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THE

# BRIEF

News Worth Knowing



## Youth own 43% of registered businesses in Namibia

FRIDAY 12 JUNE 2026

## MAIN STORY

# Youth own 43% of registered businesses in Namibia

Nearly half of all businesses registered in Namibia are owned by young entrepreneurs, the Business and Intellectual Property Authority (BIPA) has revealed.

The figures were released as the Office of the Prime Minister and BIPA announced the operationalisation of a new One Stop Centre and the continuation of a compliance waiver programme aimed at reducing barriers to business growth.

BIPA Chief Executive Officer Ainna Kaundu said the initiatives are designed to create a more enabling environment for entrepreneurs and investors.

"The initiatives demonstrate Government's resolve to remove barriers that hinder business growth," she said.

The authority also revealed that 52% of compliant registered businesses operate in the financial services, retail and tourism sectors, making them key contributors to economic activity and employment.

Government hopes the new One Stop Centre will make it easier for entrepreneurs to access essential services by bringing multiple government functions together under one roof.

"The integrated approach is expected to reduce administrative delays, minimise complexity and lower the cost of doing business for entrepreneurs and investors,"



## Crucial Dates

- **Bank of Namibia Monetary Policy announcement dates:**
  - \* 17 June 2026
  - \* 12 August 2026
  - \* 29 October 2026
  - \* 10 December 2026
- **Namibia Oil and Gas Conference 18-21 August 2026 in Windhoek**

Government hopes the new One Stop Centre will make it easier for entrepreneurs to access essential services by bringing multiple government functions together under one roof.

Kaundu said.

At the same time, BIPA announced the continuation of its waiver programme, which allows businesses to regularise their affairs at a reduced cost.

The previous programme benefited approximately 28,000 entities, while an estimated 58,000 businesses remain eligible for the latest waiver initiative.

Authorities expect the programme to encourage more informal businesses to enter the formal economy and help existing entities remain compliant.

"The initiative is expected to encourage

informal businesses to enter the formal economy and support existing entities in maintaining compliance, thereby enhancing their credibility and opportunities for growth," BIPA said.

Government views the two initiatives as critical to improving regulatory compliance, strengthening local enterprise development and increasing investor confidence.

"This is about building an economy where it is easier to start, easier to comply and easier to grow, an economy that works for businesses and is open to the world," Kaundu said.

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# NEW VACANCIES RELEASE

POSITION	QUANTITY	JOB SPECIFICATION
HSE Officer (PERMANANT)	2	<ul style="list-style-type: none"> <li>Grade 12 certificate</li> <li>National Diploma in Occupational Health, Safety and Environment</li> <li>Minimum 4 years' working experience in the mining industry as HSE Officer</li> <li>Valid and legal driving license, minimum Code B</li> </ul> <ul style="list-style-type: none"> <li>Assist with the development, implementation, and statistical data capturing of the SHE Management System.</li> <li>Coordinate and conduct incident investigations, reporting findings and tracking corrective actions.</li> <li>Deliver internal safety training sessions and conduct site-specific safety inductions.</li> <li>Support Mine Rescue Services (MRS) with emergency preparedness, response, and recovery logistics.</li> <li>Review key OHSE documents and ensure prompt closure of inspection and audit findings.</li> </ul>
Project HSE Officer (FIXED-TERM 1 YEAR)	1	<ul style="list-style-type: none"> <li>Proven experience in managing SHE projects and functions (minimum 5 years preferred).</li> <li>In-depth knowledge of the design, implementation and commissioning of integrated electronic security systems, physical security controls, and related technologies.</li> <li>Strong project management skills with the ability to manage multiple projects simultaneously.</li> <li>Relevant Tertiary Qualification at NQF level 6 (Degree or National Higher Diploma or equivalent).</li> <li>Must have been involved with investigation processes or post incident reviews.</li> <li>Must not have any criminal record.</li> </ul> <ul style="list-style-type: none"> <li>Conduct hazard identification, Risk Assessments, and Job Hazard Analyses (JHA) with contractors.</li> <li>Conduct compliance inspections and audits on contractor and owner-team operations and facilities.</li> <li>Deliver inductions, toolbox talks, and basic safety training to contractors and stakeholders.</li> <li>Collate safety statistics, log data, and present regular findings to management.</li> <li>Assist with project safety budgets, schedules, and stand in for the SHE Manager.</li> </ul>
Plant Operator (PERMANANT)	10	<ul style="list-style-type: none"> <li>Grade 12 with science subjects with two years metallurgical plant operations working experience or</li> <li>Grade 10 with five years working experience in metallurgical plant operations.</li> <li>National Diploma in related field an added advantage.</li> <li>Previous working experience in a gold processing environment preferred.</li> <li>Valid and legal code B driving license</li> </ul> <ul style="list-style-type: none"> <li>Operate processing equipment across crushing, milling, gravity, thickening, leaching, and elution circuits.</li> <li>Monitor process variables (temperature, flow, pressure) and radio hourly readings to the Control Room.</li> <li>Carry out sampling operations and liaise with the laboratory regarding findings.</li> <li>Complete accurate production logs and communicate effectively for proper shift handovers.</li> <li>Conduct pre-shift equipment inspections and maintain a clean, tidy work area.</li> </ul>
Geologist: Grade Control (PERMANANT)	1	<ul style="list-style-type: none"> <li>Minimum Grade 12</li> <li>Minimum Bachelor's degree in Geology (NQF Level 7)</li> <li>Minimum three (3) years relevant experience in the role</li> <li>Valid Code B driver's license</li> </ul> <ul style="list-style-type: none"> <li>Analyze and interpret geological data using MineSight and Leapfrog to produce grade control models.</li> <li>Ensure grade control estimation and ore perimeter designs incorporate all available assay and logging data.</li> <li>Plan drill holes and schedules to ensure adequate drilling coverage of ore zones.</li> <li>Log drill chipping and core, produce geology sections, and oversee rig safety.</li> <li>Undertake ore loss, dilution control, and reconciliation studies to evaluate estimation impacts.</li> </ul>

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## Namibia's instant payment system clears final testing hurdle ahead of rollout

Namibia's new Instant Payment Solution (IPS) has successfully completed pilot testing in a live production environment, clearing the final hurdle before its phased national rollout.

Instant Payments Namibia (IPN) announced on Friday that the pilot phase involved the successful processing of live transactions between the Bank of

Namibia's Currency Management and Banking Operations Department and the first group of participating institutions, comprising Bank Windhoek, Nampost and Letshego Bank Namibia.

According to IPN, the successful transfer and receipt of funds confirmed the platform's operational readiness and its ability to process instant payments



### VACANCIES



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securely and efficiently. The milestone follows extensive development, testing and validation work undertaken by the central bank, IPN and participating financial institutions.

IPN Chief Operating Officer Marsorry Ickua said the successful pilot marked a major step in the country's payments modernisation efforts.

"The successful completion of pilot testing represents a significant milestone in Namibia's payments modernisation journey. For the first time, we have demonstrated instant payments operating successfully in a live production environment, confirming that the solution is ready for implementation," he said.

The new payment platform will now be

introduced through a controlled phased rollout, beginning with Government-to-Person (G2P) payments.

The initial implementation phase will allow participating institutions to receive and disburse government social grants through the platform.

Subsequent phases will introduce additional payment use cases aimed at expanding access to digital financial services, improving convenience for users and supporting financial inclusion across the country.

Ickua said the platform would provide Namibians with a faster, more convenient and accessible payment experience.

IPN also acknowledged the contributions of Bank Windhoek, Nampost, Letshego Bank Namibia, the Bank of Namibia's Currency Management and Banking Operations Department, technology partner NPCI International Payments Limited and other stakeholders involved in the project.

The Instant Payment Solution is designed to facilitate real-time electronic payments and forms part of broader efforts to modernise Namibia's financial infrastructure.

The platform is expected to expand access to affordable financial services, particularly among rural communities and participants in the informal economy who face challenges accessing conventional banking services.

The solution is administered by Instant Payments Namibia, a subsidiary of the Bank of Namibia.

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## Telecom Namibia signs Angosat-2 satellite deal to expand connectivity

Telecom Namibia has signed a pilot commercial agreement with Angola's National Space Programme Management Office (GGPEN) to test the commercial viability of Angosat-2 satellite services, a move aimed at expanding connectivity to remote and underserved areas across Namibia.

The agreement was signed in Luanda and marks the transition from a proof-of-concept phase to a real-network trial of the Angosat-2 satellite platform under operational conditions.

The signing ceremony was attended by Namibia's Minister of Information and Communication Technology, Emma Theofelus, Angola's Minister



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Through this Pilot Commercial Agreement, we are not only testing technology, we are actively shaping the future of connectivity in our region.

of Telecommunications, Information Technologies and Social Communication, Mário Augusto da Silva Oliveira, as well as senior executives from Telecom Namibia and GGPEN.

Under the pilot phase, Telecom Namibia will assess the satellite platform's technical performance, service capabilities and commercial viability before deciding on a full-scale commercial rollout.

Telecom Namibia Chairperson Fimanekeni Petrus said the initiative forms part of efforts to improve connectivity across the region, particularly in areas where traditional telecommunications infrastructure remains limited.

“Through this Pilot Commercial Agreement, we are not only testing technology, we are actively shaping the future of connectivity in our region,” Petrus said.

He said the project is intended to improve access to digital services for remote communities and support connectivity requirements across sectors including

tourism, mining, agriculture, education and business.

Satellite-based connectivity is increasingly being viewed as a complementary solution to fibre and wireless networks, particularly in sparsely populated regions where terrestrial infrastructure deployment is costly or difficult.

The Angosat-2 platform is supported by infrastructure located in Angola and integrated with terrestrial fibre and submarine cable networks, providing an alternative route for telecommunications services and improving network resilience. The pilot project is expected to support broader efforts to strengthen regional digital infrastructure and improve cross-border connectivity within the Southern African Development Community (SADC).

Telecom Namibia said the trial will allow the company to evaluate the long-term sustainability of satellite-enabled services before moving towards commercial implementation.

# Knowledge is like a garden: If it is not cultivated, it cannot be harvested

By Junias Erasmus

One of the greatest assets a person can possess is knowledge. Unlike money, property, or material possessions, knowledge has the power to transform lives, create opportunities, and improve society.

However, knowledge does not grow on its own. It requires effort, commitment, and continuous learning.

This is why the old saying, “Knowledge is like a garden: if it is not cultivated, it cannot be harvested,” remains as relevant today as it was many years ago.

A garden does not become productive by accident. Before a farmer can enjoy a harvest, the land must be prepared, seeds must be planted, and the crops must be watered and protected. Weeds must be removed, and patience is required before results can be seen. In the same way, knowledge requires constant attention and care. Reading, studying, researching, listening, observing, and learning from others are all ways of cultivating the mind.

Many people desire success, yet they are unwilling to invest in learning. They want the rewards without the preparation.

They want the harvest without planting the seeds. Unfortunately, life does not work that way. Success in any profession, business, or career is often built on a foundation of knowledge.

The more a person learns, the better equipped they become to solve problems, make decisions, and create opportunities.

In today's rapidly changing world,



**As we pursue our personal and professional goals, let us remember that knowledge is indeed like a garden.**

knowledge is more important than ever. Technology continues to transform industries, workplaces, and societies. New skills are constantly emerging, while some old skills are becoming less relevant. A person who stops learning risks being left behind. Continuous learning is no longer a luxury; it has become a necessity.

This lesson is especially important for young people and graduates. Across Namibia, many graduates hold qualifications but continue to face challenges in securing employment.

While qualifications remain valuable, the modern job market often requires more than a certificate or degree. Employers increasingly look for practical skills, adaptability, creativity, communication abilities, and a willingness to learn.

This means that learning should not stop after graduation. In many ways, graduation is only the beginning of a lifelong learning journey.

Knowledge is not limited to formal education. Some of life's most valuable lessons come from experience, mentorship,

The more a person learns, the better equipped they become to solve problems, make decisions, and create opportunities.

reading books, attending workshops, volunteering, and interacting with people from different backgrounds.

Every conversation, challenge, and opportunity presents a chance to learn something new. Those who remain curious and open-minded continue to grow throughout their lives.

Cultivating knowledge also develops confidence. People who invest in learning are often better prepared to face challenges.

They can adapt more easily to change because they understand that learning is a continuous process. Knowledge empowers people to make informed decisions, avoid unnecessary mistakes, and seize opportunities when they arise.

Unfortunately, many people neglect their intellectual growth. They spend hours consuming entertainment but very little time improving themselves.

Just as a neglected garden becomes overgrown with weeds, a neglected mind can become stagnant. Without continuous learning, skills weaken, opportunities diminish, and personal growth slows down.

The good news is that it is never too late to start cultivating knowledge. Every book read, every course completed, every skill learned, and every meaningful conversation contributes to personal development. Small efforts, repeated consistently, produce remarkable results over time. Just as a garden grows gradually, knowledge also develops step by step.

Organisations, communities, and nations

also benefit when people value knowledge. A society that encourages education, innovation, research, and critical thinking is better positioned to solve problems and achieve sustainable development. Knowledge creates informed citizens, competent professionals, ethical leaders, and successful entrepreneurs.

Ultimately, the harvest of knowledge is not measured only by academic qualifications. It is reflected in wisdom, better decision-making, improved opportunities, and the ability to contribute positively to society. The more effort we invest in learning today, the greater the rewards we will enjoy tomorrow.

As we pursue our personal and professional goals, let us remember that knowledge is indeed like a garden. If it is neglected, it produces little. If it is cultivated with care, patience, and commitment, it yields a rich and lasting harvest.

The choice is ours. We can either allow our minds to remain uncultivated, or we can invest in continuous learning and enjoy the fruits of knowledge for years to come.

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



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## Only N\$11 billion in government spending received clean audits in 2025

Just N\$11 billion of government expenditure received clean audit opinions in 2025, while more than N\$75 billion was associated with qualified audit opinions, raising concerns about governance, accountability and financial management across Namibia's public sector.

The figures were revealed by Office of the Auditor-General Director of Accruals, Blessing Nyandoro, during the Bank of Namibia's Internal Audit Awareness Day.

According to Nyandoro, auditors were unable to issue clean audit opinions on the majority of expenditure incurred by offices, ministries and agencies (OMAs) during the

year.

"Seventy-five billion was qualified. Auditors could not give a clean audit opinion on the OMAs in 2025. Only N\$11 billion was given a clean audit," he said.

The findings represent a deterioration in audit outcomes, with the proportion of OMAs receiving unqualified audit opinions falling to 46%.

Nyandoro said the results point to underlying weaknesses in governance structures and internal controls within public institutions.

"We need to go back and assess those governance structures and find out why they are in this state. They were doing well,

and then all of a sudden they regressed," he said.

He also raised concerns about accountability at local authority level, where several councils continue to fail to submit financial statements for auditing.

"Financial statements are not submitted for audit. They receive money from the Ministry of Finance. They receive money from residents. But the financial statements are not submitted for audit. We are missing the opportunity for accountability there," he said.

Among the most common audit findings were weak governance systems, ineffective internal audit functions, inadequate record-keeping, fruitless expenditure and poor financial reporting practices.

The concerns come at a time when Namibia is preparing for potentially significant economic growth driven by oil and gas discoveries, green industrialisation and digital transformation.

Speaking at the same event, Bank of Namibia Deputy Governor Nicholas Mukasa

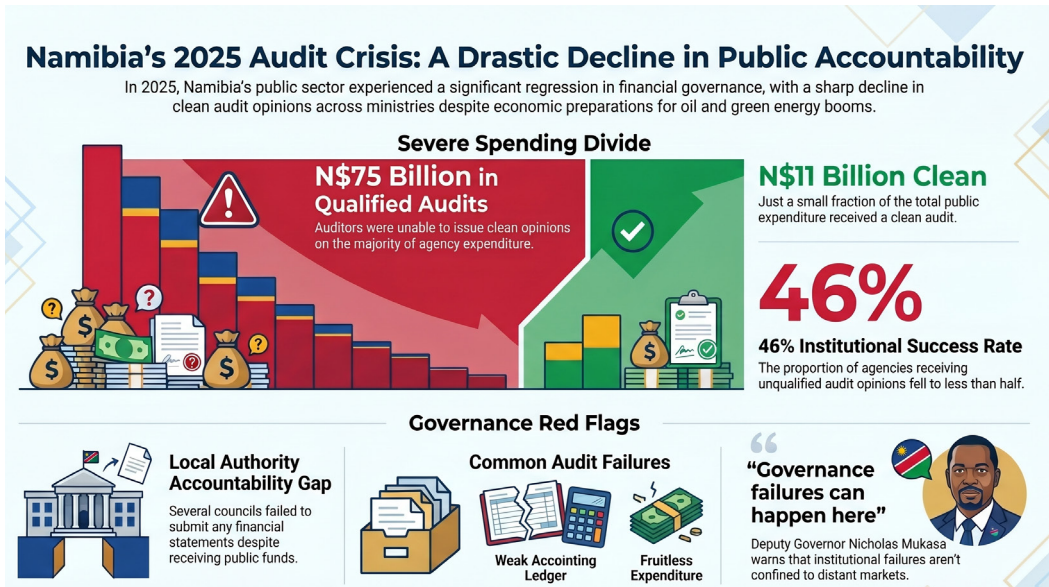
warned that governance weaknesses could undermine the country's ability to benefit fully from future economic opportunities.

"The larger and more complex our economy becomes, the greater the need for oversight, accountability and assurance mechanisms that safeguard public resources and strengthen public confidence," he said.

Mukasa noted that major institutional failures are often preceded by ignored warning signs.

"The collapse of major institutions such as Lehman Brothers, Credit Suisse, the downfall of South Africa's Steinhoff Group and the failure of SME Bank here in Namibia all serve as powerful reminders that governance failures are not confined to distant markets and faraway institutions. They can happen here, close to home," he said.

He argued that strong internal audit functions are essential to improving accountability and reducing institutional risk.



# Govt warns over municipal dependence on rates and taxes

Namibia's local authorities remain heavily dependent on property taxes for their survival, with government warning that the lack of diversified revenue streams is exposing councils to growing financial risks and constraining infrastructure development.

Deputy Minister of Urban and Rural Development Evelyn !Nawases-Taeyele told the National Assembly that property taxes continue to dominate municipal finances despite efforts to broaden revenue sources.

"Despite the increased diversification in municipal revenue, property tax remains the principal revenue source. Approximately 95% of all property taxes are levied in the form of a property value tax, also known as rates and taxes," she said.

The revelation highlights the extent to which municipalities depend on a single revenue source at a time when many are grappling with rising infrastructure costs, urbanisation pressures and declining collection rates.

According to !Nawases-Taeyele, local authorities also derive income from



land leases granted to major users such as power generation facilities and telecommunications operators, but these sources remain insufficient to significantly reduce dependence on rates and taxes.

Government is now encouraging councils to develop new income streams through public-private partnerships, commercial ventures and local economic development projects.

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"The Ministry continues to advocate for local authorities to venture into joint ventures and the commercialisation of some services through Municipal Enterprise Development initiatives," she said.

The push comes after government assessments conducted during the 2021/22 financial year and a follow-up review in 2023 found widespread weaknesses in municipal finances.

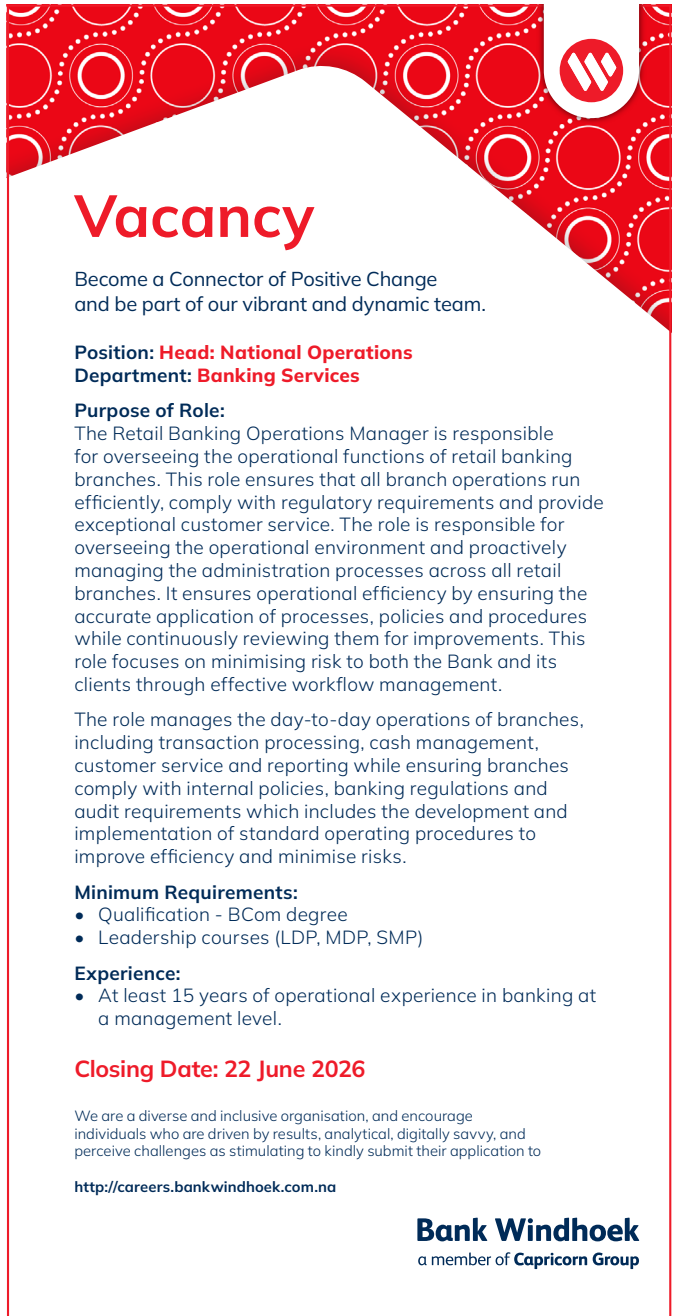
The reviews identified poor budgeting practices, low revenue collection rates, outdated tariffs, inadequate billing systems and poor record-keeping as major contributors to the financial challenges facing local authorities.

These shortcomings have affected councils' ability to maintain and expand critical infrastructure, including water supply systems, sewer networks, electricity infrastructure and stormwater drainage facilities.

To improve revenue collection, government is also considering support for the rollout of prepaid water and electricity metering systems aimed at reducing debt owed by local authorities to utilities such as NamWater and NamPower.

The findings raise concerns about the long-term sustainability of municipal finances, with many councils remaining vulnerable to

fluctuations in property-related income while facing increasing demands for service delivery and infrastructure investment.



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# Part 1: The AI job apocalypse needs a reality check

By Stantin Siebritz

The loudest AI story right now sounds like the Disclosure Day trailer: a coming invasion, that's already here, humans are finished, and panic is the only rational strategy.

But the practical story is less cinematic. AI is powerful and disruptive, but the claim that it is ready to replace human workers at scale is being inflated by some of the very people who benefit from that inflation.

Scott Galloway's argument is useful because he separates capability from theatre. His criticism is not that AI is useless; it is that certain AI leaders sell a dystopian future because fear attracts attention, investment, valuations and enterprise spending. Convince the world that AI will replace most labour, and every boardroom suddenly feels pressured to buy your tools before the "meteor" hits.

That is not technology strategy. That is Hollywood marketing with a subscription model.

In Namibia and across Africa, we must be careful not to import Silicon Valley's panic wholesale. Our business reality is different. Many organisations are not overstaffed with armies of analysts waiting to be automated away.

They are understaffed, under-tooled and buried under manual admin, slow reporting, customer backlogs and compliance paperwork. In that environment, AI does not remove the worker; it removes the



**In Namibia and across Africa, we must be careful not to import Silicon Valley's panic wholesale.**

bottleneck.

The employment argument is also more nuanced than the headlines suggest. The better evidence so far points to augmentation: people using AI to do more, faster and with fewer delays.

Rob Manson's article highlights research suggesting that AI-exposed roles have largely shown productivity expansion rather than clear net replacement through the recent data window.

In simple business language: when one employee becomes more productive, a growing company does not say, "Great, let us stay the same size forever." It says, "Now we can take more work."

That matters. A law firm that drafts faster can serve more clients. A marketing agency that produces faster can run more campaigns. A clinic that automates admin can handle more patients. Productivity creates capacity; capacity creates opportunity.

Of course, some tasks will disappear. Repetitive, low-judgment work is vulnerable. But jobs are not just task lists.

They contain trust, context, accountability, relationships and judgment. AI may scan the map, but humans still decide where the vehicle goes.

So before we declare the job apocalypse, let us breathe. AI is not Thanos snapping half the workforce away. It is a power tool: dangerous in careless hands, transformative in skilled hands, and mostly useless when treated as magic.

Part 2: AI Won't Take Your Job. It Will Take Away Your Excuses.

For years, the professional comfort zone had a familiar playlist: "I do not have time," "I do not know how," "I am not technical," "we need a bigger team," "we need a consultant," and the all-time classic, "we will start next quarter." AI did not destroy that playlist. It pressed skip.

That is the uncomfortable truth. AI will not automatically make someone excellent. But it does make mediocrity

harder to hide. It gives the average professional access to writing support, research assistance, planning frameworks, spreadsheet help, coding guidance, design mock-ups, translation, summarisation and training material generation. The barrier is no longer always access to capability. Increasingly, the barrier is willingness.

This is where the conversation must mature. AI is not a replacement for discipline. It is a multiplier of discipline. A lazy person with AI becomes a faster lazy person. A curious person with AI becomes dangerous, in the good sense: more prepared, more articulate, more experimental and more useful.

For Namibia, this should be a wake-up call, not a funeral announcement. We have entrepreneurs who cannot afford full creative departments, teachers drowning in preparation, SMEs struggling with proposals, farms needing better

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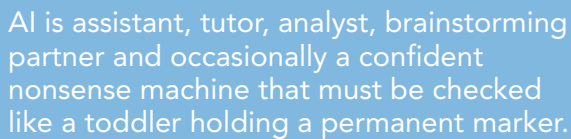
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 RUTH	 LENTINA GRACE	 MIN ADOLPHUS AMAH	 MINISTER MOSES

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AI is assistant, tutor, analyst, brainstorming partner and occasionally a confident nonsense machine that must be checked like a toddler holding a permanent marker.

records, churches and NGOs needing communication material, and young professionals trying to compete globally from local soil. AI gives them a practical starting advantage.

But tools do not use themselves. Word did not make everyone a novelist. Excel did not make everyone an accountant. A camera phone did not make everyone Spielberg.

In the same way, ChatGPT, Claude, Gemini or any other model will not turn passive people into high performers by accident. The user still needs taste, judgment, persistence and courage.

The new professional gap will not be between humans and machines. It will be between humans who use machines thoughtfully and humans who are still

waiting for permission.

One group will produce drafts, test ideas, learn faster, communicate better and remove friction from their work.

The other group will explain why the Wi-Fi, the economy, the boss, the budget or “the system” made progress impossible.

AI is assistant, tutor, analyst, brainstorming partner and occasionally a confident nonsense machine that must be checked like a toddler holding a permanent marker. But it is also a mirror. It shows us how many of our limitations were real, and how many were rehearsed.

The future will still need people. It will favour people who stop confusing difficulty with impossibility.



## Bank of Namibia wins international AI award for financial sector innovation

The Bank of Namibia has won the Artificial Intelligence Initiative Award at the 2026 Central Banking Awards in London, in recognition of its use of artificial intelligence and machine learning to strengthen policymaking, banking sector supervision and operational efficiency.

The award, presented by Central Banking Publications, recognises central banks that have successfully implemented innovative technologies to improve decision-making and institutional effectiveness.

The Bank of Namibia was recognised for several AI-driven solutions developed in-house, including a predictive model for non-performing loans that provides early warning signals of potential banking sector risks, an inflation nowcasting system that generates near real-time inflation estimates to support monetary policy decisions, and a Regulatory Navigation Tool designed to improve access to regulatory information.

The award was accepted on behalf of the central bank by Director of Strategy, Projects and Transformation Valeria Mbango and Deputy Director of Digital Transformation and Innovation Olivia Haenert.

The recognition comes as the Bank accelerates the adoption of emerging technologies to enhance financial sector oversight and modernise its operations.

Beyond its internal digital transformation initiatives, the central bank has also invested in developing local artificial intelligence capabilities through the Artificial Intelligence and Robotics Accelerator Laboratory, established in partnership with the Namibia University of Science and Technology (NUST).

The facility aims to support research, innovation and skills development in artificial intelligence and robotics while helping to build a pipeline of local technology talent.

During the awards programme, Mbango joined central banking leaders from around the world in a panel discussion examining the growing role of artificial intelligence in central banking operations.

The discussion focused on how AI is being applied in economic research, forecasting, financial supervision, payments oversight and market surveillance, while highlighting the need for strong governance frameworks and human oversight.

# Business

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HANDBOOK



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