

AI SKILLS

Namibian firms urged to invest in ai skills or risk losing ground

p. 10



LOANS

Agribank suspends salary-backed loans for government workers

p. 18



INFRASTRUCTURE

CRAN backs infrastructure sharing to boost telecom expansion

p. 21



THE

BRIEF

News Worth Knowing



Goreangab Mall tenancy reaches 82% ahead of 2026 opening

WEDNESDAY 24 SEPTEMBER 2025

MAIN STORY

Goreangab Mall tenancy reaches 82% ahead of 2026 opening

Tenancy at the N\$270 million Goreangab Mall has reached 82%, with more than 43 tenants confirmed, Oryx Chief Executive Officer Ben Jooste has said.

The 14,500-square-metre development, anchored by Shoprite, is scheduled to open in May 2026.

"Tenant occupancy has progressed well. We initially reached 70 percent before pausing tenancy during construction. A few weeks ago, we reopened for new tenants, and the latest figure is around 82 percent," Jooste told The Brief.

He added that banks are being considered to meet community requests for branches and ATMs.

Jooste confirmed the project remains largely on track despite minor delays.

"The project is still on schedule. We are about eight days behind, but we are confident we can make up the time, which is impressive considering the heavy rains earlier in the year," he said.

Oryx is investing N\$270 million into the mall, while Safland will manage the property and Oryx will oversee asset management.

Construction began in February this year under Andeo Construction, with completion expected by May 2026.

The development is set to create 340 jobs during construction and 500 once operational, impacting about 900 people.

Goreangab Mall forms part of the wider Goreangab Waterfront Development, which



also includes plans for 2,500 residential units and a formal taxi rank to provide transport access for surrounding communities.

Standard Bank Namibia has provided N\$178 million in financing to Oryx Properties Limited for the development of the mall.

Since relocating to Namibia in 2011, Safland has completed 11 property developments valued at about N\$3 billion. These include the Grove Mall and The Dunes Mall.

Crucial Dates

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

NedNamibia Holdings Limited (NNH Group)

Condensed Results

for the six months ended June 2025



Loans & advances	Deposits	Headline Earnings	Pre-provision profit	Return in equity	Customer growth	Digitally active clients
▲ 16%	▲ 7%	▲ 1%	▲ 9%	▲ 0.2%	▲ 7%	▲ 11%
Jun 2025 N\$10.7b Jun 2024 N\$9.3b	Jun 2025 N\$19.4b Jun 2024 N\$18.2b	Jun 2025 N\$193m Jun 2024 N\$191m	Jun 2025 N\$228m Jun 2024 N\$209m	Jun 2025 12.2% Jun 2024 12.0%	Jun 2025 126 768 Jun 2024 118 697	Jun 2025 77% Jun 2024 66%

Loans and advances continued to be a key driver of growth for NedNamibia Holdings Limited in the first half of 2025, with a notable 16% year-on-year increase. This strong momentum reflects the strategic efforts made over the past 6 to 18 months and provides a solid foundation for future expansion. Through our lending activities, we are deepening our support for Namibian businesses, households, and the broader economy—actively contributing to the goals and priorities outlined in Namibia's Sixth National Development Plan.

This growth in advances was complemented by a 7% rise in Net Interest Income (NII) and a 7% increase in Non-Interest Revenue (NIR). At the same time, we maintained firm cost discipline, with operating expenses increasing by only 4%, driving improved efficiency across the business. This balance of growth and productivity reflects the successful execution of our strategy and positions us to create even greater value for our clients and stakeholders in the periods ahead.

Our headlines rose to N\$193 million up from N\$191 million in the prior period. Importantly, pre provisioning profits increased by 9%, rising from N\$209 million to N\$228 million demonstrating strong underlying growth in our core business. The rise in impairments aligns with regulatory expectations and the growth in our lending book, ensuring we remain well-positioned to continue lending responsibly. Deposits also grew by 7%, signaling the trust our clients place in us to safeguard their savings. Return on equity edged up to 12.2%, reflecting our continued focus on delivering value to shareholders.

Our digital transformation strategy continues to gain traction, with digitally active clients increasing by 11%. Today, more than three out of four of our clients bank digitally, enjoying greater convenience and 24/7 access. Our customer base expanded by 7%, reaching 126,768 clients from 118,697 in June 2024, further affirming our position as a trusted financial partner.

Looking ahead, we remain optimistic about the remainder of 2025. Favorable policy measures and sectoral recovery—particularly in agriculture and construction—are expected to support economic activity. With strong lending momentum, disciplined cost control, and ongoing investment in digital innovation, we are well-positioned to sustain growth, enhance efficiency, and deliver long-term value for all stakeholders.

We extend our sincere appreciation to our dedicated employees for their unwavering commitment and to our clients for their continued loyalty and trust. Together, we are using financial expertise to build a better Namibia for you, your family, and your business.

For and on behalf of the Board

Si Kankondi
Chairperson

Windhoek, 18 September 2025

M Muruwa
Managing Director

Financial highlights

	% change YoY	30 Jun 2025 (unaudited) N\$'000	30 Jun 2024 (unaudited) N\$'000	31 Dec 2024 (audited) N\$'000
Statement of financial position - extract				
Assets				
Cash & cash equivalents	(2%)	4 282 031	4 381 776	5 036 706
Loans & advances	16%	10 732 124	9 261 260	9 733 544
Government and other securities	(3%)	6 970 881	7 184 377	6 232 934
Other assets	(10%)	1 395 137	1 558 680	1 338 106
Total assets	4%	23 380 173	22 386 093	22 341 290
Liabilities & equity				
Deposits	7%	19 378 727	18 177 109	18 191 031
Insurance contract liabilities	20%	88 365	73 699	80 001
Other Liabilities	(23%)	736 107	954 753	678 235
Shareholder's equity and non-controlling interest	(0.1%)	3 176 974	3 180 532	3 392 023
Total equity and liabilities	4%	23 380 173	22 386 093	22 341 290
Statement of comprehensive income - extract				
Net interest income	7%	481 151	447 613	955 944
Impairment of advances	92%	(34 878)	(18 140)	(103 679)
Non-interest revenue	7%	257 708	239 731	490 398
Operating expenditure	4%	(475 025)	(456 430)	(923 683)
Profit before taxation	8%	228 956	212 774	418 980
Taxation	65%	(35 674)	(21 633)	(28 260)
Profit after taxation	1%	193 282	191 141	390 720
Statement of cash flow - extract				
Net cash generated from operating activities		521 816	840 333	1 603 481
Net cash utilised in investing activities		(799 662)	(360 930)	(355 517)
Net cash generated from financing activities		(476 829)	(241 898)	(355 529)
Net increase / (decrease) in cash and cash equivalents		(754 675)	237 505	892 435
Cash and cash equivalents at the beginning of the period / year		5 036 706	4 144 271	4 144 271
Cash and cash equivalents at the end of the period / year		4 282 031	4 381 776	5 036 706
Nedbank Namibia Limited capital adequacy				
Tier 1 capital		2 117 092	2 031 827	2 288 301
Tier 2 capital		375 867	347 388	344 212
Total regulatory capital		2 492 959	2 379 215	2 632 513
Total risk-weighted assets		14 444 830	13 895 554	13 768 498
Tier 1 risk-based capital ratio		14.8%	14.6%	16.6%
Tier 2 risk-based capital ratio		2.5%	2.5%	2.5%
Total risk-weighted capital ratio		17.3%	17.1%	19.1%



TreasurySuisse to advise Nopal on N\$1.8bn investment in Namibia project

TreasurySuisse has secured an advisory and execution mandate with Nopal Renewable Energy Corporation (NREC), a Canadian-based renewable energy developer, to design a currency risk management framework for its planned N\$1.8 billion investment in Namibia.

The multi-phase bioenergy expansion programme will see NREC commit significant capital over the coming years, with foreign exchange management identified as a strategic priority to safeguard project value and ensure stability of returns. Under the mandate, TreasurySuisse will advise on the design and implementation of

best-practice risk management protocols.

This will include market-based hedging solutions, governance frameworks aligned to international standards, and the development of policies, procedures, and monitoring mechanisms to provide transparency and resilience in the face of currency volatility.

TreasurySuisse Chief Executive Officer, Lucius Muyelutha, said the framework will play a critical role in protecting long-term returns.

“Namibia is entering a new era of climate-aligned investment and industrial development. Large-scale projects such

as Nopal’s require sophisticated financial safeguards to ensure that foreign exchange volatility does not undermine long-term sustainability. By implementing a robust framework, TreasurySuiss is enabling Nopal to protect investor value, preserve capital efficiency, and strengthen financial resilience in a volatile global currency environment,” he said.

NREC Partner, Nicole Maske, said the partnership will help secure both investor confidence and project continuity.

“Securing long-term financial stability is just as important as delivering technological innovation in renewable energy. By working with TreasurySuiss, we are ensuring that our investors’ capital is protected, our expansion programme is shielded from currency volatility, and our projects can move forward with confidence. This framework reflects NREC’s commitment to disciplined governance and financial resilience, which are essential for building a sustainable bioenergy sector that creates jobs, regenerates land, and positions Namibia as a global leader in climate-aligned investment,” she said.

The agreement represents a milestone for both firms, highlighting Namibia’s status as an investment destination and the growing importance of financial risk management in cross-

border projects.

TreasurySuiss describes itself as an independent treasury advisory and execution firm specialising in bespoke foreign exchange risk management solutions for corporates, investors, and project sponsors.

With a focus on Africa-linked transactions, it structures hedging strategies, manages cross-border capital flows, and implements governance frameworks that align with international best practice.

WE ARE HIRING!



Chief Executive Officer

The Chief Executive Officer (CEO) provides overall leadership and strategic direction to the organisation, ensuring sustainable fund growth, operational excellence, and stakeholder value. The incumbent is accountable for driving performance, enhancing investor relationships, ensuring compliance, and fostering a culture of innovation, accountability, and collaboration.

Key Responsibilities

- ④ Provide overall leadership and strategic direction in alignment with the Board’s priorities.
- ④ Develop and implement operational plans, budgets, and investment strategies with clear targets.
- ④ Ensure compliance with all legal, regulatory, and governance requirements.
- ④ Oversee and build a high-performing executive management team.
- ④ Manage risk through effective governance, controls, and performance monitoring.
- ④ Develop and maintain strong investor and stakeholder relationships to support fund growth.
- ④ Represent the organisation at strategic platforms and public forums to enhance reputation.

Qualifications & Experience

- ④ A relevant postgraduate qualification (CA, CIMA, CFA, MBA, or similar).
- ④ At least 10 years’ experience in a finance/investment environment, of which 5 years must be at senior or executive management level.
- ④ Demonstrated track record in people management and investment strategies.
- ④ Proven ability to raise funds, generate pipeline clients, and maintain strong stakeholder relationships.
- ④ Computer literacy, valid driver’s licence, and willingness to travel.

Key Skills & Competencies

- ④ Strategic Thinking and Execution
- ④ Financial and Investment Management Expertise
- ④ Leadership and People Management
- ④ Negotiation and Stakeholder Engagement
- ④ Strong Governance Knowledge (NAMCODE, King IV)
- ④ Business Development and Fundraising

For full vacancy description kindly visit:
www.bfs.com.na/recruitment

APPLICATION PROCESS

Interested candidates should submit a comprehensive CV with supporting documents to:

recruitment@hitohr.com

Closing Date: 29th September 2025

Only shortlisted candidates will be contacted.





NedNamibia reports N\$193.3m after-tax profit

NedNamibia Holdings Limited (NNH Group), the holding company of Nedbank Namibia has reported a profit after taxation of N\$193.3 million for the six months ended June 2025, a 1% increase from N\$191.1 million in the same period last year.

Profit before taxation rose 8% to N\$229 million, though higher taxation costs of N\$35.7 million, up 65% from the previous year, tempered bottom-line growth.

The group's interim results showed net interest income climbing 7% to N\$481.2 million, supported by increased lending activity. Non-interest revenue also grew by 7% to N\$257.7 million.

However, impairments on advances nearly doubled, rising 92% to N\$34.9 million, while operating expenditure increased 4% to N\$475 million.

"Our headlines rose to N\$193 million up from N\$191 million in the prior period. Importantly, pre-provisioning profits increased by 9%, rising from N\$209 million to N\$228 million, demonstrating strong underlying growth in our core business," the results stated.

The group reported loans and advances of N\$10.7 billion as of June 2025. Its capital position remained solid, with Tier 1 capital at N\$2.1 billion and Tier 2 capital at N\$376

million.

Total regulatory capital stood at N\$2.5 billion against risk-weighted assets of N\$14.4 billion, resulting in a total capital adequacy ratio of 17.3%, above regulatory requirements.

Cash flow performance showed mixed results, with net cash generated from operating activities at N\$521.8 million.

Investing activities consumed N\$799.7 million and financing activities a further N\$476.8 million.

This resulted in a net decrease of N\$754.7 million in cash and cash equivalents, leaving the group with N\$4.28 billion at period end, down from N\$5.04 billion at the start of the year.

"The rise in impairments aligns with regulatory expectations and the growth in our lending book, ensuring we remain well-positioned to continue lending responsibly," the company said.

The customer base grew 7% to 126,768 clients, while the bank's digital transformation strategy continued to gain traction.

"Our digital transformation strategy continues to gain traction, with digitally active clients increasing by 11%. Today, more than three out of four of our clients bank digitally, enjoying greater convenience and 24/7 access," the results read.

Why sustainability reporting should become a priority for Namibian companies

By Esther Omoregie

In recent years, terms such as ESG (Environmental, Social and Governance), sustainability, and climate change have gained significant traction in boardrooms and business circles.

Yet the real question remains: do corporate leaders in Namibia fully grasp the implications of these concepts for their organizations? These are not just buzzwords or compliance checkboxes—they represent a deeper responsibility that companies hold as corporate citizens.

Traditionally, business success has been measured by one metric: profit. While financial performance remains critical, the world is shifting toward a broader evaluation of success known as the triple bottom line: profit, people, and planet.

This shift recognizes that long-term corporate value cannot be sustained if growth comes at the expense of the environment, society, or employees.

For Namibia, this evolution is especially relevant. As a country heavily reliant on natural resources—mining, fisheries, and agriculture—our economy is both an engine for growth and a potential source of environmental and social strain.

Climate risks such as droughts, coupled with growing societal expectations for inclusivity and fairness, mean that businesses can no longer afford to overlook their broader responsibilities.

This is where sustainability reporting comes in. By systematically measuring and disclosing their environmental, social, and



Sustainability reporting is the practice of disclosing an organization's environmental, social, and governance (ESG) performance.

governance impacts, Namibian companies can demonstrate transparency, build trust with stakeholders, and position themselves competitively in a global marketplace that increasingly rewards responsible practices.

More than a compliance exercise, sustainability reporting is an opportunity for local businesses to strengthen resilience, attract investment, and contribute meaningfully to Namibia's development goals.

In short, sustainability reporting should no longer be viewed as an optional add-on. For Namibian companies, it is a strategic priority—one that determines not only how the world sees us, but also how we secure long-term prosperity at home.

What is Sustainability Reporting?

Sustainability reporting is the practice of disclosing an organization's environmental, social, and governance (ESG) performance. It goes beyond traditional financial statements by addressing how a company's operations affect people, the planet, and long-term prosperity.

These reports provide transparency, allowing stakeholders such as investors, customers, employees, and regulators to assess how responsibly an organization is managing its risks and opportunities.

The purpose of sustainability reporting extends far beyond compliance. At its core, it fosters accountability and trust. By openly communicating their ESG impacts, companies signal to stakeholders that they take sustainability seriously.

The advantages of sustainability reporting are manifold. It enhances reputation, strengthens stakeholder relationships, and improves access to capital by appealing to ESG-focused investors.

Additionally, the process of gathering data for reports often uncovers opportunities for efficiency, such as reducing waste or cutting energy costs. Over time, these improvements contribute to both profitability and resilience.

Standards and Frameworks Guiding

Sustainability Reporting

To ensure clarity and comparability, organizations often follow global frameworks such as the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-related Financial Disclosures (TCFD).

These frameworks guide companies in presenting reliable and standardized information, which is increasingly essential as investors and regulators demand greater transparency.

Another vital development is the work of the International Sustainability Standards Board (ISSB). The ISSB has introduced a set of global baseline standards—IFRS S1 (General Sustainability Disclosures) and IFRS S2 (Climate-related Disclosures)—designed to ensure consistent, comparable, and reliable reporting across countries.

These standards are rapidly gaining international traction, with regulators in the



**LAUNCH YOUR
BRAND INTO ORBIT
WITH PREMIUM
CORPORATE WEAR**

- Corporate Lounge Shirts
- Branded Golf Shirts
- Formal & Casual Trousers
- Workwear & Overalls
- Corporate Dresses & Skirts
- Branded Winter Jackets
- Body Warmers & Fleece
- Safety Boots & PPE Wear
- Caps, Beanies & Accessories
- Custom Embroidery & Branding

**CONTACT US TODAY
TO PLACE YOUR ORDER**



orbitalmedianam@gmail.com



+264 81 434 3154

EU, UK, and several African markets already aligning their frameworks with ISSB requirements.

For Namibian companies, aligning with the IFRS Sustainability Disclosure Standards is not only about keeping up with global best practice; it is about securing competitiveness in international markets.

As investors and trading partners increasingly demand ESG disclosures that meet these standards, local companies that fail to adapt risk being left behind.

While these standards are currently voluntary, they are strongly encouraged for companies wishing to align their sustainability reporting structures to international best practices.

The Institute of Chartered Accountants of Namibia (ICAN) is currently at the forefront of advocating for the implementation of the IFRS Sustainability Disclosure Standards locally.

Numerous resources are also available online from the International Financial Reporting Standards Foundation to guide voluntary adoption and implementation.

For Namibia, a country whose economy depends heavily on natural resources and whose future is deeply tied to climate resilience, the stakes are even higher.

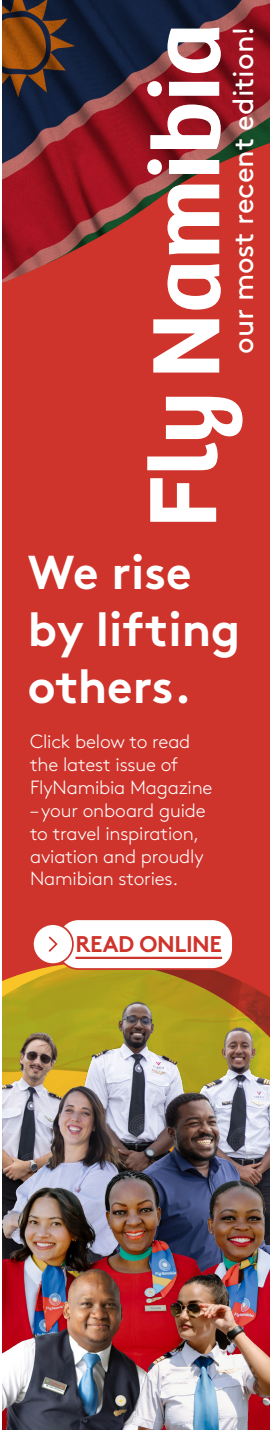
By adopting sustainability reporting and aligning with the

IFRS Sustainability Disclosure Standards, local corporates can not only secure their place in global markets but also contribute meaningfully to the country's development goals and long-term prosperity.

For organizations that may feel uncertain about where to begin, support is available. ICAN is committed to guiding corporates on their sustainability reporting journey—helping them navigate international frameworks, align with global best practices, and build reporting structures that drive both transparency and value creation.

The message is clear: sustainability reporting is not the future—it is the present. The time for Namibian companies to act is now.

**** Esther is a qualified Chartered Accountant and a member of the Institute of Chartered Accountants of Namibia (ICAN). She currently serves as the Technical and Finance Manager at ICAN, where she plays a pivotal role in advancing the adoption of the IFRS Sustainability Disclosure Standards in Namibia. In this capacity, she works closely with the Pan African Federation of Accountants (PAFA) Center of Excellence to promote best practices and build capacity for sustainability reporting across the region.***



Fly Namibia
our most recent edition!

We rise by lifting others.

Click below to read the latest issue of FlyNamibia Magazine –your onboard guide to travel inspiration, aviation and proudly Namibian stories.

[READ ONLINE](#)

Namibian firms urged to invest in ai skills or risk losing ground ... as V5 Digital launched AI Academy

Global AI Strategist and CEO of Treeshake, David Duarte, has urged companies to build in-house artificial intelligence (AI) expertise to ensure they remain competitive.

“Companies should begin building in-house artificial intelligence (AI) expertise within their employees to ensure they can adapt, innovate, and remain competitive,” Duarte said.

He warned that firms delaying this transition risk being outpaced by rivals who integrate AI more effectively.

Speaking at the Navigating AI Summit, Duarte noted that most AI business initiatives fail because of skills gaps rather than technology. “Seventy-four percent of AI business initiatives fail not due to technological limitations, but because of insufficient human capital and capabilities,” he said.

Duarte emphasised the importance of moving beyond reliance on consultants.

“You actually do need people who are specialised in AI. It’s not just a DIY shop. This is a growing sector for consultants, which is why players in the field are already doing quite well. Over time, however, companies will also need to start converging towards building their own in-house expertise. If they rely too long on external expertise for AI, they risk being left behind. Humans who work with AI will outperform humans who do not,” he said.

At the same event, Namibian technology company V5 Digital launched its AI Academy, following the conclusion of its V5 Africa Conference.

The initiative aims to address Africa’s growing shortage of artificial intelligence skills.



V5 Founder and Managing Director, Armin Wieland, said the academy builds on a successful pilot programme with PostFin Namibia, a NamPost subsidiary, which tested training methods with teams from HR, finance, marketing, and operations.

“Your workforce might be grounded at this point, not knowing what to do next or lacking strategy. Many speakers will emphasise this – you need strategy and alignment. You might excel in one area but lack the data, strategy, or human skills, and that’s where we’d like to help you going forward,” he said.

The AI Academy offers flexible learning paths, including personalised programmes, workshops, and pilot projects for both professionals and businesses.

Central to its approach is an academically developed assessment quiz that measures participants’ “AI readiness score.”

V5 Africa Presents Navigate AI Summit





FNB Namibia named Best Retail Bank and Most Innovative Solutions Provider

FNB Namibia has been named Best Retail Bank Namibia 2025 and Most Innovative Banking Solutions Provider Namibia 2025 at the World Business Outlook Awards.

The bank said the Best Retail Bank award recognised its ability to provide accessible and reliable services to individuals and businesses across Namibia, while the innovation accolade reflected continuous investment in digital transformation and new technologies.

According to FNB Namibia, its offerings such as the FNB App, CashPlus agency banking and eWallet are transforming the banking experience by simplifying transactions and expanding access in areas without branches.

The bank said it had also introduced its Free Swipes campaign, making it the only bank in Namibia to offer zero fees on card swipes.

"We are honoured to have been acknowledged for both of these awards because it not only recognises the hard work

we have done in retail banking and innovation but also highlights how we see them as equally important, interconnected areas of banking that fuel one another," FirstRand Namibia Group CEO Conrad Dempsey said speaking on the awards.

"It is always humbling to receive global accreditation because it means we have heard Namibian voices and carried them all the way through to international recognition."

The recognition comes shortly after the bank's participation in the Alliance for Financial Inclusion Summit.

"Receiving this award so soon after these important conversations truly puts everything into perspective and reminds us that our work truly does make a tangible difference in the lives of our people, so much so that it is recognised globally," Dempsey said.

The World Business Outlook Awards are recognised for celebrating organisations that set new standards of excellence, innovation and impact worldwide.

FNB Namibia named Best Retail Bank and Most Innovative Solutions Provider

By Vincent Shimutwikeni

The Namibian government has recently approved a reduction in the interest rate pension funds must apply when they provide housing loans to members.

This decision has sparked national discussion, as it directly impacts the interests of members of both public and private pension funds who may want to utilise their retirement savings towards securing a home.

Pension-backed housing loans are not a new phenomenon. The Pension Funds Act No. 24 of 1956, as amended, has long made provision for such loans under Section 19(5) (a), together with Section 37 D of the Act.

Most private occupational pension funds converted from the defined benefit to the defined contribution (or money purchase) structure around Namibia's independence and have since offered these types of loans to their members, in accordance with their fund rules.

What is new, however, is the growing national interest, and in particular, the advocacy by government employees, and the renewed commitment to implement these schemes at scale.

This shift in momentum has been sparked by the recent announcement by the Government Institutions Pension Fund (GIPF) to roll out a pension-backed housing loan scheme, backed by members' interest in the fund. For many years, the GIPF has provided funds to lending



“

The Pension Funds Act No. 24 of 1956, as amended, has long made provision for such loans under Section 19(5) (a), together with Section 37 D of the Act.

institutions, enabling them to offer loans to its members.

As with any other fund that makes provision in its rules, qualifying GIPF members will now be able to borrow up to one-third (1/3) of their pension benefit. The loan will be repayable at an interest rate of the repo rate plus 2.5%.

According to Section 19(5)(b)(iii), and regulation 43 of the Pension Funds Act, such loans may not be granted at an interest rate lower than that prescribed by regulation.

Until recently, the minimum allowable rate was the repo rate plus 4%. However, with effect from 1 July 2025, the Minister of Finance has amended Regulation 43 to reduce the prescribed minimum rate to repo rate plus 2.5%, as officially published in the Government Gazette.

There are two alternative and distinct mechanisms allowed by the Pension Funds

Act for funds to grant housing loans to their members:

1. Direct Housing Loans from a Pension Fund: This is when a pension fund, if its rules allow, provides a loan directly to a member from its own assets for housing-related purposes and administers the loan.

The contractual relationship is between the member and the fund, and the member repays the pension fund over time, but not later than their retirement date. These loans are secured by the member pledging their pension benefits.

Such loans are mostly funded from the borrower's investment in the fund but could also be untied. In the first case, the borrower takes the money from his fund investment and earns the housing loan interest. In the second case, the borrower's investment is not affected by the loan, and the fund earns the interest.

2. Pension Backed Housing Loans:

In this case, the fund provides a guarantee to the lending institution (usually a bank), which provides and administers the loan to the member. The contractual relationship is between the fund and the lending institution.

The member pledges their pension benefit to the fund to serve as security for the fund's guarantee to the lending institution. The pension fund assets or member savings are not withdrawn.

The member repays the financial institution over time at an interest rate determined by the bank from time to time. The Pension Funds Act does not regulate the interest rate and is usually significantly higher than the rate under Regulation 43 of the Act.

In response to these developments and with a commitment to enhancing financial

literacy, this Q&A series unpacks the provision of housing loans from pension funds in Namibia. It aims to provide different stakeholder perspectives, including those of members, employers, pension funds, and administrators.

From a Pension Fund Act Perspective

What does the law say about housing loans from pension funds?

The Pension Funds Act No. 24 of 1956, specifically Section 19(5), allows funds to provide loans for housing purposes if permitted by their rules. Section 37D permits the fund to deduct the outstanding loan amount from the member's benefit when they leave the fund.

Where can one build or purchase a house under these provisions?

A loan may be granted for a property in an urban or communal area, provided the member holds a valid right of ownership or entitlement.

Can pension funds lend directly to members?

Yes, if the fund's rules permit, a fund may grant a Direct Housing Loan (see 1.) to the member.

How much of the pension benefit can be used as collateral or for a direct loan?

The law says that a fund may lend up to the benefit a member would be entitled to receive in cash when they leave the fund. Usually, this is thus a maximum of one-third (33.3%) of the member's benefit.

Does the law protect members from losing all their savings?

Yes, safeguards limit exposure and ensure pension fund housing loans are repaid.

Who oversees compliance with the Act?

NAMFISA supervises funds and ensures compliance.

What is Section 37D about?

It allows deductions from pension benefits for housing loans granted to members by a fund, the employer or by a financial institution.

What is Section 19 (5) about?

It details the conditions under which funds may grant housing loans, which are to:

- I. Redeem an existing housing loan granted by another lender.
- II. Purchase a dwelling or land to erect a dwelling for occupation by the member or dependents.
- III. Make additions, alterations, or repairs to an existing dwelling.
- IV. Redeem or secure loans relating to housing on communal land under the Communal Land Reform Act, 2002.
- V. Erect or improve a dwelling on communal land under a valid customary or leasehold right.

Is this a new law?

No, the provisions have existed since 1956; the focus is now renewed with recent policy actions.

**From a Member’s Perspective
How much can I borrow?**

The law says that a fund may lend up to the benefit a member would be entitled to receive in cash when they leave the fund. Usually, this is thus a maximum of 33.33% (i.e. one-third) of your pension benefit, depending on fund rules.

What can I use the loan for?

For buying, building, or making fixed improvements to a home.

How do repayments work?

A loan granted by the fund directly to you (see 1.) must be repaid by the time you retire at the latest. A loan given by a bank (see 2.) has to be repaid over the term the bank determines. The repayments are deducted monthly, usually via employer payroll.

What interest rate applies?

For direct loans (see 1.), the rate is the Repo rate plus 2.5% per the Act. However, banks (loans in 2.) may set higher rates.

What if I resign or retire early?

Any outstanding balance on a loan is deducted from your benefit when you exit the pension fund.

Can I build on communal land?

Yes, if you have a valid customary or leasehold right.

Will this affect my retirement savings?

It depends on who granted the loan, i.e., the pension fund or another financial institution. If another financial institution gives the loan (see 2), the member's savings are not affected. However, if the pension fund grants the loan (see 1), depending on the fund’s rules, the money may be taken from your fund investment, in which case the loan will earn Repo plus 2.5% interest.

Can I take a loan for a rental property?

No, loans are not allowed for rented property.

What happens if I default on repayments?

The outstanding loan is settled from your pension benefit when your membership terminates.

How long does approval take?

Please approach your fund regarding this matter; the requirements and process may differ from fund to fund.

From a Pension Fund Administrator’s Perspective

What documents are required?

Required documents typically include a copy of a title deed or proof of a customary leasehold under the Communal Land Reform Act, building plans, employer confirmation, and application forms. However, this varies across funds, and the list is not exhaustive. For projects above a

certain threshold, additional documents such as three detailed quotes and supplier registration certificates may be required. Note that each fund has its own housing loan policy and procedure.

How are applications submitted?

Through HR offices and forwarded to the administrator

Does the administrator pay directly to the member?

It varies from fund to fund. In most cases, payments go directly to service providers or the transferring attorney.

How is risk managed?

Through strict compliance checks and pension collateral.

What happens in the case of default?

The loan is recovered from the pension benefit.

Do funds provide education?

Yes, to ensure members understand their obligations, funds usually provide education through their consultant or administrator.

How is fairness ensured?

Equal access is provided based on each member's savings in the pension fund.

What timelines are expected for disbursement?

The requirements and process may differ from fund to fund. Usually, it takes a month or longer, depending on the fund's policy and procedure.

How does NAMFISA oversee funds?

This is achieved by requiring reporting, audits, and compliance monitoring.

From an Employer's Perspective

What role do employers play?

They verify employment and affordability, facilitate the application process, the property valuation, and administer the payroll deductions. Employers may also conduct credit checks and, in some cases, must confirm that the loan is used as intended by submitting a certificate after six months.

Are employers liable for loans?

No, loans are secured by the borrower's pension benefit.

Do PBHLs affect staff retention?

Yes, they may encourage employees to stay longer if another employer does not offer any housing loan arrangement.

What must HR staff do?

They must process applications, verify employment, and ensure deductions are made upon termination.

Does this increase employer workload?

Slightly, but it supports staff welfare.

How do PBHLs affect payroll systems?

Employers must set up and manage deduction codes.

Do employers gain any benefit?

Yes, employees with housing security are often more productive and better settled.

What challenges do employers face?

Managing administration and ensuring compliance under an agreement with the bank or the fund.

How can employers prepare?

By engaging with the fund and its

**FOR DAILY NAMIBIAN
FINANCE AND
BUSINESS NEWS**



SUBSCRIBE



Daily PDF
version sent
via email

administrator early and by educating HR teams.

From a Pension Fund Perspective Why do funds allow PBHLs?

To support housing security and national development.

Do PBHLs reduce fund sustainability?

Not if well-managed; loans are either collateralised, or in the case of direct loans, the loan is still part of the fund's investment until fully repaid.

How do funds balance housing and retirement?

By capping loans and requiring repayment before retirement.

Are loans fund investments?

Yes, in the case of direct loans, they are secured investments.

Do all funds offer housing loans?

No, it depends on each fund's rules.

What governance frameworks apply??

Funds must amend rules, seek NAMFISA approval, and comply with the Pension Funds Act, Section 19(5).

How do housing loans align with development goals?

They promote housing, stability, and economic activity.

What risks do funds face?

Operational risks, default management, members misusing loans for other purposes and ensuring member literacy. In the case of loans granted by a bank, a fund may not be able to recover its bank guarantee from a member's benefit if certain adverse circumstances coincide.

Do funds lose returns by offering loans?

In the case of direct loans, either the fund or the member will earn Repo plus 2.5% on the loan. This rate will at times be higher or lower than the returns the money would have earned, had it been invested normally

and not been used to grant the loan.

What are the long-term benefits?

Greater member satisfaction is achieved by providing a benefit (a house to live in) without requiring fund withdrawal, while also contributing to housing development. Since house prices typically rise faster than inflation, a member would pay less if they secure a loan to purchase a house today, rather than waiting until retirement to use their retirement benefit.

Other Relevant Perspectives

What role does government play?

It sets policy and ensures alignment with national housing strategies. The government also prescribes the interest rate.

What about the housing sector?

Loans will boost the construction sector and create jobs.

Are communal land residents included?

Yes, with valid rights under the Communal Land Reform Act. However, this depends on the rules of the individual funds, as some funds exclude loans in communal areas.

How can awareness be created?

Through campaigns, media, and funding for education initiatives.

Can private pension funds grant housing loans?

Yes, if their rules allow it.

What is the role of NAMFISA?

To supervise compliance and protect members.

How does this benefit Namibia overall?

By improving housing security, economic activity, and social stability, we can enhance overall well-being.

** Vincent Shimutwikenii is a Manager: Legal Support Services at RFS Fund Administrators*

Agribank suspends salary-backed loans for government workers

Agribank has suspended new salary-backed loans for government employees after the Ministry of Finance (MoF) announced the termination of services with Avril Payment Solutions (APS).

Agribank Chief Executive Officer Raphael Karuaihe said the suspension takes effect immediately.

“Following the announcement by the Ministry of Finance regarding the termination of services with Avril Payment Solutions (APS), no new personal loans for government employees will be processed through the APS platform. As a result, Agribank has placed an immediate moratorium on its salary-backed loan facility for government employees,” he said.

Karuaihe confirmed that existing loans will not be affected. “Existing loans remain unaffected and will continue to be administered by the MoF until they are fully settled,” he said.

He explained that the Salary-Backed Loan scheme was introduced to improve access to finance for farmers without collateral.

“The Salary-Backed Loan scheme was introduced to enhance financial inclusion for farmers without collateral and to promote agricultural activities in both communal and commercial areas. It caters to salaried part-time commercial and communal farmers, as well as agribusiness ventures, by providing access to finance with repayments effected through payroll deduction,” Karuaihe said.

The CEO added that Agribank’s broader mandate remains unchanged.

“Agribank remains committed to offering



innovative, tailor-made financial solutions at competitive rates to meet funding needs of the diverse segment of the agriculture sector and its related value chains,” he said.

The move follows a similar decision by Letshego Holdings Namibia, which has also suspended new Deduction at Source (DAS) loans for government employees.

Letshego said that, with immediate effect, all new micro-lending loans will be issued through debit order arrangements and subject to credit affordability assessments.

Namibia is increasingly attracting foreign direct investment

By Irvin Titus and Stephen Vlieghe

Over the last few years, Namibia has been boosted to the top of Africa's Greenfield FDI Performance Index and is second globally, reflecting increasing investor confidence in the country's stability, governance and long-term potential.

The Index tracks and ranks countries based on their ability to attract foreign direct investment (FDI) relative to the size of their economies.

According to the Bank of Namibia's latest FDI Report, net inflows have amounted to more than NAD 114.9 billion since 2021, with the majority channelled into oil and gas exploration.

Even excluding oil and gas, other sectors attracted NAD 56 billion, indicating strong and broad-based investor interest, over the same period.

To facilitate this investment, a range of regulatory reforms are currently underway. These include the modernisation of its dispute resolution framework, enhanced investor protection laws, and improvements the Government has made to the ease of doing business in the country.

As an example, Namibia's Sixth National Development Plan (NDP6) and 2025 Budget signalled a pro-investment shift in terms of a budget allocation of more than NAD 2.7 billion to transport, logistics and digital infrastructure. The aim of this is to



boost Namibia's role as a regional export hub.

Namibia's alignment with the principles of African Continental Free Trade Area investment protocol and its participation in regional efforts to harmonise trade and legal frameworks also reflect the country's commitment to cross-border integration.

Emerging sectors

Namibia's net FDI inflows are sourced mainly from China, the Arab Gulf states, the United Kingdom and France.

The country is making significant progress in developing its green hydrogen, solar and wind projects, positioning itself as a regional leader in clean energy.

Europe's focus on energy diversification and the Gulf States' green transition strategies align very well with Namibia's approach to clean energy and have resulted in significant investor interest from countries in those regions.

The country's digital economy strategy, which is part of the Financial Sector Transformation Strategy 2025–2035, is attracting the interest of businesses in fintech, data infrastructure and e-commerce.

For example, investment in the development of mobile money and digital wallet platforms is assisting those previously excluded from financial platforms.

Most of the FDI into Namibia continues to be greenfield investment. In 2024, announced greenfield projects exceeded NAD 2.2 billion in value, which amounted to

an increase of 85% from the previous year.

The interest in greenfield investment is significant, as it reflects the focus on new infrastructure development, the creation of jobs, and the development of capabilities, rather than transfers of ownership.

In 2024, FDI was mostly directed towards oil and gas exploration and appraisal. The country's offshore oil discoveries in the Orange Basin have drawn significant investor attention, but other sectors are also growing, particularly projects in the manufacturing and renewable energy sectors.

Other major sources of FDI were Canada and Mauritius - both countries made investments in mining activity. Investment in the transport and storage sector also rose during 2024, mostly due to investment in the port of Walvis Bay.

Merger and acquisition transactions in the manufacturing sector, from investors in South Africa, contributed to FDI inflows of NAD 4.1 billion in 2023. An example of a recent large transaction in this sector is Coca-Cola Beverages Africa's NAD 900 million investment in a new bottling line and water treatment plant.

Local impact

The country is not without its challenges, with youth unemployment is still unacceptably high.

The Government has therefore made it clear that FDI must focus on inclusive growth. Focusing on the upstream oil and gas industry, a comprehensive National Upstream Petroleum Local Content Policy, designed to transform the country's burgeoning oil and gas sector into a catalyst for broad-based economic growth, sustainable development, and national empowerment, has been introduced.

The policy's vision is to establish an internationally competitive petroleum sector that maximises value for Namibia through meaningful and sustainable participation by Namibians and local companies across the entire value chain.

The mission is to enhance the benefits accruing to Namibian citizens by fostering phased participation of local companies, workforce, goods, and services, while ensuring technology transfer, capacity building, and innovation.

The Namibia Investment Promotion and Development Board (NIPDB) has taken numerous steps to enable this approach, including creating a national small and medium enterprises database to connect investors with local suppliers.

Incentives

To ensure sustainable growth, Namibia must balance the attraction of investment capital with ensuring public interest is protected. ESG compliance frameworks, and sector-specific incentives have stipulated that investors must support sustainability initiatives.

The NIPDB plays a major role in this balancing act by ensuring transaction approvals are streamlined, transparent and aligned with national development priorities.

The role of legal advisors

Behind the scenes, legal advisors are facilitating this investment, advising the country's biggest investors on regulatory compliance, ESG integration and local content obligations, for example.

As a result, corporate law offices are expanding across the country and have been for some time. At the beginning of March 2024, Koep & Partners, which had an established and growing presence in the country for over 40 years, joined forces with African law firm Bowmans.

The integration of the two firms is already proving beneficial to clients, particularly investors in energy and natural resources, maritime and shipping, and oil and gas.

Since then, a number of other law firms have followed suit.

**** Irvin Titus is a Senior Partner, and Stephen Vlieghe is the Managing Partner at Bowmans Namibia.***

CRAN backs infrastructure sharing to boost telecom expansion

The Communications Regulatory Authority of Namibia (CRAN) has endorsed a High Court ruling that struck down exclusive agreements on fibre networks, saying the move will open access, encourage competition, and expand broadband across the country.

CRAN Chief Executive Officer Emilia Nghikembua said the ruling reinforces the regulator's mandate to ensure fair access to critical infrastructure.

"This judgment provides clarity on the application of Namibia's Infrastructure Sharing Regulations. It affirms that exclusive agreements for access to essential facilities such as fibre networks are not permissible. Such exclusivity undermines competition and prevents other licensed operators from gaining fair access to critical infrastructure, contrary to the principles of fairness, non-discrimination, and open access," she said.

She added that broader infrastructure access would benefit both industry and consumers.

"This will stimulate investment, accelerate the deployment of broadband and next-generation technologies, and expand coverage into underserved areas. Consumers will benefit directly from greater choice, improved service quality, and more affordable connectivity," Nghikembua said.

Under Sections 48 and 50 of the Communications Act, 2009 (Act No. 8 of 2009), CRAN is empowered to mandate infrastructure sharing among carriers, broadcasters, and utilities.

Nghikembua said these provisions oblige operators to share passive infrastructure such as towers, ducts, and poles, while dominant players must also provide access to active infrastructure like antennas, base stations, and transmission links.

"CRAN enforces these provisions by issuing regulations, monitoring compliance, and resolving disputes to ensure that infrastructure sharing is conducted on reasonable and non-discriminatory terms. Infrastructure sharing is critical to Namibia's digital transformation agenda," she said.

She noted that sharing facilities helps reduce duplication, cut costs, and speed up the rollout of broadband and mobile networks, while also improving reliability and enabling faster deployment of new technologies such as 4G and 5G.

The High Court ruling followed a long-running dispute over a 2012 lease agreement between NamPower, MTC, and Telecom Namibia, which gave MTC and Telecom exclusive access to NamPower's dark fibre under an automatic renewal clause.

MTN Business challenged the legality of the arrangement in 2022, leading CRAN to void the exclusivity under Regulation 17(2)(b) of the Infrastructure Sharing Regulations.

MTC and Telecom contested CRAN's decision in the High Court, while the regulator sought confirmation that the agreement ended on 31 May 2022. On 31 July 2025, the Court ruled the renewal clause invalid and confirmed the agreement's termination, strengthening fair competition and CRAN's push for open access.



From shadows to security: A new social contract for Namibia's invisible economy

By Dr. Fidelis Hove
and Nana Fredua
Agyeman

The informal economy in Namibia is not a marginal phenomenon — it is the backbone of livelihoods for millions.

It contributes an estimated 25 percent of Gross Domestic Product (GDP) and accounts for 57.7 percent of the total workforce.

For a significant majority of the population, particularly women, who constitute 53 percent of its participants, and for youth, for whom it is often the primary entry point into economic life, this sector is the principal source of livelihood. For most, informality is not a choice but a necessity.

Yet, this immense contribution represents only one side of the coin.

The other is one of profound precarity.

The informal economy is often characterised by profound "decent work deficits," where workers and entrepreneurs in this sector operate in a state of high vulnerability, marked by the absence of formal contracts, job security, social protection, and access to finance. Informal actors are caught in a paradox: vital to the economy, yet invisible to the laws and policies that should protect and empower them.

Diagnosing the Structural and Institutional Barriers



The root of the decent work deficit lies in the informal economy's "invisibility" within foundational labour and social protection laws.

Key statutes such as the Labour Act and the Social Security Act were

largely designed for the

formal, employer–employee model, making them less responsive to own-account workers, informal employees, and micro-entrepreneurs.

This legal gap leaves many informal workers without enforceable rights related to wages, working hours, or occupational safety.

It also fosters a regulatory environment that can be more punitive than supportive, where informal traders are often treated as peripheral rather than legitimate economic actors.

The near-total absence of social protection for informal workers results directly from their omission from current legal frameworks.

Namibia's social security system, administered by the Social Security Commission (SSC), relies on formal, stable employment with regular contributions from both employer and employee.

This model is ill-suited for informal workers, who typically have irregular, seasonal, and low incomes.

While informal workers can join the SSC voluntarily, they must pay a double contribution (both employer and

employee share), a significant barrier which deters informal enterprises from being registered.

For small-scale operators with limited resources, the costs of formality far outweigh the benefits, locking them out of key resources: finance and markets. Limited access to formal finance, due to lack of collateral, formal credit history, and suitable financial products, prevents investments in equipment or stock, forcing reliance on personal savings or informal lenders.

This lack of finance also blocks access to formal markets.

Informal producers often cannot meet the volume, quality, and standards required by formal retailers, leaving them in informal channels with low bargaining power and low prices, perpetuating a cycle of low income. Additionally, the Veterinary Cordon Fence (the "Redline"), a colonial-era legacy, continues to severely restrict market access for smallholder livestock farmers in northern regions who are not permitted to sell livestock in the largest local markets even after quarantine.

Transitioning from Informality to Formality

Transitioning to the formal economy, while key for achieving decent work, is a gradual, complex process.

A step-by-step, incremental approach is essential, recognising that the informal economy is not a monolith.

Businesses and workers exist on a spectrum of readiness for transition.

For instance, a woman selling vegetables on a street corner may need only a secure, legally recognised trading spot and safe storage.

A small-scale metal fabricator with two assistants may be poised for growth but constrained by lack of credit and access to

larger contracts.

For the former, steps toward formality might include a city permit and access to a flexible pension scheme; for the latter, facilitated business registration and a bank account. Forcing both down the same rigid path is a recipe for failure.

For the government, there is an opportunity to create an environment where the benefits of formalisation are too compelling for informal workers and economic units to ignore.

Realising this opportunity would involve a fundamental shift in strategy, built on four interconnected pillars.

Foundational Legal Reform: From Invisibility to Rights

The first and most critical step is to bring the informal economy out of the legal shadows.

All other reforms depend on this foundational shift.

This requires systemic amendments to Namibia's core legal instruments, including the Labour Act and the Social Security Act, to formally recognise and define the informal economy and its diverse actors—from own-account workers to informal employees.

This act of recognition is not merely symbolic; it creates the legal basis for extending rights, protections, and targeted support.

An Ecosystem of Support

With a legal foundation in place, the next step is to build a supportive ecosystem through reforms in regulation, finance, and market access.

Municipal by-laws should be reviewed with trader participation, while registration and tax compliance must be simplified through digital one-stop platforms.

Tailored financial products, coupled with

financial literacy programs, can empower entrepreneurs to effectively manage their finances.

The recent Financial Sector Transformation Strategy highlights actions such as developing micro-loans, micro-insurance, and micro-savings; assessing a risk capital facility for start-ups, scaleups, youth, and the informal economy; and exploring low interest rates by 2027—critical steps for improving financial inclusion of underserved populations.

Additionally, public investment in serviced trading spaces and rural aggregation hubs will further expand market access.

Tech-Enabled Flexibility

Technology can bridge the formal–informal divide by enabling digital payments, simplified tax apps, and online marketplaces.

Namibia can also adopt flexible, tech-driven social protection schemes for informal actors—like Kenya’s Mbao Pension Plan, enabling more informal workers to save for retirement with minimal cost and complexity—that allow mobile contributions, incentivise enrollment with government co-payments, and offer modular benefits for both short-term needs and long-term security.

Inclusive Governance

The establishment of a single, empowered multi-stakeholder body in Namibia is crucial to coordinate policy and implementation across all levels of government.

This body must operate with a clear mandate and on a principle of inclusive governance, ensuring that representatives from informal economy associations have a permanent seat at the decision-making table.

Policy designed for them must be designed with them. Such a body should be held to strong accountability standards to ensure it remains effective and does not risk losing relevance over time.

A Call to Action

A supportive, rights-based approach builds trust and encourages informal workers and economic units to step toward formality, while heavy-handed enforcement risks pushing them further into the shadows.

The informal economy is not a problem to be solved rather than an asset to be cultivated.

The youth, men and women who work within it are not a drain on Namibia; they are its most resilient and resourceful entrepreneurs.

Forging a new social contract is a nation-building imperative—unlocking workforce potential, reducing inequality, and creating a more resilient, inclusive Namibia.

The question is no longer if we should act, but how boldly we are willing to build a truly inclusive economy. Namibia’s shared future depends on it.

****Dr. Fidelis Hove is an economist leading Genesis Analytics’ work on social protection and jobs. He advises governments on informality, financial inclusion, and digital transformation. He holds a PhD in Economics from the University of Cape Town. Nana Fredua Agyeman is a Youth Development Specialist at Genesis Analytics, working with governments to strengthen safety net programmes, design youth employment initiatives, and improve the learning to earning transition.***



Urban centres buckling under migration, Minister warns

Minister of Urban and Rural Development James Sankwasa has warned that Namibia’s urban centres are under increasing strain from rising migration and called for stronger rural investment to reduce pressure on towns and cities.

“When the new Government Administration took office in March 2025, we were committed to leading the

National Development Agenda for the people of this country. Over the past six months, I have been particularly focused on urgent issues related to urban development, improving service delivery and mutual accountability,” Sankwasa said at the Rural Development Annual Progress Review and Planning Workshop in Otjiwarongo.

He said migration from

CRAZY DISPLAY DEALS

STANDARD PULL-UP Banners

NS\$1 000.00

EXECUTIVE PULL-UP Banners

NS\$1 200.00

PULL-UP BANNER

Orbital

PVC BANNER WITH EYELETS

PVC BANNER with Eyelets

NS\$250.00 per SQM

CANVAS FRAME

A3 - NS\$250.00
A2 - NS\$400.00
A1 - NS\$500.00
A0 - NS\$850.00

Custom Sizes Available
Prices Excludes VAT

Orbital media

CALL US TODAY

+264 81 434 3154

For Daily Namibian Finance and Business news

SUBSCRIBE



Daily PDF
version sent
via email



rural regions, especially among unemployed youth, is burdening infrastructure and service delivery. At independence, over 60% of the population lived in rural areas, compared to more than 50% now living in urban centres.

“Our rural areas must be developed through support to local entrepreneurship, investing in digital connectivity, basic infrastructure, promoting sustainable industries and empowering youth through education and providing access to micro-credit,” he said.

Sankwasa said that over the past year the Ministry financed more than 300 rural projects through Regional Councils, targeting food security, water, electricity and rural access roads. He added that more than 1,000 toilet facilities have been built, with Oshana and Ohangwena Regional Councils using labour-based approaches to create jobs while improving sanitation.

“I urge other Regional Councils to follow this transformative step going forward for public health, safety, and human dignity,” he said.

He also emphasised the importance of strengthening the institutional capacities of Regional Councils, Constituency Development Committees and Traditional Leaders. “Experience elsewhere tells us that Traditional Leaders, as trusted community figures, play a crucial role in improving sanitation by mobilising communities to adopt new sanitation behaviours. I urge you to continue your invaluable work in this area,” Sankwasa said.

The Minister outlined upcoming priorities, including reviewing the National Rural Development Policy and Strategy by June 2026, operationalising Rural Development Centres by November 2025, and boosting job creation through initiatives such as the National Youth Development Fund and the Cash for Work Programme.

He further announced that N\$31 million has been allocated to scale up rural sanitation, with a focus on vulnerable groups including people with disabilities, the elderly and child-headed households.

“Our Ministry is committed to ensuring that Regional Councils no longer accumulate savings while people live in poverty. Funds must be used effectively, accounted for, and directed to those who need them most,” Sankwasa said.