-financed growth, Namibia should prioritise innovative approaches to secure donor and grant funding, particularly for critical sectors such as education, healthcare, agriculture, and renewable energy.


These areas hold the potential to not only uplift the quality of life for ordinary Namibians but also to create employment, strengthen food security, and support a greener, more diversified economy.

Importantly, national development plans such as NDP6 must be realigned with this new economic reality. The underlying assumptions around Namibia's income status, fiscal space, and resource envelope must be updated to reflect the country's current classification and the fresh opportunities it presents.

This also requires building strong institutional partnerships with multilateral organisations and re-engaging bilateral donors who had previously scaled back support due to Namibia's upper-middle-income label.

If managed prudently, Namibia's reclassification can serve as a pivotal moment to deepen structural reforms, realign policy priorities, and strengthen social investment. It offers a second chance to craft a more inclusive path to prosperity—one that puts the majority of Namibians at the centre of the development process.

**Cons Karamata is the Chief Executive of the Economic Association of Namibia*



REQUEST FOR PROPOSALS

First date of publication: 09 June 2025

DBMNE0602 – MULTIDISCIPLINARY PROJECT DELIVERY EPCM SERVICES

DESCRIPTION:
The long-term sustainability of Debmarmine Namibia is critical and requires the overall profitability of the company aided by investments in a portfolio of interventions for production expansion and stay-in business capital projects. Therefore, Debmarmine Namibia invites experienced Engineering, Procurement and Construction Management (EPCM) service providers that can conduct the full spectrum of project phases in multidisciplinary projects related to the mining and construction industry in accordance with mature project development and investment models.

EPCM COMPETENCIES REQUIRED:
The Engineering, Procurement and Construction Management (EPCM) service provider must be able to demonstrate:

1. A successful track record in delivering the full scope of project phases relevant to multidisciplinary Greenfields and Brownfields mining and construction infrastructure projects.
2. Adequate project management, project controls, project procurement and project engineering competencies, qualifications, experience, controls, systems and processes for successful project delivery of multidisciplinary capital projects.

DOCUMENTS TO SUBMIT:


1. Business profile
2. Track record: comprehensive detail and references of at least 3 previous large multidisciplinary capital projects to demonstrate project performance on:
 - a) Project safety performance and metrics used;
 - b) Project cost performance and controls / metrics used to track cost performance;
 - c) Project schedule performance and controls / metrics used to track project schedule performance;
 - d) Project scope/quality performance and metrics/ criteria used to measure project quality performance.
3. A demonstration of competencies in the application of best Project Management and Engineering practices and standards in multidisciplinary capital projects (via appropriate CV's & related experience and proof of certified qualifications).
4. To demonstrate competency and understanding of projects of this nature, by providing a high-level study work plan for a Conceptual Study for a typical multidisciplinary Greenfields capital project incorporating considerations of improved performance in technical solution, improved maintainability and cost efficiency and inclusive of trade-off options. The conceptual study work plan to include:
 - a) A work breakdown structure (WBS) for the typical deliverables associated with a concept study of this nature;
 - b) A resource management plan (clearly indicating the disciplines and efforts needed for a concept study of this nature);
 - c) A high-level schedule and schedule management plan for the concept study;
 - d) A high-level cost estimate and cost management plan for the concept study (Note: the cost will not be for contractual purposes and will only be used to determine understanding and competency).

CLOSING DATE: 18 July 2025 at 12:00.

ENQUIRIES:
The Commercial Officer
Tel: +264 61 297 8481
Email: Enquiries@debmarine.com
Asite Marketplace: <https://za.marketplace.asite.com/>
Subject line: DBMNE0602 – MULTIDISCIPLINARY PROJECT DELIVERY EPCM SERVICES

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

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



DEB MARINE
NAMIBIA



Khomas Regional Council invests N\$312 million in rural development

The Khomas Regional Council has invested N\$312 million in rural development programmes aimed at improving access to education, healthcare, housing, water, and sanitation across the region.

The investment, made over the review period, also covered infrastructure maintenance and income-generating activities, with a focus on underserved communities.

Delivering the 10th Khomas State of the Region Address (SORA) on Friday, Khomas Regional Governor Sam Shafishuna Nujoma said the Council remained committed to inclusive development and ensuring that all residents experience tangible improvements in their quality of life.

“This is not just expenditure, it is an investment in dignity, in opportunity, and in the future of our communities,” Nujoma said.

According to the Governor, significant

progress was made in the education sector. Ablution facilities at Immanuel Shifidi Secondary School were renovated, while the boundary wall and entrance gate at Berthold Katjimune Primary School were upgraded.

He added that students from the Windhoek Vocational Education Centre contributed to refurbishing classroom furniture, demonstrating local involvement in the improvement of public infrastructure.

“Smart screens were provided at Hochland High School, and renovations to the sports facilities at A. Shipena Secondary School are currently underway,” Nujoma told attendees at the SORA.

He further noted that the Council had assisted 101 NAMCOL students with a combined total of N\$146,000 to help them improve their Grade 11 and 12 results.

An additional N\$251,000 was allocated to support 60 students with registration fees at recognised institutions of higher learning.

Nujoma said that under Minor Capital Projects, the Council had spent N\$12.9 million on a range of initiatives, including the construction and renovation of school toilets, upgrades to school infrastructure, and the installation of container offices at Klein Windhoek Police Station.

He also confirmed the completion of work on one of the Groot Aub sports fields, and that fencing had been finalised at Farm 508, where a new primary school, secondary school, and clinic are planned.

In the health sector, Nujoma reported that the Khomasdal Primary Health Centre

had been upgraded with the addition of three rooms dedicated to antenatal care, and that an ablution block at Nicolas Witbooi School had been fully renovated.

On water provision, the Governor said N\$6.6 million had been spent on drilling, installing, and rehabilitating boreholes in rural communities. Solar-powered water systems complete with tanks, taps, and troughs were installed in Nauaspoort, Satanslocht, Garib, Ueros, and Farm Versailles.

“Additionally, 150 caretakers and Water Point Committees were trained to maintain these systems,” he said during the address.

Reflecting on the broader significance of the investments, Nujoma said the Council’s approach was aimed at closing service gaps and fostering local empowerment.


“These developments mark a significant step in closing service gaps and bringing government closer to the people,” he said.

“We must think beyond conventional job creation. By equipping people with the tools to start and sustain their own businesses, we can create a ripple effect of economic activity throughout the region.”

The Governor concluded by reaffirming the Khomas Regional Council’s commitment to rural development and SME support, and called for stronger collaboration with both public and private sector partners to deliver sustainable growth.

A BRIGHTER OPPORTUNITY FOR YOUR TOMORROW

TENDERS



ENQUIRY NO. E045-ND-2025

THE PROVISION OF GREENFIELDS MAINTENANCE SERVICES

SPECIFICATION OF THE SERVICES

Namdeb Diamond Corporation (Pty) Ltd hereby invites reputable and suitably qualified service providers to submit their proposals to provide Greenfields Maintenance Services within the Town of Oranjemund.

The deliverables shall, without limitation, include the maintenance of:

- Parks and Gardens;
- Tree Belts;
- Sports Fields; and
- Oranjemund Golf Course;

ENQUIRY DOCUMENTS

Interested parties may contact Elizabeth Markowitz, at the below listed details, to register and obtain a copy of the enquiry documents:

Email: elizabeth.markowitz@namdeb.com
 Tel.: +264 (63) 238 502


COMPULSORY SITE VISIT

A compulsory physical site visit shall be conducted on **Monday, 28th July 2025, at 09h00. Only Tenderers who attended the physical site visit shall be eligible to participate in the tender process.**

SUBMISSIONS

All documents in support of the requirements must be submitted via e-mail to tender@namdeb.com
 Closing date and time: **Wednesday 6th August 2025 at 14h00.**

www.namdeb.com



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From Mombasa with urgency: Reclaiming youth SRHR in Namibia and beyond

By Dr. Tuwilika Nafuka

Attending the 8th Pan-African Sexual Reproductive Health Right (SRHR) Scientific Conference in Mombasa, Kenya, as a first-time delegate was transformative.

Representing TupaBloom Care and the IANNA Community, and participating in the Africa CDC Plenary, I witnessed the clarity and conviction of Africa's youth demanding better access, policies, and investment in sexual and reproductive health and rights (SRHR).

The launch of the Africa CDC Strategy for Youth Engagement and Participation in Global Health (YES!Health) at the conference marked a turning point. It positions young people as partners in public health not just recipients of policy.

For me, as a Namibian building digital SRHR tools and youth-led programs, the strategy affirms what many of us have long known: youth are already leading. What we lack is institutional support and sustained funding.

One of the standout moments was the use of the Intersectionality-Based Policy Analysis (IBPA) framework by fellow Bingwa PLUS Champion Sylvester Otieno Adhaya to evaluate Kenya's Kisumu County SRHR Bills.

His work showed how policy, when disconnected from lived realities, often excludes the most vulnerable. The IBPA tool is a reminder that inclusive, equity-driven policymaking is possible and



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necessary.

This is especially relevant to Namibia. We remain governed by the 1975 Abortion and Sterilization Act, a colonial-era law inherited from apartheid South Africa.

Despite bold mobilization from activist Banshee Beauty Boois and several civil societies including IANNA Community, the law persists. It criminalizes care and puts thousands of young girls and women at risk every year.

At the same time, organizations offering SRHR services such as the One Economy Foundation, led by Mrs. Monica Geingos, the 3rd First Lady of the Republic of Namibia, face backlash for providing accurate, rights-based health information to young people, despite Namibia's Child Care and Protection Act clearly stating that children from age 14 have the right to consent to health services.

In this context, the upcoming HPV

The Mombasa conference also reminded us that teenage pregnancy remains one of the clearest signs of systemic SRHR failure, often linked to sexual violence and compounded by stigma.

vaccine rollout, targeting girls aged 9 to 14, presents both an opportunity and a test. If delivered well, it could be a game-changer in preventing cervical cancer.

But early signs of misinformation and vaccine hesitancy remind us that effective public health requires more than clinics and cold chains it requires trust, education, and youth-centered messaging. The vaccine protects futures, but only if we're willing to talk openly and act urgently.

The Mombasa conference also reminded us that teenage pregnancy remains one of the clearest signs of systemic SRHR failure, often linked to sexual violence and compounded by stigma.

Across Africa, we heard stories of young people burdened with trauma but offered no justice. These are not isolated cases they're signals of policy systems that still fail the people they're meant to protect.

Despite all this, I returned home with hope. Youth-led solutions are thriving across Africa from digital health innovations to community-based care, data equity tools, and more. What's needed now is political will and policy coherence.

At TupaBloom Care and through the IANNA Community project, we're committed to carrying forward the momentum from Mombasa. In line with the Lancet Commission on Adolescent Health and Wellbeing, we're advocating from systems that see young people not as passive recipients, but as co-creators of care.

That means youth-centered innovation, safe digital spaces, and SRHR policies that reflect lived realities, not outdated norms.

The HPV vaccine rollout, the abortion law debate, and the energy from the Africa CDC YES!Health launch, all point to the same conclusion: we cannot afford to delay. Youth are ready to lead. We just need the system to let us in and back us up.

**** Dr. Tuwilika Nafuka is a Medical Doctor, Africa CDC Bingwa PLUS and DHSA fellow, and a champion for digital health transformation. She is passionate about harnessing technology to advance health equity and strengthen community access to essential services across Namibia and beyond.***



FINANCIAL MARKET MONITOR

Enriching
Generations

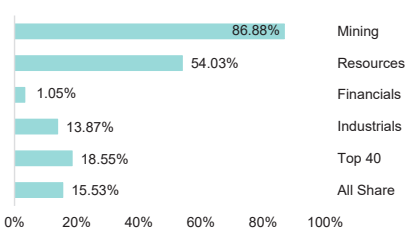
Commodities

Spot Gold	3354.42
Platinum	1374.28
Palladium	1177.41
Silver	32.17
Uranium	75.15
Brent Crude	69.68
Iron Ore	93.91
Copper	9700.50
Natural Gas	3.37
Lithium	8.05

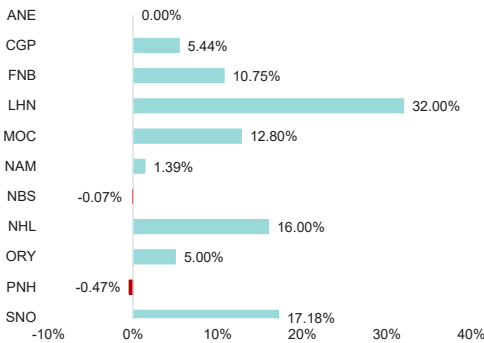
Currencies

USD/ZAR	17.9420
EUR/ZAR	19.2300
GBP/ZAR	24.2122
USD/CNY	7.1678
EUR/USD	1.1694
GBP/USD	1.3494
USD/RUB	78.1125
CPI	3.70%
Repo Rate	6.75%
Prime Rate	10.50%

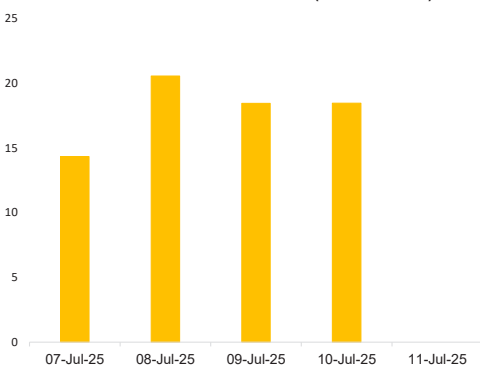
JSE Sectors: Year to Date in %



NSX Local Stocks: Year to Date in %



JSE ALL SHARE VALUE TRADED (ZAR BILLIONS)



Global Indices: Year to Date in %

