

TAXES

Chinese companies
paid N\$16.7 billion in
Namibian taxes in 2024

p. 05



SKILLS

Namibia to finalise
green hydrogen skills
strategy by October

p. 13



INTERNET

MTC extends fixed
internet services to
eight new communities

p. 17



THE

BRIEF

News Worth Knowing

MINISTRY OF FINANCE FISCUS BUILDING

**Finance ministry to end payroll
deduction system for civil servants**

MONDAY 08 SEPTEMBER 2025

MAIN STORY



Finance ministry to end payroll deduction system for civil servants

The Ministry of Finance will discontinue all discretionary payroll deductions for government employees, with the Payroll Deduction Management System (PDMS) scheduled to shut down on 30 November 2025.

A directive issued on 28 August informed employees and financial institutions that government's contract with Avril Payment Solutions, the operator of the system, will not be renewed.

With immediate effect, no new voluntary payroll deductions may be loaded onto the PDMS.

Existing loans already linked to the system

will continue to be serviced internally by the Ministry until they are repaid in full.

However, insurance premiums, union fees and other voluntary deductions must be shifted to alternative payment methods, such as bank debit orders, before the closure. Statutory deductions, including PAYE,

Crucial Dates

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

pension contributions and Social Security, will remain unaffected.

Government has provided a three-month transition period to allow affected parties to secure new collection arrangements. From December, no non-statutory payments will be processed via the government payroll.

The decision has been associated with procurement limitations as well as regulatory concerns previously raised by the Bank of Namibia and the Namibia Financial Institutions Supervisory Authority (NAMFISA).

Issues included the risk that prioritisation of certain payments could compromise the integrity of the national payment system, and that some microlenders were relying too heavily on payroll safeguards rather than conducting affordability checks required by law. The phasing out of payroll codes means lenders will now be required to conduct proper affordability assessments and carry more risk themselves. For civil servants, the end of payroll deductions is expected to significantly alter how they access credit, manage insurance, and structure monthly payments.

Loan approvals are expected to become more difficult, particularly for lower-income and rural employees, as lenders will no longer have the security of direct payroll collection. This is likely to tighten lending terms and

reduce loan sizes.

Banks and microlenders are also expected to increase interest rates and fees to cover higher risk, which could make even small monthly repayments more expensive once debit order charges are applied.

Industry data suggests that smaller insurance policies may become unviable once transferred to debit orders because of additional charges.

While the change may reduce over-indebtedness in theory, it also risks leaving thousands without insurance protection and increasing the cost of credit. The abrupt implementation is expected to cause short-term financial strain for many government workers. The directive follows a moratorium imposed two years ago by the Ministry of Finance, together with NAMFISA and the Bank of Namibia, on the issuance of new payroll deduction codes while reviewing the relevance of the PDMS. That review has now culminated in a complete phase-out.

The PDMS was introduced in 2003 when Avril Payment Solutions was appointed to implement the web-based platform.

It centralised deductions between the Payroll Office and financial institutions, easing regulatory and administrative burdens at no cost to government or employees, while broadening access to financial services for civil servants.

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Chinese companies paid N\$16.7 billion in Namibian taxes in 2024

Chinese enterprises in Namibia contributed N\$16.7 billion in taxes in 2024, up from N\$10.86 billion in 2020, according to the latest Corporate

Social Responsibility (CSR) report by the Association of Chinese Enterprises in Namibia (ACEN).

The report also shows that local



Vacancies

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procurement rose to N\$136.08 billion in 2024, compared to N\$93.12 billion four years earlier.

Employee welfare investment increased from N\$4.03 billion in 2020 to N\$5.48 billion in 2024, underscoring the sector's contribution to Namibia's economic and social development.

Luo Wei, President of ACEN, said the achievements reflected the strong ties between China and Namibia.

"China is ready to deepen cooperation with Africa in industry, agriculture,

infrastructure, trade and investment, promote exemplary, high-quality Belt and Road cooperation projects, and build together a model for the delivery of the Global Development Initiative," he said.

The report highlights that Chinese enterprises have created more than 10,000 direct and indirect jobs since 2013, supported by training programmes in mining, energy, agriculture, infrastructure, and services, equipping Namibians with technical skills and expertise.

Spending on environmental protection rose from N\$3.42 million in 2020 to N\$7.97 million in 2024. Public welfare contributions decreased from N\$6.76 million to N\$1.65 million but continued to support education, healthcare, and community development initiatives.


Gaudencia Krohne, Deputy Minister of Industries, Mines and Energy, said corporate social responsibility was key to ensuring international investment aligned with national priorities.

"It is through responsible government practices that international partners not only contribute to economic growth but also earn the trust of communities," she said.

She added that green growth initiatives, including renewable energy and water recycling systems, were reshaping mining and infrastructure

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TENDERS



TENDER ENQUIRY NO. E090-ND-2025
INVITATION TO TENDER FOR THE PROVISION OF CORROSION PROTECTION, CLADDING AND SCAFFOLDING SERVICES

1. OVERVIEW
 Namdeb Diamond Corporation (Pty) Ltd (Namdeb) is a wholly owned subsidiary of Namdeb Holdings (Pty) Ltd, and performs land-based prospecting (exploration), mining and rehabilitation operations.

2. SPECIFICATION OF THE SERVICES
 Namdeb hereby invites reputable and qualified service providers to submit tenders for the provision of on-site services, including (but not limited to) the following:-


- The Provision of Sandblasting and Corrosion Protection Services
- The Provision of Cladding Removal, Installation and Replacement Services
- The Provision of Scaffolding Services (Assemble, Inspection and Dismantle)

3. TENDER ENQUIRY DOCUMENT
 Interested parties may contact the following person to obtain a copy of the tender enquiry document. **It is recommended that the tender enquiry document be obtained before 17th of September 2025.**
 Contact: Ms Elizabeth Markowitz
 Email: elizabeth.markowitz@namdeb.com
 Tel.: +264 (63) 238502

4. COMPULSORY PHYSICAL SITE INSPECTION
 A compulsory physical site inspection (as further detailed in the tender enquiry) shall be conducted on **Monday, 13th of October 2025.**
Only Tenderers that attended the compulsory physical site inspection shall be eligible to participate in the tender process.

5. CLOSING DATE
 The closing date for the tender is **16h00 on Tuesday, 04th of November 2025**, and tender submissions must only be delivered as specified in the tender enquiry document.

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Employee welfare investment increased from N\$4.03 billion in 2020 to N\$5.48 billion in 2024, underscoring the sector’s contribution to Namibia’s economic and social development.

practices in line with Namibia’s climate commitments.

Margareth Gustavo, Executive for Competitiveness and Branding at the Namibia Investment Promotion and Development Board (NIPDB), said the report highlighted a broader commitment to responsible conduct.

“Beyond the economic contributions of the Chinese enterprises to Namibia’s development, particularly in energy, mining, and infrastructure, this report highlights a crucial dimension in commitment of these companies to social responsibility and responsible conduct,” she said.

Gustavo stressed that empowering enterprises and communities remained essential for sustainable growth.

According to the report, strategic projects such as

the Walvis Bay port expansion and transnational railway development have boosted regional trade, while technology transfer and support for local SMEs are enabling Namibia to participate in global supply chains.

Looking ahead, Wei said the 2025 focus will include aligning with Namibia’s Vision 2030, advancing low-carbon metallurgy, and expanding benefits to communities through skills development and innovation.

A condolence card from GIPF (Government Investment Promotion and Development Board) for the B1 highway tragedy. The card features a dark green background with a lit candle and white flowers. The GIPF logo is in the top left corner. The text reads: "With Deepest Sympathy", "The GIPF extends heartfelt condolences to the bereaved families, friends, colleagues, and the entire Namibian nation following the tragic accident on the B1 highway near Mariental. We share in the nation's grief and honour the memories of the dearly departed.", "May we find strength and peace as we mourn the departure of our civil servants, valued members, and civilians who served our country with pride.", and "Their legacy of dedicated service will always be remembered." The footer includes contact information for Windhoek (Head Office) and social media links.


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With Deepest Sympathy

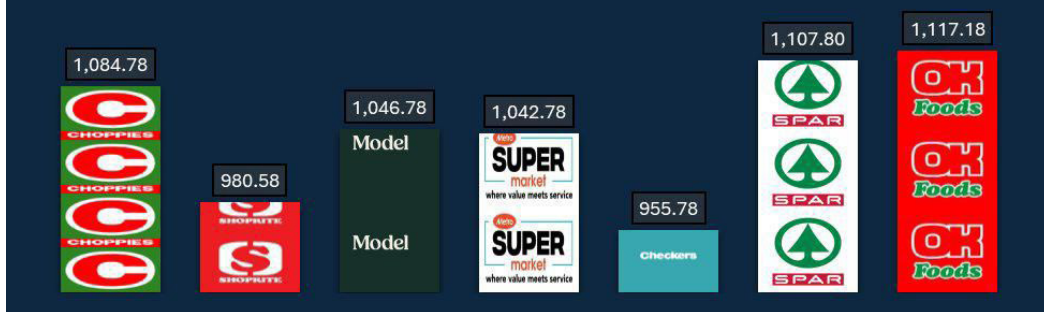
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May we find strength and peace as we mourn the departure of our civil servants, valued members, and civilians who served our country with pride.

Their legacy of dedicated service will always be remembered.

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RETAILERS GROCERY BASKET TOTAL COST (N\$) - AUGUST 2025



Checkers leads as most affordable retailer in August 2025

This report analyzes the prices of a standard basket of 22 grocery items across seven major retailers in Windhoek.

In August, grocery shoppers faced a mixed picture: while some retailers lowered their overall basket costs, offering households some relief—others recorded moderate increases.

For the month of August, Checkers emerged as the most affordable retailer with a total basket cost of N\$955.78.

This was closely followed by Shoprite at N\$980.58. The most expensive retailer was OK Foods, with a total basket cost of N\$1117.18, representing a difference of N\$161.40 compared to the cheapest option.

It is important to note that temporary promotions do play a role in shaping pricing landscapes. As these offers change, so too will the rankings.

Retailer Insights

- Checkers' grocery basket dropped by nearly N\$100 compared to July, closing

August at N\$955.78. This was mainly driven by lower prices on key staples like mince, sugar, 2-ply toilet paper and tomatoes.

- Shoprite also became more competitive, reducing its basket by over N\$60 to N\$980.58. By keeping essentials like cooking oil, maize meal, and mince fairly stable, it secured its spot as the second most affordable retailer.

- Metro and Model moved in the opposite direction, with small increases in their baskets. Metro went up by N\$10 to N\$1,042.78, and Model by N\$15 to N\$1,046.78. Though minor, these changes push both stores into the mid-range of affordability, ranking below Checkers and Shoprite.

- Choppies made some progress too, with their basket dropping by N\$16.00 to N\$1,084.78. While still priced more expensive than Metro and Model, the decrease shows an effort to stay competitive in a market where shoppers are highly price sensitive.

- Spar recorded the biggest drop in basket

Retailer	July Basket (N\$)	August Basket (N\$)	Change (N\$)	% Change
Checkers	1,054.57	955.78	-98.79	-9.4%
Shoprite	1,042.78	980.58	-62.20	-6.0%
Metro	1,032.78	1,042.78	10.00	1.0%
Model	1,031.78	1,046.78	15.00	1.5%
Choppies	1,100.78	1,084.78	-16.00	-1.5%
Spar	1,325.96	1,107.80	-218.16	-16.5%
OK Foods	1,096.78	1,117.18	20.40	1.9%

Fresh Produce	Bakery & Cereals / Staples	Meat, Poultry & Fish	Dairy & Fats	Cooking Essentials & Condiments	Household & Cleaning Products	Personal Care
Tomatoes	White Bread	Chicken (cheapest)	Long Life Milk Full Cream (cheapest)	Cooking Oil (cheapest)	2 Ply Toilet Paper (cheapest)	Soap (cheapest)
Potatoes	Top Score Maize Meal	Mince	Rama Butter	White Sugar (cheapest)	Sunlight Washing Powder	Aquafresh Toothpaste
Onions	Tastic Rice	Canned Pilchards (cheapest)	Eggs (cheapest)	Wellingtons Tomato Sauce	Sunlight Dishwashing Liquid	
	Polona Macaroni Pasta	Corned Meat (cheapest)				

costs, but with most prices left unchanged it still ranks among the most expensive retailers in Windhoek. The data shows little sign of meaningful competitive price adjustments during August.

• OK Foods remained one of the pricier options in August, with its basket rising by N\$20 to N\$1,117.18. While the increase is relatively small, it has pushed the store further into the higher-cost category.

Product Highlights

- Cooking Oil (2L): Prices held steady across most outlets, averaging N\$71.56.
- Mince (1kg): Most supermarkets reduced prices in August, bringing them below N\$100/kg, except at Choppies (N\$114.99) and OK Foods (N\$104.99), where prices remained unchanged. Spar was the only retailer to register a slight increase.
- Fresh Produce: Tomatoes

and potatoes showed mixed price movements across outlets.

• Long-Life Milk (1L): Remained consistently cheaper across most supermarkets.


• 2-Ply Toilet Paper (9-roll, cheapest): Spar’s store brand stood out at just

N\$39.99, well below the average of over N\$80 at other retailers.

Consumer Takeaway

Price sensitivity remains critical. The data shows that shoppers who compare prices, especially for big-ticket staples like meat, oil, and fresh produce can save a few coins by choosing Checkers over OK Foods during the month of August. Sticking loyally to one retailer, without comparing, could therefore come at a significant cost.

The Brief’s monthly grocery price survey helps you shop smart and save more. Stay tuned for next month’s update.





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Factories of broken promise



Namibia's government plans to spend N\$5 billion a year on free tertiary education. Tuition and registration fees will vanish by 2028.

While the policy is presented as a step forward, there are concerns about its real impact.

The country already produces thousands of graduates every six months with no work ahead. The problem is not access. It is output. Employers do not want what universities produce. Degrees arrive in bulk. Competence does not. Many graduates cannot even draft a basic cohesive email.

Education Minister Sanet Steenkamp told Parliament that consultations are complete and a framework will soon follow. The fundamentals remain untouched. Teaching is weak. Curricula are outdated. Vocational training is thin. University programmes bear little connection to the economy.

President Netumbo Nandi-Ndaitwah announced that free tertiary education would be guaranteed. The market already knows better.

Namibia's universities produce paper, not skills. Businesses report graduates unprepared, lacking technical ability and needing retraining at company expense.

A degree signals time served, not readiness.

Questions have been asked how this project can succeed where others collapsed. The answer is simple. It will not. Scrapping fees will not alter the conveyor belt of unemployment. Universities now generate disillusioned graduates who queue for jobs that do not exist or settle for casual work.

The government speaks of fairness. Yet fairness is not equal access to failure. It is not opportunity if the endpoint is unemployment. Free education in a broken system is not reform. It is failure at greater scale.

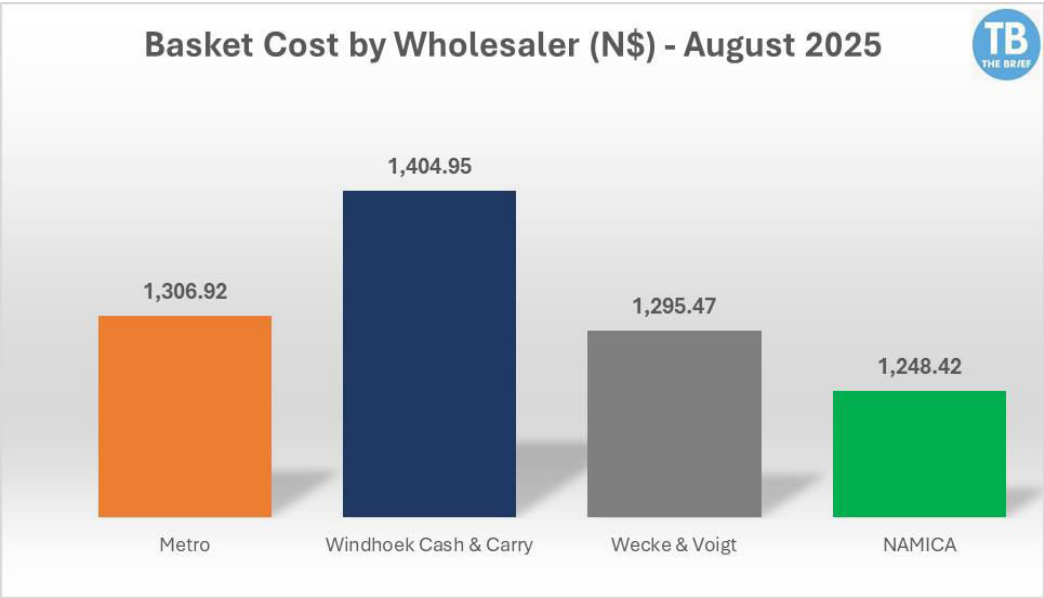
N\$5 billion is heavy for a small state. It will not fix teaching. It will not modernise curricula. It will not link education to the economy. It will only subsidise the continued production of unwanted graduates.

The core question is ignored. What is the value of a degree if it does not lead to work? Free education can succeed where institutions are strong and linked to labour demand.

In Namibia, it cannot.

This is not investment in human capital. It is transfer of public funds to institutions that fail their mandate. The promise is free degrees. The result is a workforce trained to wait, not to work. The cost is national.

****Briefly is a weekly column that is opinionated and analytical. It sifts through the noise to make sense of the numbers, trends and headlines shaping business and the economy with insight, wit and just enough scepticism to keep things interesting. THE VIEWS EXPRESSED ARE NOT OUR OWN, we simply relay them as part of the conversation.***



Namica remains the cheapest basket option for August 2025

This report compares the prices of key staple food items across four major wholesalers: Metro, Windhoek Cash & Carry (C&C), Wecke & Voigts, and Namica.

The analysis looks at price differences, changes from July 2025, and identifies the most affordable options for consumers.

When comparing August to July, Namica remained the cheapest overall, trimming its basket slightly from N\$1,249.42 in July to N\$1,248.42 in August.

The biggest mover was Wecke & Voigts, which cut its basket cost by almost N\$70 (from N\$1,365.48 to N\$1,295.47), making it a much stronger competitor this month. On the other hand, Metro’s basket edged up by about N\$16, showing a modest price increase compared to July.

Month-on-Month Comparison (July → August 2025)

- 1. Namica: Nearly unchanged (N\$1,249.42 → N\$1,248.42).
- 2. Wecke & Voigts: Fell from N\$1,365.48 → N\$1,295.47 (-5.1%).
- 3. Metro: Basket cost increased from N\$1,290.92 → N\$1,306.92 (+1.2%).
- 4. Windhoek Cash & Carry: Dropped from N\$1,404.15 → N\$1,378.24 (-1.8%).

Key Observations by Item

- Cooking Oil (5L): Prices ranged between N\$162.95 – N\$182.50. Metro saw the sharpest increase from July (N\$149.99 → N\$170.99). Namica and Windhoek C&C offered the lowest price at N\$162.99 and N\$162.95.
- Top Score Maize Meal (10kg): Declined across wholesalers compared

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	Quantity	Metro	Windhoek Cash & Carry	Wecke & Voigt	NAMICA
Cooking Oil	5l	170.99	162.95	182.5	162.99
Top Score	10kg	124.99	124.99	128.99	123.49
Marathon Sugar	10kg	179.95	190.95	189.99	179.99
Chicken	4kg	199.99	201.95	192.9	189.99
Rice (Tastic Rice)	10kg	249.99	296.75	196.9	184.99
Macaroni Pasta Polana	5kg	125.99	131.25	132.00	119.99
Fresh Milk full cream	1l 6 pack	114.99	120.45	122.20	142.99
Vetkoek Wheat Flour	10kg	139.99	148.95	149.99	143.99
Total		1,306.92	1,404.95	1,295.47	1,248.42

to July. Cheapest at Namica (N\$123.49), while Wecke & Voigts had the highest at N\$128.99.

• Marathon Sugar (10kg): Prices remained stable at Metro and Namica (N\$179.99), while Windhoek C&C and Wecke & Voigts were more expensive at N\$190.95 and N\$189.99 respectively.

• Chicken (4kg): Mixed movements—Metro reduced slightly to N\$199.99, while Windhoek C&C increased to N\$201.95. Namica remains the most affordable at N\$189.99.

• Rice (Tastic 10kg): Significant fluctuations. Metro rose steeply to N\$249.99 (from N\$199.99 in July), while Namica maintained the lowest price at N\$184.99.

• Macaroni Pasta Polana (5kg): Prices softened at

Metro (N\$125.99, down from N\$140.99 in July). Namica offered the lowest price at N\$119.99.

• Fresh Milk Full Cream (1L x 6 pack): Mixed changes. Metro dropped to N\$114.99 (from N\$135.99 in July), while Namica increased to N\$142.99. Metro had the lowest August price.

• Vetkoek Wheat Flour (10kg): Prices broadly stable with small movements with Metro offering the cheapest prices compared to Wecke & Voigt (N\$149.99).

August 2025 Prices Comparison

The purpose of the survey is to offer customers insightful information about the pricing of a consistent basket of 8 staple food items from each of these four wholesalers.

Namibia to finalise green hydrogen skills strategy by October

Namibia is expected to finalise a comprehensive skills development strategy for the green hydrogen sector by October, with the Namibia Green Hydrogen Programme (NGH2P) spearheading the effort.

Joseph Mukendwa, Head of Policy, Planning and Strategy at NGH2P, said the plan seeks to align training programmes with the country’s emerging industrial opportunities to ensure Namibians are prepared for jobs of the future.

He noted that findings from the Hyphen Skills Census would play a key role in shaping the strategy.

“We’ve taken that and we’ve actually built on it by engaging the existing projects to understand the exact qualifications and skill sets that are required and the quantities that are going to be required as well so that we can ensure our supply side can actually deliver,” Mukendwa said at the census launch.

The strategy is due to be made public by October, following a national task force meeting in the coming weeks to validate research outcomes.



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“Hopefully by the end of September, sometime in October, we should be in a position to publicise the outcomes of this particular strategy,” Mukendwa said, adding that the timeline reflects a commitment to evidence-based planning and forward-looking industrial development.

Mukendwa stressed that the strategy focuses on creating dignified employment and avoiding mismatches between training and available roles.

“There’s nothing worse than having the Namibians educated, but there are no opportunities for them. So it’s important that we do the skills mapping properly, and that we train our people for the opportunities that actually exist,” he said.

The National Skills Task Force brings together representatives from both the public and private sectors.

Private sector members include the

Green Hydrogen Association, Hyphen, the Construction Industry Federation, and the Namibia Employers Federation, while public institutions represented are the Namibia Qualifications Authority, Namibia Training Authority, and relevant ministries.

Mukendwa said the multi-stakeholder structure is intended to avoid duplication.

“The intent was to ensure that we have representation of all the key players so that when we have conversations around skills development, all the parties are around the table,” he explained.

He added that the strategy is designed to be both responsive to immediate skills requirements and to lay the groundwork for long-term growth.

It will also guide investment in local supply chains for roles such as welders, while drawing on international training where necessary.



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Checkers emerges as most affordable hypermarket in August 2025

Our comparative analysis of a standard grocery basket shows that Checkers offered the most competitive pricing in August 2025, narrowly ahead of Metro and Woermann Brock.

The total basket cost at Checkers stood at N\$805.81, making it the most affordable option for consumers this month.

All three hypermarkets recorded lower basket totals compared to July, with costs now falling below N\$1,000 across the board.

The gap between the cheapest and most expensive retailer has also narrowed significantly, with less than N\$12 separating them.

This signals a more competitive retail environment and improved affordability for households compared to July 2025.

Hypermarket Performance in August 2025

- **Checkers:** Delivered the lowest prices on 8 of the 19 items, particularly in essential staples and cleaning products. Its strength was most evident in bread, sugar, and milk.

- **Metro:** Secured the best pricing on 7 items, especially in dairy and protein categories such as butter and eggs. It also remained competitive on cooking oil and maize meal, although it lagged behind on meat and fresh produce.

- **Woermann Brock:** Despite having the highest overall basket cost, Woermann Brock offered the best value on items such as chicken and onions. It performed well in fresh produce but remained less competitive overall.

While Checkers secured the lowest overall basket cost, the item-by-item analysis shows that each retailer presents unique value depending on a customer's shopping needs. With that in mind, let's

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Item	Unit	Checkers (N\$)	Metro (N\$)	Woermann Brock (N\$)
White Bread	Loaf	10.99	13.99	13.99
Cooking Oil (cheapest)	2L	69.99	54.99	79.99
Top Score Maize Meal	5kg	72.99	68.99	72.99
White Sugar (cheapest)	2.5kg	49.99	54.99	54.99
Chicken (cheapest)	1.5kg	79.99	95.99	69.99
Tastic Rice	2kg	32.99	37.99	44.99
Polana Macaroni Pasta	3kg	74.99	73.99	82.99
Long Life Full Cream Milk	1L	19.99	19.99	19.99
2Ply Toilet Paper	9 Rolls	59.99	67.99	64.99
Wellingtons Tomato Sauce	700ml	26.99	32.99	29.99
Sunlight Washing Powder	2kg	69.99	54.99	59.99
Rama Butter	500g	29.99	25.99	25.99
Eggs (cheapest)	18 mediums	59.99	56.99	64.99
Sunlight Dish Washing Liquid	750ml	32.99	28.99	28.99
Aquafresh Toothpaste	100ml	24.99	17.99	16.99
Bar of Soap	1 Bar	11.99	15.99	11.99
Onions	1kg	26.99	21.99	18.99
Potatoes	1kg	19.99	27.99	21.99
Tomatoes	1kg	29.99	38.99	31.99
Total		N\$805.81	N\$811.91	N\$816.81

take a closer look at what the basket contains.

What does the Hypermarket basket include?

Disclaimer:

This survey is intended for informational purposes only. Temporary promotions and special offers may influence prices and rankings, and as these change over time, so too may the relative affordability of each retailer.

MTC extends fixed internet services to eight new communities

Mobile Telecommunications Limited (MTC) has expanded its fixed internet service, Spectra, to residents in Maltahöhe, Rietoog, Stampriet, Aranos, Oshifo, Khorixas, Tsandi and Otavi. The company’s Chief Brand, Marketing, Communications and Sustainability Officer, Tim Ekandjo, said the rollout forms part of MTC’s commercial strategy to connect rural and semi-urban communities to its fibre network.

“As part of our commercial strategy, MTC will in the coming months until the end of our fiscal year connect rural and semi-urban communities onto our fibre network countrywide,” he said.

Ekandjo explained that the initiative is part of MTC’s broader remote outreach strategy to bridge the digital divide by extending reliable, high-speed internet services to settlements outside the main urban centres.

“Our Spectra offering is the last entrant in the highly competitive fixed internet market, and our phased approach was always to start building it centrally, linked towards outward expansion. Hence, it is noticeable that our rollout of our fibre transmission network for fixed internet service has predominantly been urban-centric,” he said.

He stressed that MTC was committed to supporting Namibia’s digital transformation and economic growth through inclusivity.

“MTC is committed to aid Namibia’s digital transformation and socio-economic growth, and more than ever, we are intentional with our inclusive approach. This means households and



businesses in Maltahöhe or Uis can equally have access to quality and affordable internet connectivity – enabling them to participate in and meaningfully contribute to the mainstream economy.”

Earlier this year, MTC announced the deployment of its fibre transmission



NAMWATER
Namibia Water Corporation Ltd

VACANCY

Namwater is an equal opportunity employer

We hereby advertise the following positions:

- Head Business Unit Coastal, Grade D5, Windhoek (Re-advertisement)

For full details of the above vacancies and to apply, interested candidates are invited to visit the NamWater website at <https://namwater.erecruit.co/>

ENQUIRIES:
Employee Services Division
Address: 176 Iscor Street, Northern Industrial Area, Windhoek.
Tel: 061712031

CLOSING DATE: 17 September 2025

The mandate of NamWater is to provide quality water and related services to the satisfaction of all stakeholders, taking cognisance of the environment, scarcity and dependency of all its users.

network covering 2,738 kilometres as part of its long-term strategy for an inclusive digital economy.

Two weeks ago, the company also launched commercial 5G services in Windhoek, Swakopmund, Oshakati, Ongwediva and Walvis Bay, with more towns expected to follow.

“We are therefore pleased to have expanded our Spectra fixed internet services to eight new community areas and are proud of our recent go-to-market of 5G service. Inclusivity is central to a sustainable economy. Hence, we commit to continue connecting Namibians digitally,” Ekandjo said.

PETROFUND

PETROLEUM TRAINING AND EDUCATION FUND

SCHOLARSHIPS FOR THE 2026 ACADEMIC YEAR



In recognition of multiple oil and gas discoveries in the Orange Basin offshore Namibia and continued exploration activities, PETROFUND is intensifying efforts to build a skilled workforce for the next phases of the upstream petroleum industry. As part of this drive, scholarships for 2026 are now available to equip Namibians with vital skills ahead of the Final Investment Decision by petroleum exploration licence holders.

Scholarship Opportunities:

The following scholarships are open to high-performing, dedicated Namibians eager to join the upstream petroleum industry and pursue full-time studies in the following fields:

Undergraduate Scholarships in the SADC Region only:

- BSc./B. Engineering in Civil, Marine, Chemical, Electrical, Power, Industrial and Mechanical Engineering.
- BSc. Geosciences
- Diploma in Instrumentation Engineering Technology in Oil and Gas (Check list of institution on the website)

Postgraduate Scholarships at University of Namibia only:

- MSc. Petroleum Geology

Candidates applying for undergraduate (SADC) and MSc. Petroleum Geology scholarships must submit applications via the PETROFUND website: <https://esaspetrofund.org/login>.

Application forms for undergraduate (SADC) and MSc. Petroleum Geology scholarships have been sent to all Regional Councils for distribution to candidates in areas with limited or no internet network access.

Postgraduate Scholarships at Overseas Universities for the September intake:

- MSc. Exploration Geophysics / MSc. Geophysics with specialisation in Petroleum Geophysics
- MSc. Reservoir Evaluation Management
- MSc. Petroleum Engineering and Project Development
- MSc. Marine Engineering
- MSc. Drilling Engineering
- MSc. Oil and Gas Engineering
- MSc. Fire Safety Engineering
- MSc. Naval Engineering / MSc. Advanced Naval Architecture / MSc. Marine Technology: Atlantic Master's Ship Operation and Naval Engineering
- MSc. Aerospace Engineering
- MSc. Process Safety
- MSc. Carbon Capture Management
- MSc. Oil and Gas Law

Candidates applying for MSc overseas programmes in the United Kingdom must submit applications on both the PETROFUND website: (<https://esaspetrofund.org/login>) and the Chevening website: (<https://www.chevening.org/namibia/>) as these will only be sponsored through the PETROFUND/Chevening joint scholarship programme. Candidates applying for MSc. overseas programmes outside the United Kingdom must submit applications through the PETROFUND website only.

Requirements for all the scholarships

- Namibian citizenship.
- Demonstrate outstanding academic performance for undergraduate students currently enrolled at the university.
- Excellent passes in mathematics, sciences and English at grade 12 or Advanced Subsidiary (AS) level with a minimum of 30 points in five (5) subjects as per the recognised universities' scales for high school applicants (current AS Level learners to submit September results).
- Hold a relevant honours degree with a minimum average pass mark of 60% for the master's scholarship applicants.
- Be willing to commence studies in January 2026 for scholarships within the SADC region and in September 2026 for overseas scholarships.
- Provide proof of admission for the intended course for MSc. overseas scholarships.
- Submit proof of admission for SADC region scholarships by January 2026 for undergraduate and MSc. Petroleum Geology applicants.
- Provide certified copies of all required supporting documents by the Namibian Police.
- Complete the relevant online PETROFUND or Chevening scholarship application form at: <https://esaspetrofund.org/login.php> or <https://www.chevening.org/namibia/>.



Applicants are reminded that applications for courses other than those mentioned herein will not be considered.

Important information for applicants:

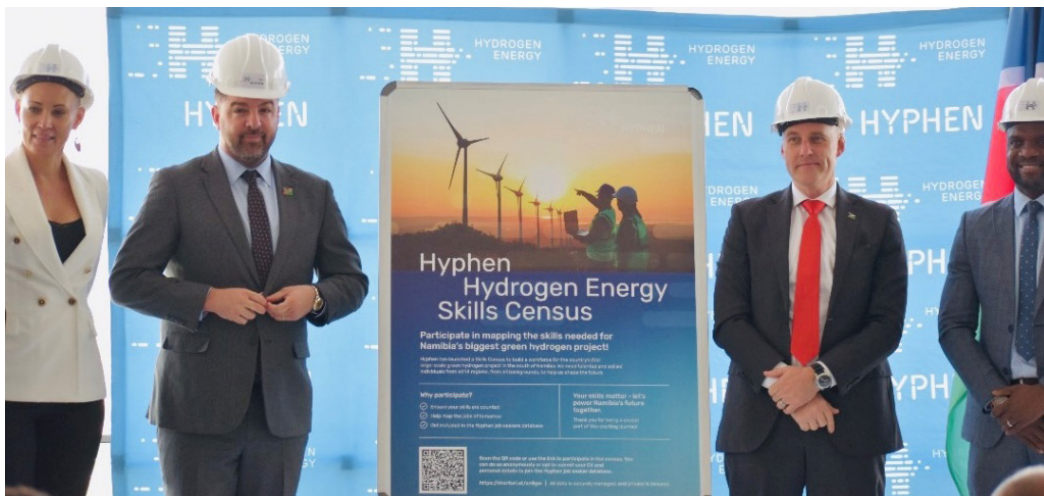
- Only shortlisted candidates will be contacted and invited for oral interviews. Interview dates will be communicated directly to shortlisted applicants.
- Information on universities offering the advertised postgraduate programmes is available on the PETROFUND website as well as a guide on how to complete the application form.
- Candidates submitting manual applications should do so at their constituency offices.
- Manual applications are reserved for individuals with limited or no access to online facilities.

Enquiries:

All enquiries should be directed to Ms. Elizabeth Muundjua or Ms. Loide Ashadhila at +264 61 400 443 or petrofund@namcor.com.na.

Deadline for Submitting all Applications: **Tuesday, 7 October 2025 at 13:00.**





Hyphen launches national census to identify skills for green hydrogen sector

Hyphen Hydrogen Energy has launched a National Skills Census to identify skilled and qualified Namibians across all occupations.

The initiative is designed to build a comprehensive database to guide training programmes, address skills shortages, and highlight underutilised local talent.

Martin Wilkinson, Senior Economic Development Manager for Training and Development at Hyphen, said the census would provide the evidence base needed to shape future training efforts.

“We seek to find all sorts of trained or skilled or qualified Namibians across Namibia in all sorts of occupations to make sure that we’ve got enough data to know

where to design training programmes, where there are skills shortages, and where we don’t need to import skills but we’ve got a lot of them here that may be underemployed or underutilised,” Wilkinson said.

He emphasised that the census is not limited to technical and vocational fields.

“It’s not just a TVET and it’s not just a technical census; it’s also people who can cook because we need to feed workers, also people who are in hospitality, also people in occupational health and safety, and also people in leisure because we have to entertain our workers in downtime,” he explained.

The initiative comes as Namibia’s

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emerging green hydrogen sector is expected to create a wide range of jobs, though the country still lacks a detailed understanding of its workforce capabilities.

Dino Ballotti, Deputy Minister of Education, Innovation, Youth, Sport, Arts and Culture, said the census would help build a people-centred database to inform education and training institutions.

“The aim of this national skills census is simple: to create a comprehensive, people-centred database of skills and potential. It will allow us to understand where skills exist, identify critical gaps, and enable

TVET and other higher learning institutions to respond more effectively,” Ballotti said.

The census will collect information on age, gender, region, and cultural background, with a focus on ensuring that rural communities, women, and youth are included.

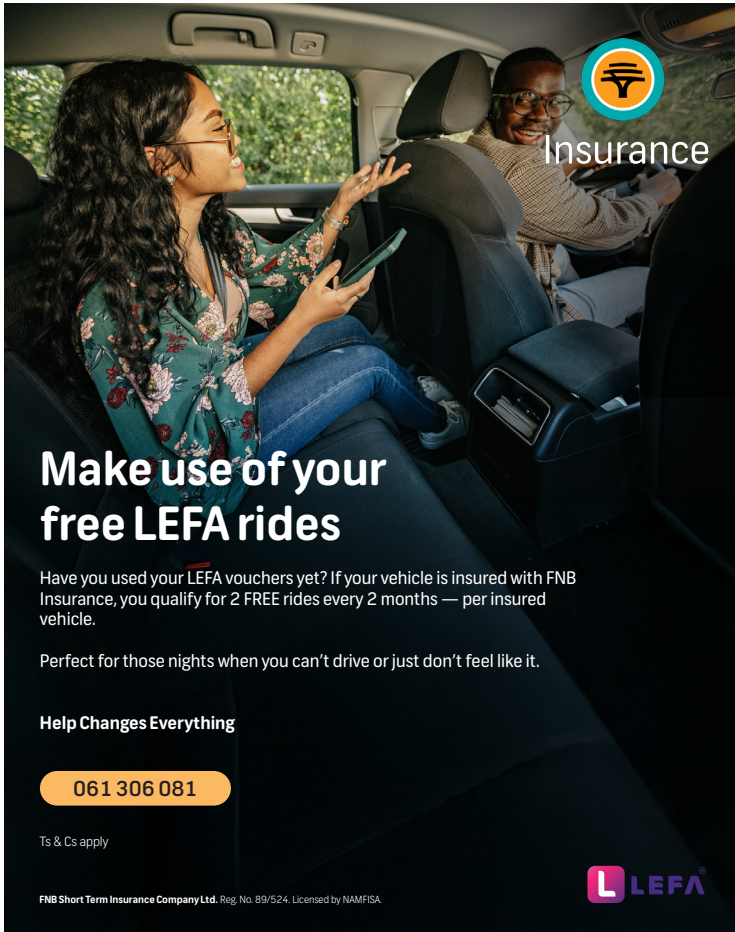
Data will be drawn from partner institutions such as the Namibia Training Authority (NTA), Namibia Qualifications Authority (NQA), and the Ministry of Labour, Industrial Relations, and Employment Creation.

“All Namibians, across a wide spectrum of occupations, are encouraged to participate.

The initiative will help identify underutilised local talent, guide training programmes, and align the workforce with Namibia’s green hydrogen industrialisation plans,” Ballotti said.

He added: “We are calling on every Namibian, especially our young people, to register themselves. Let us take this Skills Census into our regions, schools, training centres, and communities.”

The Skills Census forms part of a wider effort by Hyphen to develop a Workforce Competency and Planning Model, supporting job creation, skills development, and inclusive participation in Namibia’s green hydrogen economy.



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LEFA

Literacy and the digital divide: Digital platforms fight knowledge inequality

By Roger Gertze

Perhaps the greatest empowerment tools for overcoming inequality and freeing the world's marginalised people from poverty are literacy and knowledge. Knowledge improves lives.

Literacy enables access to that knowledge, and it is now acknowledged by UNESCO as a fundamental human right that opens the door to other human rights and freedoms.

Literacy exposes people to insights, skills and progressive values. These can in turn build an understanding of equality, the rule of law, diversity and global harmony.

As we mark International Literacy Day on 8 September, it's worth understanding that the meaning of literacy has evolved in recent times.

Digitalisation has changed the way we acquire knowledge, and it is now a core component of literacy itself. Bridging the digital divide, and connecting more people through digital content and infrastructure is now a part of spreading literacy.

Literacy in the digital era

Fittingly, this year's International Literacy Day (ILD) is being celebrated under the theme, "Promoting literacy in the digital era".

Since digital tools and platforms are now among the most important learning channels – especially for the 739 million young people and adults who cannot read – digital content providers now find themselves at the forefront of the fight for literacy.

At MultiChoice Africa, for instance, long recognised as "Africa's favourite storyteller",



Literacy enables access to that knowledge, and it is now acknowledged by UNESCO as a fundamental human right that opens the door to other human rights and freedoms.

one of the platform's most powerful value propositions is also how it drives digital inclusion and community empowerment.

The organisation's digital platforms help to bridge the digital divide and enrich lives, while amplifying African voices and enhancing cultural understanding.

At the same time, the business uses innovative methods to enhance access – pioneering regional streaming options, flexible micro-payments in territories like Uganda, and robust digital solutions like its Africa-wide Momet payment ecosystem.

MultiChoice is Africa's biggest funder of local content and sport, bringing relevant content to audiences across the continent, and helping to shape culture in real time, and in Namibia, one testimony is the Mukorob and Ombura local content projects. MultiChoice Talent Factory (MTF) academies across the continent also training up dozens of

talented young people every year, who then go on to create sport and local programming that reflects audience tastes, so they might see themselves in their own entertainment choices.

Adding social value

The MTF investment in people has produced 486 alumni, who have gone on to start 300 production companies, and produced 162 films. Within the organisation itself, staff of 162 nationalities are employed at MultiChoice businesses, with 44% of top and senior management positions held by women.

This is in addition to the platform's rich educational offering via channels like Mindset Learn, Disney Jr, Nickelodeon and Cartoon Network – capabilities which were significantly expanded during the Covid Lockdown years, when television was the only source of education for many families.

On the ESG front, the business also

enhances value through its work as Africa-wide media partner for the £6-million Moonshot Prize, showcasing the work of African finalists, amplifying environmental messages, motivating innovators and inspiring communities to address sustainability challenges.

Staff-led CSI initiatives uplift schools, healthcare organisations, women- and youth groups, sports associations and government initiatives across Africa, from Namibia, Zambia, Botswana and Angola to Nigeria, Uganda, Kenya, Ghana and Mozambique.

These projects express the organisational approach of providing value for customers and subscribers in as many ways as possible, to ensure broad social benefits in areas such as accessibility, education, culture, literacy and social empowerment.

Access is power

In the battle to boost literacy among Africa's people, digital channels have also become a weapon against double marginalisation – where people are excluded from traditional literacy as well as the power of connectivity.

In the digital era, access is power. Through satellite broadcast, content streaming and the development of the content creation industry itself, digital platforms are helping to empower audiences with knowledge, literacy and cultural awareness. Increasingly it's the ticket to a better quality of life.

*** Roger Gertze is a Managing Director at MultiChoice Namibia**



Namibia Tourism Board

Namibia Tourism Board CEO, Sebulon Chicalu, is proud to announce

HISTORIC MOMENT FOR NAMIBIA TOURISM!

NTB OPENS NEW REGIONAL OFFICES

1 September 2025

For the first time ever, the Namibia Tourism Board is bringing its services closer to YOU!

- Rundu Office – Serving Kavango East, Kavango West & Zambezi
- Ongwediva Office – Serving the Four O Regions (Ohangwena, Omusati, Oshana & Oshikoto)
- Lüderitz Office – Serving the //Karas Region

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- Quick & easy tourism business licensing
- On-the-spot customer care & information
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Mr. Sebulon Chicalu
Namibia Tourism Board - CEO

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