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THE

# BR/EF

News Worth Knowing



## Farmer unions oppose reappointment of former Meatco CEO

FRIDAY 13 JUNE 2025

## MAIN STORY



## Farmer unions oppose reappointment of former Meatco CEO

Three national farmer unions have formally opposed the reappointment of former Meat Corporation of Namibia (Meatco) Chief Executive Officer Mwilima Mushokabanji, warning that the move could destabilise the livestock sector and compromise corporate governance standards.

In a letter to Agriculture Minister Inge Zaamwani, the Namibia National Farmers

### Crucial Dates

- **Bank of Namibia Monetary Policy announcement date:**
  - \* 18 June 2025
  - \* 13 August 2025
  - \* 15 October 2025
  - \* 3 December 2025
- **Commonwealth Business Summit 2025**  
Windhoek, Namibia 18 - 20 June 2025

Union (NNFU), the Namibia Agricultural Union (NAU), and the Namibia Emerging Commercial Farmers Union (NECFU) raised serious concerns over Cabinet Decision 11th/09.07.2024/012, which directed the Meatco Board to retain Mushokabanji in order to ensure continuity, despite his contract having expired in January this year.

The unions argue that Meatco's financial collapse under Mushokabanji's leadership severely impacted communal and emerging farmers.

They claim that funds intended to support producers were instead used to cover operational inefficiencies, leaving many farmers unpaid and driving down weaner prices at auctions.

"Meatco is still recovering from a dire financial position under the leadership of the previous Meatco CEO, whose contract ended in January 2025. During that period, Meatco was unable to pay producers, leading to a drop in weaner prices on auctions and adversely impacting the rural economy," the unions said in the letter dated 9 May.

The unions highlighted that the Namibian government has spent approximately N\$730 million on Meatco over the past four years, with most of the funds directed

towards settling the company's debts.

They also questioned Cabinet's involvement in CEO appointments, arguing that this undermines the independence of the Meatco Board and breaches established governance practices.

"We respectfully submit that such direct Government intervention conflicts with the principles of Good Corporate Governance. According to the NamCode – the Corporate Governance Code for Namibia, principle C2-17 states that "The board should appoint the Chief Executive Officer and establish a framework for the delegation of authority," the unions said.

The farmer groups further warned that reinstating the former CEO could undo the progress made under the newly appointed board and threaten the sustainability of the cattle industry.

"We, as farmer unions, representing all farmers in Namibia, want to re-iterate that farmers are the main stakeholder which will be negatively affected if the above-mentioned Cabinet decision is enforced and therefore, we seek for a review of such decision," they said.

The unions have requested an urgent meeting with Minister Zaamwani to discuss the matter and push for a reconsideration of the decision.



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**Govt spends over N\$100 million in livestock subsidies**

The government has disbursed N\$101,017,803 to 23,203 farmers under the Livestock Marketing Incentive Programme, according to figures released by the Office of the Prime Minister.

Prime Minister Elijah Ngurare said a total of 25,422 claims have been submitted since October 2023, with outstanding claims valued at N\$8,782,129 still under processing.

The subsidy programme is funded through the National Emergency Disaster Fund and includes payouts for livestock sales, grazing leases, fodder, licks, and transport.

The total value of claims submitted so far stands at N\$109,799,932.

“The Ministry receives subsidy applications through its extension offices, validates them, and sends them to the Windhoek head office. Once documents are in order, our office processes payments within three to four weeks,”

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Ngurare told the National Assembly.

The government allocated N\$100 million to the drought relief programme for the 2023/2024 and 2024/2025 financial years.

Under the scheme, eligible farmers can receive up to N\$750 per head of cattle for a maximum of 75 cattle, and N\$150 per small stock unit for up to 375 animals. The maximum subsidy per farmer is capped at N\$56,250.

"This programme is a collaboration between the Office of the Prime Minister and

the Ministry of Agriculture, which manages the technical side.

Our role is payment once claims are properly verified," said Ngurare.

Delays in payment beyond the three- to four-week target are attributed to incomplete or incorrect submissions. These are returned to regional offices for correction before being resubmitted for final validation in Windhoek.

"To address the delays, we've brought in 16 additional accountants from the Prime Minister's Finance Division who work

overtime to support the core team of six at the Directorate," Ngurare said during the session.

That core team consists of two accountants, two senior accountants, one chief accountant, and a deputy director, all responsible for processing subsidy claims and other emergency finance functions such as food provision payments.

"We've also requested approval to recruit temporary support staff, including recent graduates and interns, to assist in speeding up the claim processing workload," said Ngurare.

He said the Office of the Prime Minister is optimistic that the Public Service Commission will approve the proposal, which is also intended to create short-term employment opportunities for young Namibians.



## INVITATION FOR BIDS

The Environmental Investment Fund of Namibia (EIF) invites reputable organizations to submit bids for the below mentioned.

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BID CLOSING DATE:	Monday, 30 June 2025 at 12H00 PM Namibian Time
GENERAL QUERIES CAN BE ADDRESSED TO:	Procurement Management Unit Tel : +264 61 431 7733/38
BIDDING DOCUMENTS CAN BE REQUESTED VIA EMAIL:	Email : <a href="mailto:procurement@eif.org.na">procurement@eif.org.na</a>
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

For full bid details and submission guidelines:



# Why humility is the new competitive advantage in leadership

By Junias Erasmus

In a world of rapid technological evolution, shifting economies, and dynamic societal expectations, the most successful organizations are not necessarily the ones with the most resources or the longest history; they are the ones that learn the fastest.

Organizations that actively encourage a teachable environment, where both employees and leaders remain open to continuous learning and change, position themselves as adaptive, resilient, and forward-thinking. This cultural posture is not simply a leadership ideal but a strategic imperative that distinguishes thriving institutions from stagnant ones.

A teachable environment begins with the fundamental belief that no one, regardless of education, title or experience, has all the answers. It requires a shared mindset that prioritizes curiosity over ego, humility over hierarchy, and growth over comfort.

When leaders model teachability, they signal to their teams that learning is not a weakness but a strength. This leadership behavior breaks down traditional barriers that often prevent the flow of honest feedback, fresh ideas, and collaborative innovation. In contrast, environments where



**Organizations that actively encourage a teachable environment, where both employees and leaders remain open to continuous learning and change, position themselves as adaptive, resilient, and forward-thinking.**

know-it-all attitudes persist often suffer from organizational rigidity, groupthink, and an unhealthy fear of change, ultimately stalling progress and suppressing talent.

Creating a teachable culture is not merely about offering training sessions or professional development budgets. It is about fostering psychological safety, where people feel secure in admitting they do not know something, asking questions, or respectfully challenging the status quo.

In such settings, mistakes are seen as



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opportunities for learning, not triggers for shame or punishment. Employees become more engaged because they feel valued as contributors to the organization's journey of improvement.

Leaders, when receptive to feedback and committed to personal development, not only grow in competence but also in credibility.

The benefits of this mindset ripple across all levels of performance. Teams that operate in teachable environments tend to communicate better, solve problems more creatively, and respond to external disruptions with agility. Ministries that embrace such cultures are more likely to innovate in policy formulation and service delivery, while private companies can better anticipate market shifts and consumer behavior.

The ability to learn quickly and implement new knowledge becomes a critical asset in environments where static strategies no longer suffice. However, establishing

this kind of culture requires intentional effort. Organizations must reward learning behaviors, not just results.

They must appoint leaders who value reflection, mentorship, and collaborative growth. Feedback loops must be integrated into both formal structures and informal conversations. Perhaps most importantly, they must identify and eliminate the subtle forces that undermine a teachable culture, arrogance, excessive pride in outdated methods, fear of looking incompetent, and resistance to feedback.

In Namibia, where both the public and private sectors face complex development challenges, cultivating a teachable culture is essential for sustainable transformation.

The challenges of youth unemployment, service delivery inefficiencies, digital adaptation, and economic diversification require organizations that are not only capable but also humble enough to recognize what they do not yet know.

By rejecting defensiveness and embracing learning, Namibian organizations can unleash untapped potential within their teams and pave the way for a more innovative and inclusive future.

A teachable spirit is not a soft virtue, it is a strategic pillar. Organizations that embed this mindset into their DNA do not just survive change; they lead it.

They create cultures where people grow, ideas flourish, and progress is not feared but welcomed. In such environments, leadership is not about knowing it all, but about growing with all.

***\*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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**CLOSING DATE: 20 June 2025**

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2025

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A 5x5 grid of images and letters. The letters 'BUSINESS' are arranged diagonally from the top-left to the bottom-right. The letters are: 'B' (dark blue), 'U' (yellow), 'S' (white on blue background with charts), 'I' (white on blue background), 'N' (dark blue on blue background), 'E' (blue on white background), 'S' (white on blue background with charts), 'I' (white on blue background), 'N' (dark blue on blue background), 'E' (blue on white background), 'S' (green on white background), 'I' (white on blue background), 'N' (dark blue on blue background), 'E' (blue on white background), and 'S' (white on blue background with charts). The grid is filled with various business-related images, including portraits of professionals and abstract business graphics. A blue button with a white downward arrow and the text 'CLICK HERE TO DOWNLOAD' is positioned in the center of the grid, overlapping the 'I' and 'N' letters.

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## Namibia advances on FATF action plan, faces EU high-risk listing

Namibia has addressed eight of the 13 strategic deficiencies identified by the Financial Action Task Force (FATF) since being grey-listed in February 2024.

Director of the Financial Intelligence Centre (FIC), Bryan Eiseb says the country recently submitted its second progress report to the FATF Africa Joint Group, which recommended adoption at the FATF Plenary in Strasbourg, France.

The government remains committed to improving its anti-money laundering

(AML), counter-terrorism financing (CTF), and counter-proliferation financing (CPF) frameworks.

Eiseb said Namibia must still resolve five outstanding issues by May 2026, these include sanctions enforcement, better cooperation between the FIC and law enforcement, more money laundering investigations and prosecutions, improved resourcing for authorities, and the ability to investigate terrorist financing.

“In just over 13 months after having been grey-listed,



Namibia has been commended by the Financial Action Task Force for addressing most of the strategic deficiencies on its Action Plan. We remain committed to fully implementing the necessary measures to exit the grey list,” Eiseb said.

Despite progress, the European Union added Namibia to its high-risk list on 10 June 2025. This aligns with the EU’s practice of matching the FATF grey list, though Namibia’s inclusion was delayed for over a year. The move increases regulatory scrutiny for Namibian financial institutions in Europe.

“The EU listing does not undo the exceptional progress that Namibia is making in addressing the FATF Action Plan. It requires banks and other financial institutions in the EU to exercise heightened vigilance when dealing with Namibian entities. This may cause increased compliance requirements and impact transactional costs,” Eiseb said.

The FIC coordinates efforts to meet FATF requirements and is working with international partners to speed up remediation. The Centre oversees reforms and ensures all remaining action items are addressed on time.

“The Financial Intelligence Centre is ready to coordinate national efforts and engage with technical assistance providers

to ensure Namibia meets all outstanding requirements as soon as possible,” Eiseb said.

He further noted that Namibia aims to exit the FATF grey list quickly, as the government plans continued cooperation with local and international agencies to strengthen the country’s AML, CTF, and CPF systems.

Further progress is expected to improve Namibia’s financial reputation and sector stability.

# TENDER

First date of publication: 23 May 2025

## TENDER NO: DBMNE0534 WELDING ACCESSORIES AND GASES

**DESCRIPTION:**  
 Debmarine Namibia is seeking experienced service providers for the supply of welding accessories and gas on an uninterrupted base, to Debmarine Namibia Warehouse in Lüderitz.

**SCOPE OF WORK:**  
 The listed consumable items must be quoted inclusive cost of delivery/transportation to Lüderitz.

**CLOSING DATE: 24 June 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 **DBMNE0534 WELDING ACCESSORIES AND GASES**

**ENQUIRIES:**  
 The Commercial Officer  
 Tel: +264 61 297 8481  
 Email address: [e-tender@debmarine.com](mailto:e-tender@debmarine.com)  
 Subject line: DBMNE0534 WELDING ACCESSORIES AND GASES

**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.

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## Namibia passenger traffic rises to over 102,000 in April

Namibia recorded 102,449 passenger arrivals and departures at airport terminals across the country in April 2025, up from 85,098 in March and 96,504 in April 2024, Namibia Statistics

Agency (NSA) reveals.

“The recorded increase in absolute passenger numbers indicates a continued rebound in air travel across the country’s airports,” the Namibia Statistics Agency stated.

Despite the rise in passenger traffic, growth in the Passenger Movement Composite Index slowed. The index rose by 20.4% in April, compared to 21.8% in March.

On an annual basis, it increased by 6.2%. Hosea Kutako International Airport accounted for 80.9% of all passenger movement during the month. Walvis Bay Airport followed with 9.4%, while Eros Airport handled 5.4%. The remaining airports each contributed between 2.2% and 0.03%.

“The Arrivals Index for Hosea Kutako International Airport recorded a 28.3% increase in April compared to the previous month. Year-on-year, the index posted growth of 15.8%,” NSA noted.

Departures from Hosea Kutako rose by 20.7% in April, slower than the 31.8% growth in March. Compared to April 2024, departures increased by 7.4%.

Walvis Bay Airport also posted gains. The Arrivals Index rose 12.9% on a monthly basis, down from 22.5% in March. Year-on-year, it was up by 18.1%. Departures grew 10.6% month-on-month and 16.2% annually.

“The monthly growth for Walvis Bay arrivals slowed from the 22.5% recorded in March, but the year-on-year trend remained positive,” NSA

stated.

Eros Airport recorded declines across the board. Arrivals fell 1.1% in April after a 2.6% increase the previous month. Departures declined 1.8% after rising 6.4% in March.

“The Arrivals Index at Eros Airport fell by 1.1% in April 2025, and the Departures Index dropped 1.8%.

Year-on-year, arrivals and departures were down 29.4% and 32.3% respectively,” according to NSA.


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TENDER



First date of publication: 21 May 2025

**TENDER NO: DBMNE0532 GENERAL CONSUMABLES**

**DESCRIPTION:**  
Debmarine Namibia is seeking experienced service providers for the supply of general consumables on an uninterrupted base, to Debmarine Namibia Warehouse in Lüderitz.

**SCOPE OF WORK:**  
The listed consumable items must be quoted inclusive cost of delivery/transportation to Lüderitz.

**CLOSING DATE: 23 June 2025 at 12:00**


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## **Erongo Desalination Plant supplies over 123 million cubic metres of water since 2010**

**T**he Erongo Desalination Plant has supplied more than 123 million cubic metres of potable water to the Erongo Region since it began operations in June 2010, operator Orano has announced.

Originally constructed to supply water to Orano's Trekkopje uranium mine, the plant now serves several municipalities and mining operations across the region.

It is located about 35 kilometres north of Swakopmund, near Wlotzkasbaken, and is recognised as the largest reverse osmosis seawater desalination facility in southern Africa.

"The Erongo Desalination Plant has supplied more than 123 million cubic metres of potable water to the region since 2010. This achievement reflects our commitment to providing a safe, reliable water source while maintaining a strong safety record with no lost time injuries," Orano said.

According to the French company, the plant operates continuously throughout the year, processing over 50,000 cubic metres of seawater per day.

Orano said its current annual production capacity is 22.5 million cubic metres, with

plans underway to increase this to 25 million cubic metres. The company added that further expansion to 45 million cubic metres per year is possible if demand increases.

Water from the plant, according to Orano, is pumped to a NamWater pipeline located four kilometres away, from where it is transported to the Swakopmund base reservoir and distributed to regional municipalities and mining sites.

The desalination process involves multi-stage filtration and reverse osmosis, using high-pressure pumps and energy recovery systems to improve efficiency. Orano said the plant's on-site laboratory continuously monitors water quality to ensure it meets both NamWater and World Health Organization standards.

Orano also emphasised the plant's strong safety record, noting that no lost time injuries have been recorded since operations began. "The plant's safety record is a source of pride. Since it began operating, not a single lost time injury has been recorded, underscoring our dedication to maintaining safe working conditions throughout all phases of operation," the company said.

## Some basic considerations for the dry season

By Erastus Ngaruka

**M**any farming areas in Namibia have received significantly more rain in comparison to the previous season, recording above-average volumes.

Moreover, rangeland productivity has improved in some areas, although the quality of the grazing materials is still not at its finest. Albeit livestock body conditions remain high (fat conditions).

Furthermore, it should be noted that the quantity and quality of the grazing materials consumed by animals now have an influence on their endurance until the next rainy season, which can also not be predicted.

Thus, farmers need to consistently ensure that the survival and performance of their livestock are not compromised.

As the normal dry season approaches, there are specific challenges that farmers will face, these are associated with livestock nutrition, health, and reproduction, amongst other factors.

On the topic of nutritional supplementation, livestock require a sufficient supply of nutrients throughout the year as a response to seasonal changes in rangeland conditions and body demands. Grazing livestock, such as cattle and sheep, are particularly vulnerable to nutritional deficiencies, especially mineral deficiencies.

This is largely because in sandy areas, the soil mineral concentration lies beyond the root zone of grass, making it difficult for uptake. During the rainy season or summer



“

**Grazing livestock, such as cattle and sheep, are particularly vulnerable to nutritional deficiencies, especially mineral deficiencies.**

months, focus should be on mineral supplementation, with greater emphasis on phosphorus as it is deficient in soils.

Phosphorus plays a principal role in metabolism, amongst others, especially when animal feed intake is higher.

As winter approaches, the grasses stop growing and go into a dormancy period, where the nutrients are relocated to be stored in the root system as reserves for regrowth in the next season.

During this time, grasses dry up and shed seeds, and, in the process, vitamin A and much of the protein are lost.

Therefore, farmers need to inoculate their animals with vitamin A and provide protein lick supplements. One of the critical ingredients needed in winter supplements is urea, as it enhances the digestion of dry forage materials through increased population and strength of the rumen microorganisms responsible for digestion in ruminant animals.

Later in the dry season, the animal's demand for energy increases as the grass plants become depleted or scarcer or

grazed to the maximum. Thus, energy supplements need to be added to the protein supplements, and in certain cases, especially when there is a grazing shortage, roughage feeds or hay will be needed to fill the rumen. Since many farmers have planted crops, they can affordably use processed crop residues as dry season feed supplements.

Winter is also the period during which goats and sheep will be giving birth for some farmers. This is a critical period that requires extra effort and care to ensure that the birth processes are smooth and that the lambs and kids survive.

The greatest challenge facing lambs and kids is surviving the harsh winter, so farmers must build shelters to keep the newborns warm.

This includes houses, digging pits, and enclosures covered with heat-trapping material such as black plastic sheets, amongst others. The cold conditions can also result in respiratory infections, mainly pneumonia (Pasteurellosis).

Thus, the mothers must have been vaccinated already to pass the immunity to the young ones through milk (colostrum) at least in the first month, or the young can be vaccinated at least at two weeks of age. In addition, the lambs and kids need sufficient milk and feeds (creep feeds) to generate heat to keep warm and maintain optimal growth.

Therefore, mothers (ewes and does) need sufficient quality feed to produce sufficient milk for the young. Another challenge for the young ones will be parasites such as

mites, fleas, and lice.

These parasites will compromise the health and growth potential of lambs and kids; thus, they need to be controlled. One of the prudent methods of controlling such parasites is by dipping the young ones in an antiparasitic dip solution.

Furthermore, dirty (e.g., dusty, excessive dung) kraals will also pose health risks such as respiratory and eye infections, and harboring of parasites.

Ultimately, a clean, healthy, and safe kraal environment plays a vital role in the survival of lambs and kids. Therefore, all potentially harmful conditions need to be eliminated.

In conclusion, your farm productivity depends on the animal, the environment, and your management. A successful production cycle is one where the animal is born and raised to survive until it reproduces or is marketed for return on investment.

Therefore, farmers need to develop appropriate management plans that are responsive to the prevailing conditions in their production environments. These include seasonal feed and water shortages, diseases, and parasite infestations, among others.

A closer and regular inspection of livestock will be needed to allow a prompt response to any abnormality or change in livestock health and behavioral conditions.

***\* Erastus Ngaruka is Technical Advisor at Agribank's Advisory Services***

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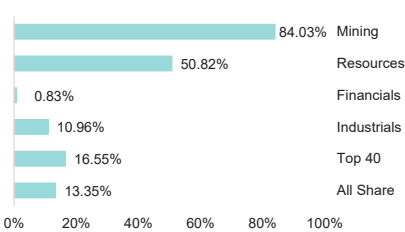
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Palladium	1042.77
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Uranium	69.90
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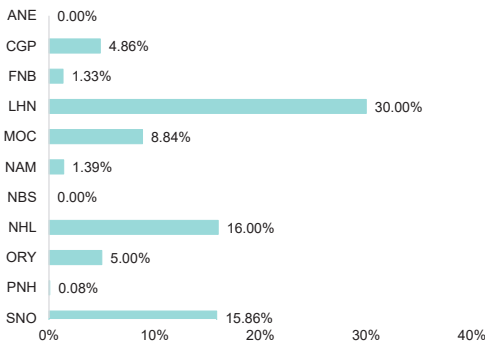
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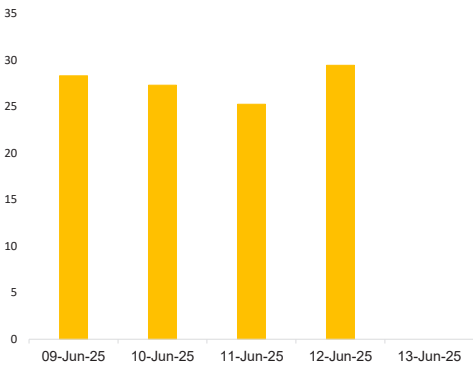
### JSE Sectors: Year to Date in %



### NSX Local Stocks: Year to Date in %



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



### Global Indices: Year to Date in %

