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THE

# BRIEF

News Worth Knowing



## PAN warns of financial exclusion in City of Windhoek's card-only parking move

THURSDAY 02 APRIL 2026

## MAIN STORY



## PAN warns of financial exclusion in City of Windhoek's card-only parking move

The Payments Association of Namibia (PAN) has warned that card-only payment policies risk excluding individuals without access to banking services, after the City of Windhoek's shifts towards card-based parking payments.

PAN Acting Chief Executive Officer Mbapeua Kauuova told The Brief that while digital payments are expanding, cash remains critical to ensuring broad access to goods and services.

### Crucial Dates

- **Bank of Namibia Monetary Policy announcement dates:**
  - \* 22 April 2026
  - \* 17 June 2026
  - \* 12 August 2026
  - \* 21 October 2026
  - \* 02 December 2026
- **Namibia Oil and Gas Conference 18–21 August 2026 in Windhoek**

“The exclusion of cash payments and acceptance of card payments only may create barriers for individuals who do not have bank accounts or access to digital banking services. Financial inclusion remains an important priority in Namibia, and access to goods and services should not be restricted to card-based payments alone,” Kauuova said.

The Bank of Namibia maintains that cash remains legal tender under Section 39 of the Bank of Namibia Act, 2020.

Deputy Director of Strategic Communications and Sustainability, Naufiku Hamunime said banknotes and coins issued by the central bank, and not withdrawn from circulation, must be accepted at face value in settlement of all public and private debts.

Hamunime said that while digital channels such as electronic funds transfers, cards and mobile money are well established, cash continues to play a key role in advancing financial inclusion.

“Alongside the continued acceptance of cash as a means of payment, digital payment methods are well established in Namibia and are recognised as acceptable channels for making payments, contributing to the Bank’s agenda to advance financial inclusion,” she said.

On prepaid and service-specific cards, Hamunime clarified that the central bank does not regulate closed-loop products such as store-specific gift cards, which fall outside the wider payment system.

“As such, the Bank does not exercise oversight over the operations of these prepaid cards, including any interest earned,” she said.

Kauuova added that funds held on prepaid or service-specific cards generally do not accrue interest, as they

are designed for transactions rather than savings.

City of Windhoek Spokesperson Harold Akwenye said the move towards card-based parking payments was driven by operational and safety considerations.

“During the initial rollout of a cash-only system, the city received numerous complaints from residents and visitors who did not routinely carry cash, particularly for small-value transactions such as a typical N\$5 parking fee,” he said.

He said the card-based system was introduced to improve safety, convenience and accountability, while cash remains available through controlled kiosks and prepaid parking cards.

“There has been a concerning increase in incidents where marshals were followed and attacked after completing their shifts, with cases formally reported to the Namibian Police,” Akwenye said.

A private Namibian parking management company awarded the contract to manage parking by the City of Windhoek, has introduced the strictly cashless parking system in the city centre. Under the new system, motorists are required to use the company-issued parking cards or bank cards, a shift that some say comes with transaction fees and additional charges.



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## Housing expansion constrained as N\$2.5 billion sewer upgrades remain unfunded

Government's housing expansion programme is being held back by a N\$2.5 billion funding shortfall for sewer infrastructure, limiting the rollout of new housing across local authorities.

Urban and Rural Development Minister James Sankwasa said the ministry failed to meet its target of constructing 3,000 houses in the last financial year due to capacity constraints in ageing sewer systems.

“About 80% of the 59 local authorities have sewer infrastructure that cannot accommodate new housing developments due to ageing and dilapidated systems,” he



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said.

The shortfall is affecting towns including Okahandja, Rundu, Grootfontein, Ongwediva, Oshakati, Ondangwa, Katima Mulilo, Eenhana, Mariental, Tsumeb, Okahao, Opuwo, Windhoek, Henties Bay, Omaruru, Usakos and Walvis Bay, all of which require urgent bulk infrastructure upgrades.

Sankwasa said many sewer systems were built during the colonial era and are no longer suited to current population levels.

“Most sewer systems were designed for much smaller populations, and in many cases population sizes have tripled, overwhelming existing capacity,” he said.

The ministry warned that the lack of investment in sewer and water treatment infrastructure is constraining housing delivery and increasing public health risks, particularly in fast-growing urban areas.

“Construction of new housing and the upgrading of informal settlements depend on sewer system upgrades to avoid health hazards in local authorities,” Sankwasa said.

Despite the constraints, the ministry reported progress in sanitation interventions, including the construction of 16 communal toilets in informal areas of Windhoek and 2,664 ventilated improved pit latrines nationwide since the 2024/25 financial year.

The projects created 815 temporary jobs, supporting short-term employment while improving sanitation access in underserved communities.

Sankwasa said local authorities are being encouraged to explore alternative financing mechanisms, while government continues to seek additional funding for infrastructure upgrades.





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# Live with passion. Live with purpose

By Junias Erasmus

To live with passion and to live with purpose is to embrace life with intention, clarity, and meaning. These two principles are deeply connected.

Passion is the energy that drives you, while purpose is the direction that guides you. When combined, they create a powerful force that shapes a meaningful and impactful life.

Without passion, life can feel routine and uninspiring. Without purpose, even passion can feel misplaced. Together, they form the foundation of a life that is both fulfilling and significant.

Living with purpose begins with understanding your “why.” It requires a clear sense of what you stand for and what you hope to achieve in life.

Purpose gives direction to your actions and helps you make decisions that align with your values. It ensures that your efforts are not random, but intentional and meaningful.



Living with purpose begins with understanding your “why.”

When you live with purpose, you are less likely to be distracted by temporary challenges or external pressures, because you are anchored in something greater than yourself.

Passion, on the other hand, is the fuel that sustains your journey. It is the enthusiasm and energy that pushes you forward, even when the path becomes difficult. Passion transforms ordinary tasks into meaningful experiences.

It allows you to approach your work and personal life with excitement and dedication. When you are passionate about what you do, you are more engaged, more creative, and more willing to go the extra mile.

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Passion gives life colour, while purpose gives it direction.

In the professional environment, living with passion and purpose is essential for growth and excellence. Employees who understand the purpose of their work are more committed and accountable.

They see their roles as part of a larger mission and are motivated to contribute meaningfully. When passion is added to this sense of purpose, performance improves significantly. Individuals become proactive, innovative, and resilient.

They are not only focused on completing tasks, but on creating value and making a difference.

However, living with passion and purpose is not without challenges. There will be moments of uncertainty, setbacks, and self-doubt.

During such times, purpose acts as your anchor, reminding you why you started, while passion provides the energy to continue. Together, they help you navigate difficulties with strength and resilience.

Instead of being discouraged by failure, you learn from it and grow stronger. This mindset is essential for long-term success and personal development.

It is also important to recognise that passion and purpose evolve over time. As you grow, your interests, goals, and priorities may change. This is a natural part of life. The key is to remain open, reflective, and adaptable.

Continuously seek opportunities to learn, grow, and realign your life with what truly matters to you. Living with passion and purpose is not a one-time decision, but a continuous journey of self-discovery and growth.

Living with passion and purpose

extends beyond personal success. It involves making a positive impact on others. When you are driven by purpose and fueled by passion, your actions inspire those around you.

You become a source of motivation, encouragement, and leadership. Your work begins to contribute not only to your own growth, but also to the well-being of your organisation and society as a whole.

Balance is also essential. While passion drives you to pursue excellence, it is important to take care of your well-being. Rest, reflection, and meaningful relationships are necessary to sustain both passion and purpose.

A balanced life ensures that you remain energised, focused, and capable of giving your best over the long term.

To live with passion and to live with purpose is to live a life of meaning, direction, and impact. Passion gives you the energy to act, while purpose ensures that your actions matter.

Together, they empower you to overcome challenges, achieve your goals, and make a meaningful contribution to the world. As you continue your journey, choose to live intentionally. Let your passion drive you, and let your purpose guide you.

***\*Junias Erasmus is an Interdisciplinary Scholar and Legal Researcher, with Recognised Expertise in Artificial Intelligence grounded in a Multidisciplinary Foundation in Management Science. He is also a Strategic Scholar and Motivational Speaker. This article is authored in his personal capacity. For enquiries, he may be contacted at Junias99@gmail.com.***

# UNAM, NUST get N\$2.53bn as tertiary subsidy bill climbs

Government has allocated N\$2.53 billion to Namibia's two public universities for the 2026/27 financial year, as the cost of subsidised tertiary education begins to weigh on the budget.

The University of Namibia (UNAM) will receive N\$1.9 billion, while the Namibia University of Science and Technology (NUST) has been allocated N\$631 million, marking a sharp increase in higher education spending. The combined allocation represents a 30.7% increase and is aimed at sustaining the rollout of subsidised tertiary education introduced in 2026.

Tabling the education budget in the National Assembly on Thursday, Minister of Education, Innovation, Youth, Sports, Arts and Culture Sanet Steenkamp said the funding is intended to maintain affordability while strengthening the country's skills base.

"The allocations to UNAM and NUST have been increased from N\$1.38 billion and N\$576 million respectively in 2025/26 to N\$1.9 billion and N\$631 million for the 2026/27 financial year to meet the demands of subsidised education," she said.

A further N\$1.99 billion has been set aside for tuition and registration fees at public and private institutions, while N\$2.51 billion will cover non-tuition costs and continuing students.

Steenkamp said access to higher and technical education will be expanded through new campuses, hybrid learning models and continued infrastructure



investment.

Government has earmarked N\$86.1 million for construction and renovation projects at UNAM and NUST, alongside N\$35.1 million for a student village in Windhoek to ease accommodation shortages.

"The allocation for the student village will address ongoing challenges related to student accommodation in Windhoek," she said.

In science and innovation, N\$127.3 million has been allocated, including N\$24.3 million for a national biotechnology

laboratory and N\$25.5 million for a satellite data ground receiving station at the Windhoek Telecom earth station.

The vocational education and training sector will receive N\$614.6 million, a 4.5% increase, to support policy reform, skills

development and industry partnerships, including training for the oil and gas sector.

“The allocation to vocational education and training represents a 4.5% increase on the previous financial year,” Steenkamp said.

## SUBMISSION OF 2026 VOCATIONAL EDUCATION AND TRAINING (VET) LEVY EMPLOYER TRAINING GRANT (ETG) CLAIMS BEFORE 5 MAY 2026 DEADLINE.

### Media Statement | 1 April 2026

The Namibia Training Authority (NTA) announces 5 May 2026 as the deadline for eligible VET Levy employers to prepare and submit claims for the Employer Training Grant (ETG) for the 2025/26 financial year cycle.

- In accordance with the VET Levy Regulations and Notice, all levies collected by the NTA are to be disbursed in line with the following allocations:
  - 35% for Key Priority Training Grants;
  - Up to 50% for Employer Training Grants; and
  - Up to 15% for the NTA's Administration Costs.
- The ETG allows eligible employers to claim, within 31 days after the end of the NTA's financial year (which is 31 March every year), up to 50% of levies paid for a particular year. Grants are calculated against employer investments in VET-related programmes that promote skills development, delivered in-house or externally. Claim applications must contain evidence of training implemented and the actual cost of training.
- The ETG covers the direct costs of training, including facilitator fees and training materials; assessment and certification costs; subsistence and travel (S&T) allowances for trainees and facilitators; accommodation; and other reasonable, training-related expenses.
- Eligible training interventions include Level 1 to 6 Namibia Qualifications Authority (NQA)-accredited programmes; short courses and programmes related to accredited fields; in-house technical and vocational training programmes, as well as training programmes offered outside Namibia. Programmes above NQA Level 6; training loans (training funded and deducted from employees' salaries); bursaries for employees and non-employees; and training funded to the public under social responsibility programmes are not eligible.
- For the 2025/26 financial year, the NTA projects to collect about NAD613,300,000.00 from eligible employers, of which 50%, or about NAD306,650,000.00, stands to be disbursed under the ETG window. Employers who do not submit applications before the deadline will forfeit grants. Any such unclaimed grants will be transferred to the VET Levy's Key Priority Grant (KPG) funding window, where such funds are to be utilised towards strategic training interventions.
- Eligible claimants must ensure that levy accounts are in good standing and that no interest and penalties remain unsettled. A lack of supporting evidence accompanying ETG applications also impedes the administration and subsequent disbursement of payments.

- All claim applications for the 2025/26 cycle are to be submitted manually, which requires employers to complete an application form and append copies of training evidence thereto. Claim application forms can be downloaded from the NTA's website. For purposes of submission, employers may opt for any of the following:
  - Hand Delivery/Courier: NTA Village, 10 Rand Street, Khomasdal.
  - Postal: P.O. Box 70407, Khomasdal.
  - E-mail: [levyclaims@nta.com.na](mailto:levyclaims@nta.com.na) (Documentary evidence can be shared via Cloud applications such as 'WeTransfer' and 'Dropbox').
- Eligible employers are urged to ensure that all the required documentation is submitted accordingly before the due date of midnight Tuesday, 5 May 2026. Submitting claims before the deadline is critical as late submission will result in forfeiture.

#### About the Namibia Training Authority:

The Vocational Education and Training Act (Act 1 of 2008) leverages the Namibia Training Authority (NTA) as the custodian of Namibia's Technical and Vocational Education and Training (TVET) sector. Through its core functions of regulation, funding and training services provision, the NTA supports the Namibian Government's macro-economic development agenda, which carries an expectation for the TVET sector to better serve the current and emerging needs of skilled human resources in the country.

#### About the Vocational Education and Training (VET) Levy:

All Namibian-registered employers with an annual payroll of NAD 1 000 000-00 (one million), or more, are required to register and pay one (1) per cent of the value of their actual annual payroll, as a monthly VET Levy to the NTA's National Training Fund. The NTA collects and applies such funds towards upskilling and training Namibians in key national priority training and occupation areas.

#### For further information, contact:

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# The long-standing debate of experience versus qualifications in career growth

By Chaze Nalisa-Jagger

As a leadership development thought leader, I am often asked: which is better, experience or qualifications? While this question is common, it oversimplifies the real dynamics of career growth.

For working professionals and adults, the answer is clear: neither alone is sufficient. The true advantage lies in combining both.

A qualification provides structured learning. It demonstrates the ability to engage with theory, think critically, and build foundational knowledge.

It signals discipline, commitment, and the capacity to learn and adapt. Experience, on the other hand, reflects applied capability. It shows that an individual can navigate complexity, solve real problems, and deliver results in dynamic work environments.

Both are valuable, but each has limitations when standing alone. A qualification without experience can remain theoretical, while experience without a qualification can limit access to opportunities that require formal validation of knowledge.

This is particularly relevant for working professionals who are looking to advance their careers, transition into leadership roles, or move into specialised areas.

The power of combining both experience and qualifications becomes evident across a variety of work environments.



**The power of combining both experience and qualifications becomes evident across a variety of work environments.**

In corporate organisations, for instance, leadership roles often require both proven operational experience and formal credentials.

Managers who have led teams effectively and also completed advanced qualifications in management, HR, or finance are more likely to be considered for senior positions because they bring both practical insight and validated knowledge.

In regulated industries such as healthcare, banking, insurance, aviation, telecommunications, natural resources, and many more; combining experience and qualifications is essential.

Professionals are often required to demonstrate formal knowledge for compliance and governance purposes, while their experience ensures they can apply regulations and standards effectively.

For example, a compliance officer with years of risk management experience who also holds a certification in regulatory

compliance will be far more competitive than someone with only one of these attributes.

In technical and engineering environments, the combination is equally powerful. Engineers or IT professionals who have years of hands-on experience but also hold formal certifications or advanced degrees can tackle complex projects with a blend of practical problem-solving and theoretical understanding.

This combination allows them to lead teams, innovate solutions, and align technical decisions with strategic objectives.

For working professionals, the decision to pursue formal study while employed carries several benefits. First, learning becomes immediately applicable. Concepts are tested in real time, accelerating skill development. Second, it strengthens professional relevance, keeping individuals aligned with evolving industry standards.

Third, it enhances confidence and

positioning. In many organisations, certain opportunities, promotions, or leadership pipelines are only accessible to those who meet formal educational requirements in addition to demonstrated experience.

Those who combine both are often seen as lower-risk appointments and are considered for higher-impact roles that require both strategic thinking and operational competence.

For adults seeking career growth, it is also important to seek practical exposure beyond current roles.

Even with qualifications, supplementing learning with part-time projects, secondments, or volunteering during study periods helps translate knowledge into practice, enhancing both credibility and versatility.

Ultimately, the most competitive working professionals are those who intentionally invest in both experience and qualifications.

This combination allows them to operate at a higher level, adapt to changing environments, and access opportunities that neither experience nor qualifications alone could unlock.

So, the question is not whether experience is better than qualifications, or vice versa. The question is how professionals can strategically combine both to build capability, credibility, and career impact.

For working adults, this combination is the key to long-term advantage in any dynamic or structured work environment.

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# Bank Windhoek named Namibia's Banking Brand of the Year

Bank Windhoek has been named Banking Brand of the Year – Namibia 2026 by the Global Banking & Finance Awards, an international programme recognising excellence, innovation and leadership in the financial sector.

The award highlights the bank's brand strength and positioning within Namibia's financial industry.

The Global Banking and Finance Review, based in the United Kingdom, runs the awards and assesses institutions through a research-led, merit-based process focused on performance, innovation, impact and leadership.

Bank Windhoek's Executive Officer for Marketing and Corporate Communication Services, Jacqueline Pack, said the recognition reflects the bank's focus on building a customer-centred brand.

"As a homegrown bank, this recognition reflects the trust Namibians place in Bank Windhoek and our focus on delivering value through service excellence and innovation," she said.

She added that the bank remains committed to supporting customers, communities and the broader economy.

The latest award follows other international recognition, including Best Foreign Exchange Bank in Namibia and Small and Medium Enterprises Bank for 2025, which were formally received in London.

Pack said the recognition



affirms the bank's ability to maintain a strong market presence and engage effectively with stakeholders despite increasing competition.

**NOTICE OF ENVIRONMENTAL ASSESSMENT AND PUBLIC PARTICIPATION PROCESS**

Junior Balano Industrial Consultants cc hereby gives notice to all potentially interested and Affected Parties (I&APs) that an application will be made to Environmental Commissioner in terms of the Environmental Management Act (No 7 of 2007) and the Environmental Impact Assessment Regulations (GN 30 of 6 February 2012) for the following activity:

**Project Title and description:** EIA for the Proposed transportation, handling and storage of Hazardous Chemical Substances, to and from Windhoek, Rosh Pinah and Walvisbay depots

**Project Location: Onelogix Hardcore Logistics Depots**  
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**Proponent: Onelogix Hardcore Logistics Nam (Pty) Ltd**

I&APs are invited to register with the consultant and give their comments and concerns in writing. Please take note of the following:

**PUBLIC MEETING**  
**Windhoek** - Date: 18 April 2026  
 - Venue: Onelogix Depot, Plot 31 Emmerentia, Brakwater  
 - Time: 11h00

**Walvisbay** - Date: 24 April 2026  
 - Venue: Onelogix Depot, 2426 Moses Garoeb Street  
 - Time: 15h00

**Rosh Pinah** - Date: 29 April 2026  
 - Venue: Onelogix Depot, 159 Kurper Street,  
 - Time: 11h00

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**Number: New name**  
 1 Alpha New (Old)  
 2 New (Old)  
 3 Long road (Old)  
 4 Long road (New)

**Number: Public and time**  
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 2 Onelogix Depot  
 3 Onelogix Depot  
 4 Onelogix Depot

To register or request for documents please submit your name, contact information and interest in the project, in writing to:

Mr Nghiyolwa, Fredrich  
 Tel: +264 (0) 81 147 2029 / 0812095996  
 Email: [Junior8200581@gmail.com](mailto:Junior8200581@gmail.com)



## Nandi-Ndaitwah appoints minister and seven deputies

President Netumbo Nandi-Ndaitwah has appointed one minister, seven deputy ministers and a senior adviser to strengthen the Executive and improve service delivery.

The appointments, announced at State House in terms of Article 32 of the Constitution, form part of efforts to improve coordination and accelerate implementation under the Eighth Administration.

Charles Mubita has been appointed Minister in the Presidency, while Moses //Khumub becomes Deputy Minister in the Office of the Vice President. Hambeleleni Ndjaleka takes up the role of Deputy Minister of Health and Social Services, Hans Haikali goes to Works and Transport, and Anselm Marungu to Environment, Forestry and Tourism. Wenzel Kavaka has been appointed Deputy Minister of Information and Communication Technology, Edward Wambo to Home Affairs, Immigration, Safety and Security, and Theresia Brandt to Justice and Labour Relations. Hilma Nicanor has been named adviser to the Minister of

Defence and Veterans Affairs.

Nandi-Ndaitwah said the appointments follow structural adjustments made after she took office in March 2025, when some ministries operated without deputy ministers.

She said the move is aimed at strengthening the implementation of government programmes and ensuring policies deliver tangible results.

Most of the appointees were drawn from the National Council following the 2025 Regional Councils and Local Authorities Elections, in a bid to enhance regional representation.

The President has tasked the new appointees with prioritising the implementation of the Sixth National Development Plan, particularly in infrastructure, healthcare, safety and security, job creation and access to services.

“The expectations of our people are high, and rightly so. You are expected to meet them with urgency, competence and integrity,” she said.

# Namibia must keep its investors

By Enos Kamutukwata

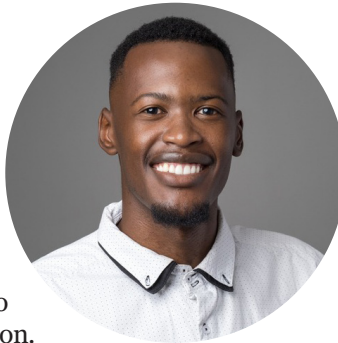
It is often easier to retain an existing investor than to attract a new one. This is not simply a theoretical proposition.

Evidence from GIZ shows that it can take at least three years for a foreign investor to reach a final investment decision. By that stage, considerable time, capital and strategic effort have already been committed.

This concept underpins investor aftercare and policy advocacy functions across leading investment promotion and facilitation agencies globally.

Investment attraction builds the pipeline. Retention sustains confidence and unlocks expansion. In many economies, a large share of new capital inflows originates from reinvestment by existing investors rather than first time entrants.

Experience across global markets shows that unresolved operational constraints or regulatory uncertainty often trigger divestment decisions. In more severe cases, disputes escalate into legal processes. Capital is sensitive to policy clarity and the



**This concept underpins investor aftercare and policy advocacy functions across leading investment promotion and facilitation agencies globally.**

predictability of the business environment.

Namibia has observed this dynamic before. Between 2016 and 2019, the country experienced a prolonged slowdown in investment, reflected in declining non-mining fixed investment and volatile foreign direct investment flows, including episodes of divestment.

This period was characterised by subdued investor sentiment, with commonly cited concerns around policy uncertainty, regulatory bottlenecks and a challenging

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business environment. The implication was clear. Investment promotion without sustained policy certainty and responsiveness is insufficient to secure long term capital retention.

In recent years, the Namibian government, together with its agencies and the private sector, has made progress in repositioning the country as a credible and competitive investment destination, reflected in its top ranking in Africa on the Greenfield FDI Performance Index and FDI inflows of around N\$37 billion in 2024. Marketing efforts have strengthened Namibia’s value proposition and improved visibility in key markets.

However, competition for foreign direct investment has intensified among peer economies. Countries are now competing not only to attract new investors, but also to retain and expand those already operating

within their borders.

Investor retention therefore becomes a strategic economic function. Typically led by a country’s Investment Promotion Agency, it focuses on ensuring investors are satisfied with their experience in the host country while addressing operational or regulatory challenges through structured engagement and proactive problem solving. The objective is to prevent divestment risks while encouraging reinvestment and expansion to create much needed jobs for Namibians.

Recent data highlights the importance of this dynamic. According to Namibia’s latest Foreign Direct Investment Report, retained earnings improved from a net loss of N\$1.6 billion in 2020 to a net profit of N\$4.3 billion in 2024, reflecting stronger reinvestment by existing investors.

From the perspective of the Namibia Investment Promotion and Development

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The objective is to prevent divestment risks while encouraging reinvestment and expansion to create much needed jobs for Namibians.

Board (NIPDB), investor retention is supported through dedicated facilitation and aftercare services aimed at resolving investor challenges, supporting expansion and strengthening long term investment partnerships.

### Next Steps

The strength of an investment destination is measured not only by the projects it attracts and its pipeline, but also by the investors it retains and enables to grow. The next step is clear. Government must move beyond broad policy commitments towards practical investor support mechanisms, including establishing structured grievance resolution systems, strengthening the one-stop facilitation services and assigning dedicated relationship managers to key investors. At the same time, investors must actively communicate operational constraints to the NIPDB, while the board coordinates swift responses and drives resolution. This creates a responsive and predictable environment where retention anchors Namibia's investment strategy.

*\*Enos Kamutukwata is an Economist, and these views are expressed in his personal capacity. Editorial refinements to structure and language were supported by AI to enhance clarity.*

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## **N\$36.4 million earmarked for Namibian jobseekers in new labour budget**

**T**he Ministry of Justice and Labour Relations has allocated N\$36.4 million towards job placement, career guidance and employment coordination as part of its 2026/27 budget.

Presenting the budget in Parliament, Minister of Justice and Labour Relations Fillemon Wise tabled a total allocation of N\$231 million for the financial year, to be distributed across four key programmes.

“An amount of Thirty-Six Million, Three Hundred and Seventy-Six Thousand Namibia Dollars (N\$36,376,000)

is allocated towards this programme to facilitate employment coordination, productivity, research, career guidance, jobseeker registration and placement, vocational counselling and career guidance,” he said.

The largest share of the budget, N\$106.4 million, has been allocated to the promotion of harmonious labour relations, including dispute resolution, labour inspections and enforcement of employment equity laws.

A further N\$11.2 million has been set aside for International

# Namibia's N\$231M Labour Roadmap (2026/27): Investing in a Stronger Workforce



## KEY STRATEGIC INITIATIVES



**DIGITAL MODERNIZATION OF LABOUR SERVICES:**  
Upgrading NIEIS portal, introducing e-filing & virtual arbitration for disputes.



**NATIONAL MINIMUM WAGE ENFORCEMENT:**  
Intensified inspections focusing on Security, Agriculture, & Domestic Economic sectors.



**NATIONAL SKILLS AUDIT:**  
Nationwide assessment to identify labor market gaps & guide education planning.

Relations and Advice to support engagement with regional and global labour bodies such as SADC, the African Union and the International Labour Organisation.

“An amount of Eleven Million, One Hundred and Seventy-One Thousand Namibia Dollars (N\$11,171,000) is allocated. The programme is responsible for tripartite consultations (social dialogue), coordination between the Ministry and national, regional and international institutions that deal with labour and employment matters, such as the

Southern African Development Community (SADC), African Regional Labour Administration Centre (ARLAC), African Union (AU) and the International Labour Organisation (ILO), among others,” he said.

An additional N\$77.05 million has been earmarked for supervision and support services, covering policy implementation, oversight and administrative functions.

Wise said key interventions for the 2026/27 financial year include upgrading the Namibia Integrated Employment Information

System (NIEIS) to better connect jobseekers and employers, expanding awareness of employment services and improving labour migration coordination. A National Skills Audit will also be conducted to identify gaps in the labour market and guide policy and education planning.

“Accelerate the improvement and upgrading of the job portal, the Namibia Integrated Employment Information System (NIEIS), to effectively provide employment services to jobseekers and employers,” he said.

The ministry will also prioritise amendments to key labour legislation, including the Labour Act, Affirmative Action



Act, Employment Services Act and various social security-related bills, while advancing international labour standards such as Convention 156 on workers with family responsibilities.

Enforcement of the National Minimum Wage, which came into effect on 1 January 2026, will be intensified, particularly in the security, agriculture and domestic sectors. The ministry also plans to step up labour inspections and enforce compliance with occupational safety, child labour and forced labour laws.

“In the area of Labour Law enforcement, we will ensure effective implementation and enforcement of compliance with the National Minimum Wage and its specific provisions for employees in the Security, Agriculture and Domestic Economic sectors effective from 01 January 2026,” he said.

To improve dispute resolution, the Office of the Labour Commissioner will introduce a new case management system to enable online services such as e-filing, e-referrals and virtual arbitration. Plans are also underway to establish an independent Commission for Alternative Dispute Resolution.

The Employment Equity Commission will also roll out a turnaround strategy aimed at strengthening compliance, advancing gender equality and implementing international standards on workplace discrimination and harassment.

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## Gaming sector generates N\$49.5m as government backs digital overhaul

**G**aming sector generates N\$49.5m as government backs digital overhaul

Namibia's gaming industry generated N\$49.5 million in 2025, as government allocated N\$26.8 million to digitalise the sector and strengthen revenue collection and oversight.

Minister of Environment, Forestry and Tourism Indileni N. Daniel said the funding will support the rollout of systems aimed at improving regulation and data management across the tourism and gaming sectors.

"The programme will digitalise the tourism and gaming sectors to improve data collection, revenue collection and regulatory oversight," she said.

The ministry said digital transformation and regulatory reforms are expected to enhance revenue performance and improve monitoring across both sectors.

The Gambling Board recorded revenue of N\$49,507,347 in 2025, while the Lotteries Board generated N\$189,200 in the 2025/26 financial year.

The sector has also expanded its regulatory footprint, with 134 licences issued since the establishment of the Gambling Board.

Daniel said future revenue growth is expected to be supported by the planned introduction of a state lottery.

"Once the State Lottery is established, it is expected to contribute close to N\$100



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The sector has also expanded its regulatory footprint, with 134 licences issued since the establishment of the Gambling Board.

million to the Social Development Trust Fund within the first year of operations,” she said.

Government is also advancing policy and legislative reforms, including the development of a Tourism Bill and a National Gaming Policy and Regulations to strengthen governance in the sector.

The ministry has finalised the National Tourism Spatial Development Masterplan

for 2025 to 2035, with implementation set to begin in the 2026/27 financial year.

Daniel said the plan will guide investment and support regional tourism development, alongside initiatives such as feasibility studies for cultural and eco-tourism villages. “The implementation of the masterplan will guide investment and position Namibia as a competitive and sustainable tourism destination,” she said.

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