SERVICE DELIVERY

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THE BR/EF

News Worth Knowing



Windhoek's average house price increases by 17% to N$1.85m

MONDAY 20 NOVEMBER 2026

MAIN STORY

Windhoek's average house price increases by 17% to N$1.85m

Windhoek's average house price increased by 17% year-on-year to N$1.85 million in the third quarter of 2026, up from N$1.58 million during the same period last year, as housing shortages, limited serviced land and rising construction costs continued to drive property prices higher.

According to the latest FNB Namibia House Price Index, the capital's average residential property price reached N$1,848,267, compared with N$1,579,673 in the third quarter of 2025.

However, prices declined by 1.2% quarter-on-quarter from N$1,871,379 recorded in the second quarter of 2026.

FNB Namibia Market Research Manager Mandisa Van Wyk said national house price growth also accelerated, with the FNB House Price Index increasing by 8.9% on a 12-month moving average basis, compared with 7.4% in the previous quarter and 5.9% during the corresponding period last year.

The national weighted average house price increased to N$1,502,539 in the third quarter, up from N$1,461,215 in the second quarter and N$1,380,042 a year earlier.

"The FNB House Price Index accelerated to 8.9% growth on a 12 month average basis in 3Q26, up from 7.4% in 2Q26 and well above the 5.9% recorded in 3Q25. The 12-month national weighted average



Crucial Dates

- **EAN Public Discussion: National Skills and Employment Public Discussion**
  Wednesday 4 November 2026
  09h00 - 12h00
  Hilton Hotel, Windhoek
- **Bank of Namibia Monetary Policy announcement dates:**
  * 10 December 2026

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house price increased to N$1,502,539 in 3Q26, up from N$1,461,215 in 2Q26 and significantly higher than the N$1,380,042 recorded in 3Q25," Van Wyk said.

She attributed the continued increase in property prices to persistent supply constraints, including limited housing stock, delays in servicing residential land and elevated construction costs.

Despite rising prices, property transaction volumes declined by 3% nationally during the quarter, reversing the 2.8% growth recorded in the second quarter and falling below the 18.4% increase registered in the third quarter of 2025.

Regionally, central Namibia, which includes Windhoek, recorded the strongest house price growth at 11.4%, with the average property price reaching N$1.94 million.

The region accounted for 48.2% of national property transactions during the quarter, compared with 37.8% in the previous quarter.

The coastal region recorded house price growth of 3.7%, bringing its average price to N$1.53 million, while the northern region registered an increase of 1.6% to N$991,000.

In contrast, the southern region recorded a 3.4% decline in house prices, with the average property price falling to N$892,000.

"From a regional perspective, the central region continued to outperform, with price growth increasing to 11.4%, while the northern region recorded modest growth of 1.6%. By contrast, the coastal region moderated to 3.7%, and the southern region remained under pressure, with prices contracting by 3.4% in 3Q26," Van Wyk said.

She said price movements also varied across housing categories, with the small housing segment recording growth of 3.9%, while medium-sized properties increased by 1.9%.

Large properties recorded growth of 3.6%, while luxury homes registered a 6.2% increase.

The report also highlighted continued constraints in residential land delivery, with national plot sales declining by 15.5% during the third quarter.

Despite the reduction in land transactions, plot prices increased across all four regions, including an 8.5% rise in central Namibia to N$1,003 per square metre.

FNB said the limited availability of serviced residential land remained a major constraint on housing supply, contributing to sustained pressure on property prices.

Meanwhile, housing affordability continued to deteriorate as rising living costs and higher borrowing costs constrained household purchasing power.

Mortgage credit growth improved to 2.8% year-on-year in August 2026, although the Bank of Namibia's recent decision to increase the repo rate to 7% is expected to place additional pressure on prospective homebuyers.

The increase in interest rates raises the cost of servicing home loans, potentially limiting the number of households able to qualify for mortgage financing.

Looking ahead, FNB expects residential property prices to remain elevated due to persistent housing shortages, limited serviced land availability and high construction costs.

However, affordability constraints and higher financing costs are expected to continue weighing on property transactions, even as house prices remain on an upward trend.



Govt moves to hold council CEOs accountable for poor service delivery



Chief executive officers and senior managers of Namibia's local authorities will be required to sign performance agreements linking their performance to measurable targets for serviced land delivery, revenue collection, debt reduction, housing construction and improved financial management.

Executive Director in the Office of the Prime Minister (OPM) and Acting Accounting Officer Petrus Sikongo Sindimba said the agreements would introduce greater accountability in local government, with quarterly performance reviews to assess whether councils were meeting their service delivery commitments.

Speaking on Monday at the opening of a five-day Performance Management System (PMS) workshop at the Namibia Institute

of Public Administration and Management (NIPAM) in Windhoek, Sindimba said local authorities must demonstrate measurable improvements in service delivery rather than focusing solely on administrative activities.

"The emphasis should not simply be on what has been done, but on what has been achieved and how those achievements have improved the lives of our communities," he said.

Sindimba said every local authority chief executive officer would be required to sign a performance agreement with their respective council, while heads of departments would enter into similar agreements with their chief executive officers.

The agreements will include targets for the delivery of serviced land, revenue collection, reduction of outstanding debt, annual housing construction and the resolution of audit findings to achieve clean audits.

He said the government expected local authorities to take responsibility for the resources allocated to them and demonstrate results, particularly in addressing shortages of serviced land, potable water, housing and electricity.

"When Government allocates public funds for infrastructure development, the expectation is that the intended infrastructure will be delivered within the relevant Local Authority. Public resources must translate into visible improvements in the lives of our citizens," Sindimba said.

He said local authorities would also be required to conduct quarterly performance assessments and make their targets accessible to the public, allowing residents to monitor progress against service delivery commitments.

Councils will be expected to provide regular progress reports through community meetings and other

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VACANCY

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Knowledge & Skills

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- Practical experience in employee relations, disciplinary and grievance processes, payroll inputs, remuneration and benefits administration, recruitment, performance management and learning coordination.
- Demonstrated ability to maintain accurate HR records, reports and payroll submissions through disciplined checking, reconciliation and timely follow-through.
- Ability to coordinate crew work permits and visas, statutory reporting and confidential case documentation.

If you are interested in the above position and meet the required criteria, access the following link to apply: www.oceana.simplify/hr

Closing date for submissions: **13 November 2026**

Please note that only shortlisted candidates will be contacted.

Only Namibian Citizens will be considered. Suitably qualified candidates from designated groups as defined in the Affirmative Action (Employment) Act, No. 29 of 1998 are encouraged to apply. No faxed or emailed applications will be accepted.

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communication platforms to improve transparency and public accountability.

Sindimba said the performance management framework would move local authorities away from making excuses for poor performance towards taking responsibility for achieving agreed development targets.

The workshop, running from 2 to 6 November 2026, brings together representatives from five local authorities, namely Ruacana, Bethanie, Okongo, Gibeon and Aroab.

Participants will receive training in strategic planning, annual performance planning, individual performance agreements and the development of measurable performance indicators.

“The workshop will focus on strategic planning, annual planning and individual performance planning, equipping participants with practical skills to develop measurable performance indicators and conduct objective performance assessments,” Sindimba said.

He said participants would also be trained to develop specific, measurable, achievable, relevant and time-bound (SMART) performance indicators and conduct objective assessments to determine whether agreed targets had been achieved.

The performance management system will also provide a basis for recognising strong performance and introducing corrective measures where institutions or individuals fail to meet their obligations.

Following the training, each participating local authority will be expected to develop a strategic plan aligned with the Sixth National Development Plan (NDP6) and the government's broader development priorities.

Chief executive officers will be required to formalise performance agreements with their councils, while departmental heads must conclude agreements with their respective chief executive officers.

Quarterly performance reviews will also have to be documented and submitted through the appropriate reporting channels.

Sindimba said the Office of the Prime Minister, through the Department of Public Service Management, would continue providing technical guidance and monitoring the implementation of the framework.

He said the initiative formed part of the government's efforts to extend performance management systems beyond central government to local authorities, where public services directly affect communities.

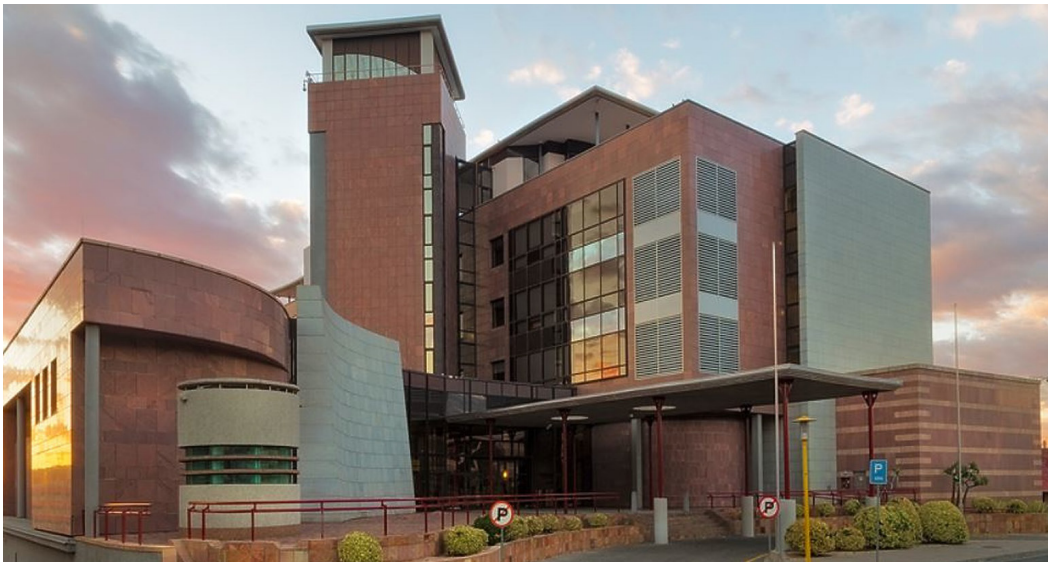
“Today, we are extending these efforts to Local Authorities because this is where government policies and programmes directly affect the daily lives of our citizens,” he said.

Sindimba also linked the initiative to President Netumbo Nandi-Ndaitwah's leadership principles of pragmatism, integrity, accountability, meritocracy and inclusivity, known as PIAMI.

He said the principles should guide public sector leadership and ensure that service delivery decisions were based on accountability, competence and the needs of communities.

Sindimba warned that the success of the system would depend on implementation, rather than the preparation of plans and administrative documents alone.

He urged participating local authorities to apply the performance management framework consistently to improve service delivery, strengthen financial accountability and ensure that public resources produce measurable development outcomes.



Namibia's financial sector faces rising cyber, climate and government debt risks

Namibia's financial sector is facing increased risks from cyberattacks, climate change and growing exposure to government debt, despite banks and other financial institutions remaining financially stable during the first half of 2026.

The Bank of Namibia (BoN) and the Namibia Financial Institutions Supervisory Authority (NAMFISA), in their October 2026 Financial Stability Report, warned that these emerging threats could place pressure on the country's financial system, particularly as global economic uncertainty and domestic vulnerabilities persist.

The report assessed overall financial stability risks as low to moderate but identified climate-related threats and cyber risks as having a high probability of materialising during the final quarter of 2026.

Cyber vulnerabilities detected in Namibia increased by 39% to 513,921 during the second quarter of 2026, while reported cyber events rose by 56% to 109,593 over the same period, according to figures cited from the Communications Regulatory Authority of Namibia.

The report warned that increasing digitalisation and interconnected financial systems could expose financial institutions to cyber threats, potentially disrupting financial services and payment systems.

Cyber risks were assessed as having a high probability of materialising, although their potential impact on financial stability was classified as moderate.

Climate-related risks have also increased, with the anticipated strengthening of El Niño raising concerns about below-normal rainfall and higher temperatures during the 2026/27 rainy season.

The report warned that drought conditions could reduce agricultural production, weaken

household and business incomes and affect borrowers' ability to repay loans, potentially increasing credit losses in the banking sector.

Although banks' direct exposure to agriculture declined from 5.1% of total loans and advances in the fourth quarter of 2025 to 4.8% by June 2026, the report cautioned that indirect risks could emerge through higher food prices and weaker economic activity.

Meanwhile, the report identified growing links between commercial banks and government debt as another source of financial vulnerability.

Banks' holdings of government securities increased from 14.6% of total banking sector assets in December 2025 to 16.1% by June 2026, exposing the sector to potential shocks arising from government finances.

Retirement funds' exposure to government securities also reached 14.8% of total assets, slightly above the historical upper quartile of 14.7%.

The report assessed the probability of risks arising from the relationship between government finances and financial institutions as moderate, with a potentially high impact on financial stability.

Despite these concerns, Namibia's banking sector remained well-capitalised, profitable and liquid during the first half of 2026.

The sector's capital adequacy ratio increased from 17.3% to 18.6%, while the ratio of non-performing loans declined from 4.3% to 4.0%, indicating an improvement in loan repayment performance.

Stress tests conducted by the central bank also indicated that commercial banks maintained sufficient capital buffers to absorb potential losses under adverse economic conditions.

The non-bank financial sector similarly remained stable, with total assets increasing by 4.0% to N$575 billion during the first half of 2026.

However, the retirement fund sector continued to face structural pressures, with benefit payments of N$8.6 billion exceeding contributions



of N$6.8 billion during the period.

The report said the imbalance reflected a maturing retirement system rather than immediate financial distress, although prolonged weak investment returns could affect funds' ability to accumulate assets over time.

The Financial System Stability Committee concluded that Namibia's financial system remained resilient but stressed the need for continued monitoring of emerging risks.

The report also noted that Namibia's removal from the Financial Action Task Force greylist in June 2026 had reduced risks associated with international financial transactions and regulatory compliance.

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SURVEYOR (X1) Permanent	• Grade 12. • Valid driver's license. • National Mine Survey/Land Survey/Geomatics Diploma or Advance Mine Survey Certificate. • 3 to 4 Years experience working in the open-pit surveying. • Computer literacy, MS office. Survey software packages (Micromine, Trimble Business Center, Surpac). • Experience and full knowledge of Trimble DGPS, Total station equipment. • Understanding of drone operations. • Drone Pilot Certificate will be an added advantage	• Conduct, mark out, and surveying of pre-split, production, exploration and grade control drilling holes, as-drilled collars, drill blocks and pre-split corner pegs. • Create loading plans and conduct the ore mark out of blasted ore blocks with numbered pegs and joining the pegs with barrier tape as per loading. • Provide accurate survey information to support production reconciliation. • Maintain survey databases, records, and electronic files. • Assist in training junior survey assistants and equipment operators on survey-related matters. • Work with contractors and consultants during survey projects when required.
COORDINATOR: HEALTH AND EMERGENCY (X1) Permanent	• Grade 12 • Minimum Code C1 driving license. • Relevant qualification in Emergency Management, Fire & Rescue, Emergency Response or related field. • Fire Fighting and First Aid qualifications a pre-requisite • Minimum Five (5) years practical experience required	• Coordinate implementation and maintenance of the site Emergency Response Plan (ERP). • Maintain emergency response procedures, contact lists and emergency response arrangements. • Plan, coordinate and evaluate emergency drills and simulations. • Monitor emergency response equipment, facilities and readiness. • Identify emergency response gaps and initiate corrective actions. • Support Site Clinic functions • Coordinate communication between site emergency and clinic team with external service providers • Liaise with regulators and stakeholders
SUPERINTENDENT: SAFETY (X1) Permanent	• Grade 12. • Valid driver's license. • Diploma/Degree in Occupational Health & Safety or related field; • SAMTRAC/NEBOSH advantageous; ISO 45001 knowledge. • IMSknowledge added advantage. • 8 years' experience in mining safety experience, of which three years should be supervisory experience	• Coordinate mine-wide safety programmes. • Monitor critical risk controls and field compliance. • Coordinate inspections, audits and safety observations. • Review incident investigations and corrective actions. • Monitor contractor safety performance. • Support emergency preparedness and response.
SUPERINTENDENT: ENVIRONMENT (X1) Permanent	• Grade 12. • Valid driver's license. • Diploma or bachelor's degree in environmental management/science or related discipline. • Five (5) to Eight (8) years relevant experience • Proven record on environmental auditing and reporting • Knowledge of environment rehabilitation in a mining space	• Monitor environmental legal compliance and permit conditions. • Implement Environmental Management Plan requirements. • Coordinate environmental monitoring programmes. • Manage and lead environmental incident investigation and reporting. • Oversee waste, water, biodiversity, dust and pollution controls. • Coordinate rehabilitation planning. • Prepare environmental reports. • Liaise with regulators and stakeholders
SUPERINTENDENT: INTERGRATED MANAGEMENT SYSTEMS & COMPLIANCE (X1) PERMANENT	• Grade 12. • Valid driver's license. • Diploma/Degree in Occupational Health & Safety, Quality/Environmental Management • Certified ISO Auditor Training • Five (5) to Seven (7) years in IMS or Compliance experience and systems implementation • Comprehensive understanding of ISO 45001/14001/9001 • Proven experience to implement IMS	• Coordinate internal and external audits • Manage corrective and preventive actions • Coordinate management reviews • Drive continual system improvements • Maintain IMS procedures and standards • Drive risk management initiatives and data analysis • Responsible for SHE related document control
PLANT SHIFT OPERATORS X 32 (RE-ADVERTISMENT)	• Grade 12 • Post-secondary training and qualification ideal • Valid driver's license is an added advantage • Atleast two (2) to three (3) experience in a mineral-processing environment • Physically fit to work in a demanding environemnt • Must be a resident of Otjimbingwe, Karibib, Omaruru or Usakos. Confirmation of residence required.	• Operate assigned processing areas, including crushing, milling, classification, gravity recovery, thickening, pre-oxidation, CIL, cyanide destruction, filtration and associated services as allocated. • Monitor process parameters and communicate field conditions promptly to the Process Controller and Shift Supervisor. • Perform plant start-ups, shutdowns, equipment changeovers and process adjustments in accordance with approved procedures. • Support process sampling, reagent checks, density measurements, equipment inspections and other routine operating requirements. • Identify blockages, leaks, spills, abnormal vibration, unusual noise, excessive wear and other early indicators of equipment or process problems. • Maintain high housekeeping standards and ensure spills and unsafe conditions are promptly controlled and reported. • Complete shift logs, inspections and operational records accurately. • Participate in troubleshooting, operational improvement initiatives and structured operator training.

HOW TO APPLY

Interested candidates should submit a resume, all supporting documents and a letter of motivation detailing relevant experience and potential starting date to **recruitment@osinoresources.com** by **13 November 2026. Please clearly indicate position applied for in the subject matter line. Failure to do so, may result in disqualification of your application.** If you have not heard anything from us two weeks after the due date, please consider your application unsuccessful. **NO HARD COPY CV'S WILL BE ACCEPTED AT OUR OFFICES.**

Osino Gold Exploration and Mining and Shanjin International are an equal opportunity employer, committed to fostering diversity and inclusion in the workplace. Preference given to suitably qualified Namibian citizens. People with disabilities are encouraged to apply.



Govt increases petrol price by N$2, diesel by N$3

Namibian motorists will pay N$2 more per litre for petrol and N$3 more for diesel from 4 November 2026, as the government moves to protect the National Energy Fund (NEF) from depletion amid rising fuel import costs.

The Ministry of Industries, Mines and Energy said Petrol 95 will increase to N$28.58 per litre at Walvis Bay, while Diesel 50ppm will rise to N$30.86 and Diesel 10ppm to N$30.96 per litre.

Minister of Industries, Mines and Energy Modestus Amutse said the adjustment follows mounting pressure on the NEF, which is expected to cover approximately N$384 million in fuel under-recoveries for October.

"The Fund has been carrying a heavy burden since April and May this year, and without a price adjustment it would be at risk of being fully depleted within a short period," Amutse said.

The Ministry attributed the price increases to higher international shipping costs and the depreciation of the Namibia dollar against the United States dollar.

The Namibia dollar also weakened by approximately 2.07% against the US dollar,

pushing up the cost of imported petroleum products.

These developments increased the landed cost of petrol at Walvis Bay by 5.74%, while diesel import costs rose by 2.44%, despite a decline in international refined petroleum prices.

"However, I must be clear with the nation that lower product prices did not translate into a lower cost of bringing fuel into Namibia. Two other factors more than cancelled out that small relief," Amutse said. He said Namibia had secured a fuel supply discount from TotalEnergies Marketing Namibia through the interim Bulk Petroleum Import Coordination (BPIC) process, reducing the landed cost of petrol by 71 cents per litre and diesel by 61 cents per litre.

The arrangement is expected to reduce Namibia's monthly fuel import bill by approximately N$64 million, based on national consumption of about 100 million litres.

The Minister further assured consumers that Namibia had sufficient fuel stocks to meet national demand despite ongoing disruptions in international oil markets.

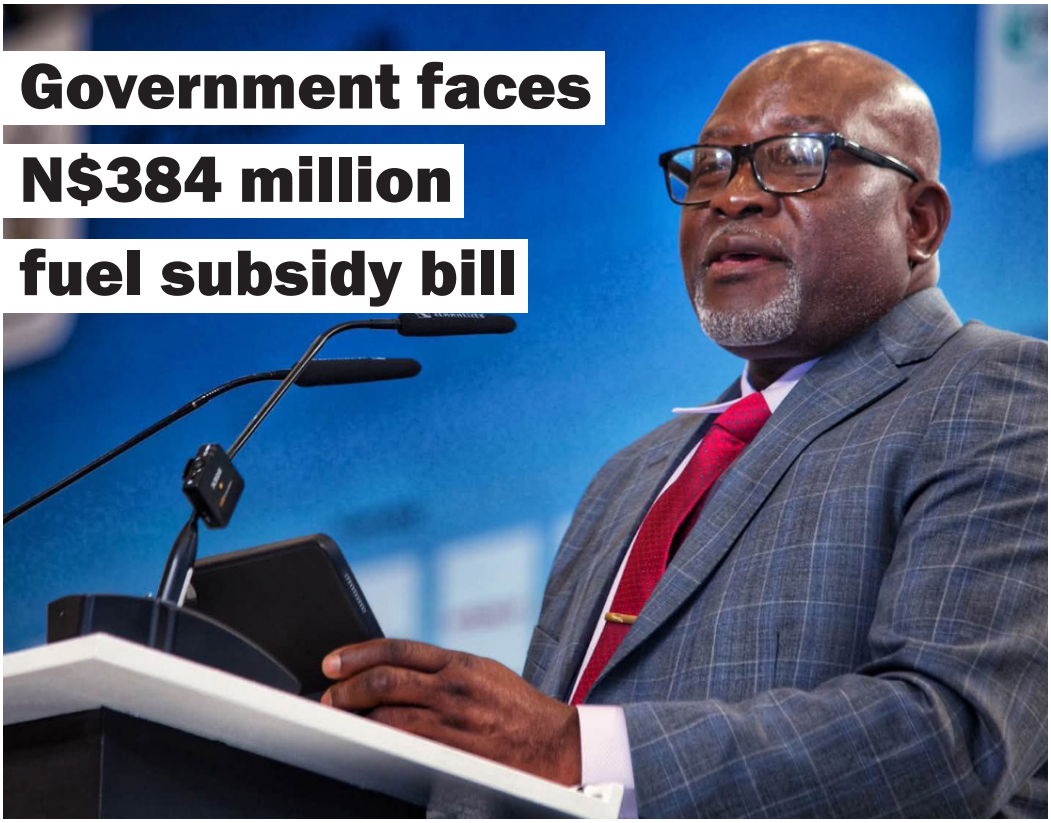
"Namibia has sufficient fuel stocks and that the national fuel supply system remains stable. Consumers are urged not to engage in panic buying," he said.

He said the government would continue reviewing the BPIC mechanism and fuel transport pricing arrangements to reduce import costs and limit the impact of international price increases on consumers.

The latest increase follows another fuel price adjustment implemented in October 2026, when the government raised petrol prices by N$1.50 per litre and diesel prices by N$2 per litre, citing pressure on the National Energy Fund and rising international fuel import costs.



Government faces N$384 million fuel subsidy bill



The Namibian government is expected to pay approximately N$384 million to oil marketing companies in November to cover fuel price under-recoveries recorded in October, placing further pressure on the National Energy Fund (NEF), whose reserves have fallen to N$416 million.

Minister of Industries, Mines and Energy Modestus Amutse said the fund's equalisation reserves were now significantly below the N$800 million buffer required to cover at least three months of fuel price under-recoveries.

Speaking during a media briefing on Monday, Amutse warned that the NEF could be depleted within a short period if fuel prices were not adjusted, as the government continues to absorb part of the rising cost of imported fuel to cushion consumers against international price increases.

The N$384 million subsidy obligation is equivalent to more than 92% of the fund's current equalisation reserves, highlighting the financial pressure facing the government's fuel price support mechanism.

Amutse said the fund had been under severe financial pressure since April and May 2026, with rising international oil prices and fuel import costs increasing the government's subsidy obligations.

He said the fuel pricing system recorded an over-recovery of approximately N$87.6 million in September before shifting to an

estimated under-recovery of N$384 million in October.

"In September, the slate recorded a small over-recovery of about N$87.6 million. In October, however, the estimated under-recovery rose to about N$384 million, which the NEF must pay to the oil companies during November," Amutse said.

"At the same time, the NEF's equalisation reserve stands at about N$416 million, which is well below the N$800 million buffer the Ministry set aside to cover at least three months of under-recoveries. The Fund has been carrying a heavy burden since April and May this year, and without a price adjustment it would be at risk of being fully depleted within a short period."

Meanwhile, the government has secured a fuel supply discount through TotalEnergies Marketing Namibia under the interim Bulk Petroleum Import Coordination process to reduce the country's fuel import costs.

The arrangement provides a discount of 71 cents per litre on petrol and 61 cents per litre on diesel, generating estimated savings of N$64 million per month.

Amutse said the government would continue pursuing measures to reduce fuel import costs while maintaining the financial sustainability of the NEF.

The minister also assured consumers that Namibia had sufficient fuel stocks despite ongoing disruptions in international oil markets.

"The Ministry once again reassures the public that Namibia has sufficient fuel stocks and that the national fuel supply system remains stable. Consumers are urged not to engage in panic buying," he said.

The latest figures underline the pressure on the NEF as the government seeks to balance consumer protection against the rising cost of subsidising imported fuel.



Justifying the journey: How pre-conference engagement protects Namibian entrepreneurs' bottom line

By Dr. Asteria Pirola and Thomas Nashongo



> **Relationships are built over time, yet we treat the conference as the place where they begin.**

Namibia's 2026 conference calendar has been busy. To mention a few, in May, Windhoek hosted the second Namibia–EU Business Forum. More than 1,000 people registered and over 400 attended in person.

In September, Swakopmund hosted the inaugural African Green Industries Summit (AGIS) which expected over 600 delegates, more than 50 speakers and business matchmaking between investors, developers and technology providers.

Both events were well intended and well attended. The question is what happens before and after the doors open to the general public, especially entrepreneurs.

The real price of an attendance

For a startup founder or small business owner, attending is rarely cheap. There is the registration fee, the flight or the long drive, and accommodation in any place, and God-forbid the conference is hosted during peak season.

Add days away from a business that often runs on one or two people. That investment can be worth making, but only if the room converts into direct benefits to the entrepreneur because too often, it doesn't.

Where the value leaks

Everyone leaves with a stack of business cards and a full LinkedIn inbox. The long haul of waiting to virtually meet with some of the attendees to refresh the conversation centered around investments, business connections is one of unbearable patience.

Without enough prompting, specific follow-ups, you become a pleasant memory rather than a pipeline entry.

Evidence from GIZ, cited by the NIPDB, suggests it can take a foreign investor at least three years to reach a final investment decision and if that is the real timeline, a single encounter was never going to close a deal.

Relationships are built over time, yet we treat the conference as the place where they begin.

Start the relationship before the room

Our proposal is simple: the conference should be where a relationship is confirmed, not where it starts. Let's take a practical example, suppose that there is a conference scheduled for September 2027.

The planning window between now (October 2026) are months of unused opportunity. Organisers can open their delegate platform early and use it to connect registered entrepreneurs with the investors, buyers and officials who

will attend. Introductions, virtual calls and shared pitch materials can all happen well before anyone boards a plane or books a bus ride.

By the time September arrives, an entrepreneur and an investor would already have a track record: several conversations, documents exchanged, questions answered and perhaps a draft of next steps.

The in-person meeting then does the job it is best at, which is building trust and sealing a relationship that is already moving.

Why this matters most for the regions

There is a second issue. The people who most need to be in these rooms are often the least able to afford them: early-stage founders in remote parts of Namibia, youth-led enterprises, rural producers, small manufacturers.

Our largest ecosystem players can absorb a trip to Windhoek or Swakopmund. A founder in Oshikoto or Kavango has to weigh the ticket against next month's operating budget.

For that founder, the benefit of travelling can be unclear until after the money is spent. Months of prior engagement change that calculation.

They can see who is interested, test whether an investor's focus matches their business, and decide with evidence whether the journey is justified. If the answer is no, they save their money. If it is yes, they arrive with a warm lead instead of a hope. Either way, the cost is justified by what was already built.

AGIS organisers framed the summit as a way to expand participation for MSMEs, youth and local enterprises. Pre-event engagement is how that intention becomes practical.

After the event

The same discipline should continue afterwards. Organisers should publish a follow-up pack within two weeks, with consented delegate lists, session summaries, named contacts for each commitment announced, and a clear next-steps calendar.

Founders should set their own rule: every meaningful contact gets a personalised message within 48 hours, a specific ask, and a reminder at 30 days.

Finally, outcomes should be measured. Beyond attendance, organisers should report meetings held, agreements signed and investments closed six and twelve months later.

The beauty in sharing these data sets in our opinion publicly would go a long way in building trust towards the attendance to certain conferences.





Windhoek approves land for 5,000-seat convention centre, 510-room hotel,stadium and 104 Cimbebasia plots

The City of Windhoek has approved land for the development of a 5,000-seat international convention centre, a 510-room five-star hotel and a sports hub, alongside plans to establish 104 residential and other plots in Cimbebasia Extension 10.

The proposed Windhoek International Convention Centre (WICC), to be developed in Venus Township, forms part of a mixed-use development that will also include a shopping mall, residential properties, recreational and entertainment facilities, landscaped public spaces, a linear park and a feature lake.

The City Council has also approved additional land for a sports hub featuring a 4,000-seat multipurpose stadium, an African Football Museum, a football academy and supporting sporting and recreational facilities.

The proposal was submitted by the Namibia Investment and Development Agency (NIDA), with support from the Namibia Investment Promotion and Development Board (NIPDB).

The proposed development site is located south of the Western Bypass and west of Prosperita Industrial Township, with access to Windhoek's southern suburbs and

the road network connecting the capital to Hosea Kutako International Airport.

According to the City, the development is expected to strengthen Windhoek's capacity to host international conferences, sporting events and business gatherings while attracting investment and tourism activity. The municipality also anticipates employment opportunities during the development and operational phases, with potential benefits for local contractors, suppliers and service providers.

However, the City has not disclosed the estimated investment value, construction timelines or financing arrangements for the proposed convention centre and sports hub.

Meanwhile, the Council has approved the establishment of Cimbebasia Extension 10, covering approximately 63,175 square metres, as part of efforts to increase the availability of residential land in the capital.

The township, situated approximately seven kilometres south of Windhoek's Central Business District, will comprise 107 erven, including 99 residential erven, two general residential erven and land designated for municipal, office and public open-space purposes.

Approximately 104 erven are expected to be made available for public sale.

Under the approved layout, residential erven will accommodate one dwelling unit per 300 square metres, while general residential erven will permit a higher density of one dwelling unit per 150 square metres.

The proposed township is located on the southwestern edge of Cimbebasia, bordered by Mataman and Ondangaura Streets.

The municipality said the development is intended to expand residential opportunities while providing space for complementary land uses to support the neighbourhood.

The approvals come as Windhoek faces growing demand for housing, serviced land and urban infrastructure amid continued population growth.



Are we creating enough space for Namibia's young engineers?

By Prof Gert C. Cloete



Upon recently stepping down as president of the Engineering Professions Association of Namibia (EPA), I have been reflecting on an important question: if Namibia continues to produce engineering graduates, are we creating enough opportunities for them to enter and develop within the profession?

Engineering relies on a professional 'pipeline': graduate → candidate engineer → professionally registered engineer → senior specialist → technical leader.

If this pipeline becomes blocked at entry level, the consequences may only become apparent years later through a shortage of experienced professionals.

A 2024 LinkedIn post by an unemployed Namibian engineering graduate pointed out that "the number of unemployed graduates is staggering, and that smaller firms just cannot pay good enough salaries". He suggested that perhaps the industry might be experiencing saturation.

Similarly, in a 2025 conversation, a former Namibia University of Science and Technology (NUST) student told me he had secured work at an engineering consultancy firm but earned much less than N$10 000 per month.

He was nevertheless grateful for the opportunity because it provided valuable experience while other graduates remained unemployed.

Notably, this is comparable to what young graduates reportedly earned around 15 to 20 years ago, raising questions about why graduate remuneration has not kept pace with inflation.

> **"Consulting engineering is a people-intensive profession in which professional expertise is the primary resource.**

These examples are not representative of the entire market, but they illustrate the economic pressures facing young professionals attempting to enter the engineering profession.

The Cost of Underbidding

My hypothesis regarding this situation does not support the 'saturated industry' view. Rather, I believe the limited employment opportunities for young graduate engineers are, to some extent, linked to the current procurement system.

By awarding tenders primarily to the lowest responsive bidder, the system can incentivise underbidding, with firms submitting unrealistically low fee bids in an effort to secure projects. This can subsequently constrain their ability to deliver work to the required standard.

Consulting engineering is a people-

intensive profession in which professional expertise is the primary resource. Developing that expertise requires time and money.

A graduate engineer is therefore not simply an additional employee; firms must invest in supervision, mentoring, training, professional registration, software, technical resources, and non-billable learning time before a graduate becomes independently productive.

When consultancy fees are continually compressed, firms are forced to make difficult decisions: reducing project staffing, limiting supervision, delaying recruitment, relying more heavily on experienced personnel, or avoiding the recruitment of graduates altogether.

At one of our EPA meetings, a retired engineer showed me a list he compiled of consultancy fees awarded for several government and municipal projects between 2018 and 2020.

According to the information presented, the awarded fees were approximately 20% to 30% of the recommended gazetted fee scale for the respective project values.

He argued that this difference creates a conflict between the procurement system and the recommended fee scales under the Namibian Engineering Act, potentially placing consulting engineers under significant financial pressure.

This can create a self-reinforcing cycle: low consultancy fees → reduced project resources → limited capacity for supervision and mentoring → fewer graduate opportunities → weaker professional development → a shrinking pool of experienced engineers.

The issue therefore extends beyond graduate salaries or employment numbers. It concerns the long-term capacity of the engineering profession to develop, retain, and reproduce the expertise required to sustain the industry.

Keeping the Engineering Pipeline Open

If Namibia wants a strong domestic engineering profession in 10 or 20 years, we need to think about the entire pipeline. Universities can produce graduates, but industry must have the capacity to train them.

Professional institutions can establish standards, but engineers need opportunities to gain the experience required to meet those standards.



Government can allocate budgets for infrastructure, but procurement practices influence whether those budgets create sufficient professional capacity around the projects. One solution would be to implement a procurement process that does not select the lowest responsive bidder, but rather selects a realistic bid.

A fellow EPA council member suggested that Namibia should use the African Development Bank (AfDB) procurement model, which, in broad terms, discards the lowest and highest bid prices (the outliers) and selects the bid closest to the average of the remaining bids.

In my opinion, this would be fair and reasonable for the client, for the engineering industry, and, ultimately, for young graduate engineers.

Keeping this pipeline open requires a procurement system that prioritises realistic, sustainable bids over the lowest price.

By adopting a more balanced approach to tender evaluation, Namibia can create an environment in which engineering firms have the resources to invest in graduate recruitment, supervision, and professional development.

Ultimately, the goal is not simply to create jobs for young engineers but to ensure that they receive the guidance and experience needed to become registered professionals and, in time, the technical leaders on whom the country's future development will depend.

Prof Gert C. Cloete is an Associate Professor in Civil Engineering at the Namibia University of Science and Technology (NUST) and former President of the Engineering Professions Association of Namibia. The opinions expressed in this piece are his own and do not necessarily reflect those of his employer.





Meatco cuts cattle producer prices by 20% amid FMD restrictions

The Meat Corporation of Namibia (Meatco) has announced a 20% reduction in cattle producer prices, effective 1 November 2026, as foot-and-mouth disease (FMD) restrictions continue to disrupt beef exports and force the corporation to rely on lower-paying domestic markets.

The price cuts will see farmers receive nearly N$15 less per kilogram of beef, following the temporary closure of key export markets, particularly in Europe, which has significantly reduced Meatco's revenue.

According to the corporation's revised pricing schedule, the average price for cattle weighing between 180kg and 219.99kg cold carcass weight will decline from N$72.58 to N$57.67 per kilogram, representing a reduction of 20.5%.

For cattle weighing 220kg and above, the average price will fall from N$75.08 to N$60.17 per kilogram, a reduction of 19.9%.

The reductions mean that a farmer delivering a 220kg carcass at the average price will receive approximately N$3,280 less than under the previous pricing

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Under the revised Cattle Delivery Agreement, Grade AB5-6 cattle weighing at least 220kg will fetch N$61 per kilogram, down from N$76, while Grade C1-4 cattle will decline from N$74 to N$60 per kilogram.

Grade A1-4 cattle in the same weight category will fall from N$78 to N$63 per kilogram.

Meatco said the adjustments had become necessary because the loss of access to premium export markets had made its previous livestock purchasing prices commercially unsustainable.

Earlier this year, the corporation maintained average producer prices of approximately N$72 per kilogram, supported by favourable export returns.

However, the FMD-related restrictions have limited slaughter operations to supplying the domestic market, where beef prices are substantially lower than those achieved internationally.

"With slaughter operations currently restricted to supplying the domestic market, where beef prices are substantially lower than those achieved internationally, Meatco must align producer prices with prevailing market conditions," the corporation said.

Meatco acknowledged that the reductions would place additional financial pressure on livestock producers but warned that maintaining higher purchasing prices without sufficient revenue could threaten its operations.

"Meatco recognises the financial impact this adjustment will have on producers. However, maintaining prices unsupported by current market returns would compromise the Corporation's ability to procure livestock, sustain operations and protect employment across the value chain," the corporation said.

The revised prices will apply from 1 to 30 November 2026, with further adjustments dependent on changes to FMD restrictions, veterinary directives and access to domestic and international markets.

Meatco said it was pursuing alternative export opportunities, particularly in Africa and the Middle East, while awaiting the restoration of access to premium international markets.

The corporation is also working with the government, veterinary authorities and industry stakeholders to support FMD containment and restore market access.

"Our immediate priority remains preserving the livestock value chain, protecting jobs and maintaining Meatco's capacity to serve producers until normal market access is restored," Meatco said.

CRAN appoints Doreen Zaaruka as Executive for Human Capital



The Communications Regulatory Authority of Namibia (CRAN) has appointed Doreen Kazekurupa Zaaruka as Executive: Human Capital, effective 1 November 2026.

Zaaruka joins the communications regulator from the Otjiwarongo Municipality, where she served as Strategic Executive: Human Capital and Corporate Services.

She brings experience in human resources management, organisational development, employee relations, performance management and workforce planning across the public and private sectors.

Before joining CRAN, Zaaruka held senior management positions at Namibia Post Limited (NamPost), where she served as Manager: Administration and Compensation, and the Namibia Statistics Agency (NSA), where she was Manager: Human Resources and Acting Executive: Human Resources.

Her career also includes leadership roles at IntraHealth International Namibia, the Namibia University of Science and Technology (NUST) and Coca-Cola Namibia.

CRAN Chief Executive Officer Emilia Nghikembua said the appointment forms part of the regulator's efforts to strengthen its leadership and organisational performance.

"Mrs. Zaaruka's appointment reflects CRAN's commitment to attracting high-calibre leadership to support the Authority's strategic objectives. Her extensive experience in human capital management, organisational transformation, governance, and performance management will be invaluable as we continue to build a high-performing, innovative, and resilient organisation that effectively serves the communications sector and the people of Namibia," Nghikembua said.

Zaaruka holds a Master of Leadership and Change Management, a Bachelor of Human Resource Management Honours and a Bachelor of Arts in Psychology.

She is also a Certified Balanced Scorecard Professional through the Balanced Scorecard Institute and George Washington

> Her career also includes leadership roles at IntraHealth International Namibia, the Namibia University of Science and Technology (NUST) and Coca-Cola Namibia.

University Center for Excellence in Public Leadership.

In addition, she has completed executive programmes in Strategy Execution and Disruptive Strategy through Harvard Business School Online.

Commenting on her appointment, Zaaruka said she would focus on strengthening employee capabilities and organisational effectiveness to support CRAN's regulatory mandate.

"I am honoured to join CRAN at a time when the communications sector continues to play an increasingly important role in Namibia's socio-economic development. I look forward to working with the Board, Executive Management, and all employees to strengthen our people capabilities, foster a culture of excellence, and advance initiatives that support employee growth, organisational effectiveness, and CRAN's regulatory mandate," she said.

In her new role, Zaaruka will oversee CRAN's human capital function, including talent management, organisational development, employee wellness, performance management and workforce planning.

