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THE BRIEF

News Worth Knowing



PowerCom seeks N$375m to roll out fibre network to 75,000 homes

TUESDAY 17 NOVEMBER 2026

MAIN STORY



PowerCom seeks N$375m to roll out fibre network to 75,000 homes

. . . 654 homes targeted in Otjomuise pilot project

PowerCom requires N$375 million over three years to roll out fibre infrastructure capable of reaching 75,000 homes across Namibia, with plans to connect approximately 28,300 households by the end of the investment period.

PowerCom Chief Executive Officer Beatus Amadhila said the proposed investment

Crucial Dates

- **Bank of Namibia Monetary Policy announcement dates:**
  * 9 December 2026

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would require N$125 million annually to extend fibre coverage to 25,000 premises each year under a shared open-access network model.

Speaking at the Government Institutions Pension Fund (GIPF) Pension and Investment Symposium in Windhoek on 12 November, Amadhila said the project would allow multiple internet service providers to use the same infrastructure, reducing duplication and extending broadband access to underserved areas.

"Build a shared access infrastructure, allow service providers to compete over it and release capital in stages as the evidence strengthens," Amadhila said.

The proposed rollout targets an estimated 207,060 urban households considered potential fibre-to-the-home (FTTH) customers.

The estimate is based on the 2023 Population and Housing Census, which recorded 414,119 urban households, with PowerCom assuming that half could be suitable for fibre connectivity in the short to medium term.

Amadhila said Namibia's broadband penetration remained below 35%, indicating significant room for investment in fixed broadband infrastructure.

According to Communications Regulatory Authority of Namibia (CRAN) figures cited by PowerCom, Namibia had 56,331 active fibre-based services in March 2026, comprising 46,524 fibre-to-the-home connections and 9,807 fibre-to-the-building services.

The country also had approximately 38,000 copper-based broadband connections.

However, Amadhila cautioned that the potential market would need to be assessed against existing network coverage, household incomes, competing services and consumers' willingness to pay.

"A national gap gives us a reason to investigate, and verified local demand gives us a basis to invest," he said.

Under the proposed model, PowerCom would construct and operate the fibre infrastructure, while internet service providers such as Telecom Namibia, MTC and Paratus would be able to offer services to customers through the shared network.

Amadhila said the company would prioritise areas without existing fibre infrastructure to avoid duplicating networks already operated by other telecommunications providers.

"Our strategy is to ensure that we do not go where we already have operators. Our strategy is to go into areas where there is no fibre laid at all," he said.

PowerCom estimates that extending fibre infrastructure past each home would cost approximately N$5,000, while connecting a customer would require an additional N$3,000, excluding end-user equipment.

The company projects approximately



5,800 active connections by the end of the first year, generating N$2.6 million in monthly wholesale revenue.

By the second year, active connections are projected to increase to 15,800, generating N$7.1 million monthly, before reaching 28,300 connections and N$12.8 million in monthly wholesale revenue by the end of the third year.

The projections assume average wholesale revenue of N$450 per active connection per month and customer uptake of approximately 38% of homes passed by the third year.

Amadhila stressed that the figures represented illustrative gross revenue projections rather than guaranteed investment returns, as they excluded operating costs, financing expenses, taxes, maintenance and equipment replacement.

PowerCom estimates that a network passing 1,000 homes at a construction cost of N$5 million could recover that initial cost through cumulative gross revenue within approximately 37 months, assuming customer uptake reaches 50% by the third year.

The company projects five-year gross revenue of N$10.37 million under this scenario, equivalent to 107% above the initial construction investment, although this does not represent a net investment return.

Amadhila said a bankable financial model would require further assessment of project cash flows, internal rates of return and debt-servicing capacity.

Meanwhile, PowerCom is preparing a pilot project in Otjomuise Extensions 2, 3 and 4 in Windhoek, covering 654 homes at an estimated cost of N$3.08 million.

The pilot will involve 12.2 kilometres of micro-duct trenching and 17.8 kilometres of micro-fibre installation, with civil works estimated at N$1.65 million and materials at N$1.42 million.

Amadhila said the pilot would test construction costs, customer demand and network operating systems before larger investments were approved.

He said civil works would account for between 50% and 60% of the cost of extending fibre past homes, creating opportunities for local contractors involved in trenching, duct installation, cable laying and ground reinstatement.

PowerCom's preliminary investment readiness assessment found that regulatory compliance, governance and investment quality requirements were in place, while project pipeline development remained incomplete and risk management arrangements were not yet ready.

The company is therefore seeking approval for a funded project preparation programme to verify demand, update costs, obtain permissions and determine how construction and operational risks would be allocated.

On financing, Amadhila proposed a phased approach, with sponsor equity supporting early project preparation, followed by infrastructure funds, commercial banks and development finance institutions as construction progresses.

Pension funds and insurers could participate once the network becomes operational and generates more predictable cash flows.

“I know the investors will probably be attracted to something in the region of 15%, and depending on the areas. So we need to meet each other halfway,” he said.

Amadhila said PowerCom would engage regulators, internet service providers and potential investors to determine whether the project should proceed as proposed, be resized, involve additional partners or be discontinued.

Communal farmers yet to benefit from N$100m Equalisation Fund

The Namibia National Farmers Union (NNFU) says communal farmers have yet to benefit from the proposed N$100 million Equalisation Fund, despite government announcements that funding would be made available to support livestock producers in the Northern Communal Areas (NCA).

NNFU President Adolf Muremi said farmers remained uncertain about the status of the allocation, how the money would be distributed and when the proposed support would reach producers.

He said farmers had initially been informed that N$100 million had been allocated to the fund, before receiving conflicting information suggesting that the money was intended for resettlement.

Muremi said the union was subsequently informed that the Ministry of Agriculture, Fisheries, Water and Land Reform had budgeted N$100 million for the Equalisation Fund, but no clear implementation arrangements had been communicated.



"Where is it today? If you ask any farmer from the communal area or north of the communal area, they will tell you that is just hearsay. We are not feeling it," he said.

The union is proposing that the N$100 million be divided equally, with N$50 million allocated to operations in the Northern Communal Areas and the remaining N$50 million directed towards purchasing livestock from communal farmers.





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Muremi said the proposed allocation would help address operational challenges while providing a market for livestock producers struggling to sell their animals.

He said the uncertainty surrounding the fund reflected broader concerns about government support programmes announced for communal farmers but not fully implemented, including community-based trade initiatives and livestock marketing interventions.

The union also raised concerns about livestock movement and marketing restrictions imposed following the foot-and-mouth disease (FMD) outbreak.

Muremi said the restrictions had prevented affected communal farmers from selling cattle and small livestock through auctions or to other producers, depriving households of income needed to pay school fees, purchase animal feed and cover veterinary expenses.

He warned that prolonged restrictions could increase pressure on grazing land and expose farmers to livestock losses as they struggled to access markets.

Muremi said communal farmers faced additional disadvantages because many lacked feedlots, isolation facilities and other infrastructure required to prepare livestock for sale.

He called for measures allowing animals from communal areas to be transported directly to abattoirs, alongside government support for farmers' associations to establish feedlots and isolation facilities.

The NNFU also wants the Directorate of Veterinary Services to permit at least one livestock marketing day in affected areas to allow farmers to generate

income while disease control measures remain in place.

Muremi further called on Meatco to increase livestock procurement from communal producers and urged the government to explore additional livestock markets, including South Africa, Angola, Ghana, Mauritius and Lesotho.

He also criticised the limited representation of communal farmers in national discussions on FMD control, saying the NNFU held only one seat on the national FMD task force despite the impact of restrictions on its members.

"Never undermine communal farmers that we don't know what is best for ourselves," Muremi said, calling for greater farmer participation in decisions affecting livestock production and marketing.

During the press conference, a union member said communal areas accounted for more than 70% of Namibia's cattle and goats, but producers continued to face significant barriers to accessing livestock markets.

The member also raised concerns about delayed payments to grain farmers who had supplied produce to the Agricultural Marketing and Trade Agency (AMTA).

According to farmers, N$40 million had been facilitated through the Office of the Prime Minister for grain procurement, but some producers who delivered grain from September had yet to receive payment.

The union warned that the delays could affect farmers' ability to purchase seed and fertiliser ahead of the 2026/27 planting season.

"We have reached the limit of the burden we cannot carry. If the situation persists, we will have no choice but to take the next step," the union member said.

The NNFU is demanding clarity from the government on the status of the N$100 million Equalisation Fund, its proposed allocation between operational support and livestock procurement, and when communal farmers can expect to receive assistance.

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GIPF to publish investment readiness framework in February 2027

The Government Institutions Pension Fund (GIPF) plans to publish an investment readiness framework in February 2027 to address barriers preventing institutional capital from being invested in projects across Namibia.

GIPF Chief Executive Officer and Principal Officer Martin Inkumbi said the framework would outline measures to improve project preparation, address regulatory constraints and increase the number of investment opportunities that meet institutional financing requirements.

He said GIPF had committed N$28.2 billion to unlisted investments, of which N$23.1 billion had been invested, leaving approximately N$5.1 billion in committed capital yet to be deployed.

Inkumbi said the gap between committed and invested capital highlighted challenges facing project developers, particularly in infrastructure, where lengthy preparation processes, governance requirements and regulatory hurdles delay investment.

"A readiness framework that the GIPF will put together and will publish early in the new year, around February 2027. That will be the more refined outcome of the deliberations and the conversations that we have had here over the past two days," Inkumbi said at the conclusion of the fund's two-day Pension and Investment Symposium.

He said GIPF would engage regulators, government institutions and other strategic partners early next year to develop solutions to challenges identified during the symposium.



"We will convene also in the early next year with our strategic partners to focus on the regulation in the market machinery,

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and develop solutions from the points that have been identified from these discussions and highlighted in the framework," he said.

Inkumbi said the availability of investment capital did not automatically translate into financing, as projects must meet institutional investors' governance, risk and return requirements.

He said pension funds were required to safeguard members' contributions and could not invest in projects that failed to meet the necessary standards.

The GIPF head also identified Namibia's shortage of skilled professionals as a major obstacle to economic development and the preparation of bankable projects.

"The shortage of skilled human capital in our economy is perhaps a bigger hindrance to economic progress than the lack of financial capital," Inkumbi said.

He said the symposium had focused on identifying the conditions required to attract institutional investment and the changes needed to ensure that available capital could be deployed into viable projects.

"We came here asking whether we are ready. We need to know exactly what readiness looks like, and the list of what we could do about it," he said.

The symposium brought together government representatives, regulators, institutional investors, project developers and public-sector institutions to examine constraints affecting investment in Namibia.

Inkumbi said GIPF would use the proposed framework to monitor progress during 2027 and assess whether the interventions resulted in actual investment transactions.

The fund also plans to convene another symposium towards the end of 2027 to review progress and evaluate the implementation of the framework.

"Let us meet at the end of 2027, not only to take stock of discussions, but hopefully to talk about transactions that have been concluded and what we will be doing to make the environment much more ready for capital to flow into projects," he said.





MTC targets 180 network upgrades, 33 4G expansions in 2026

Mobile Telecommunications Limited (MTC) plans to upgrade 180 network sites across nine regions and expand 4G/LTE capacity at another 33 sites nationwide before the end of 2026 as part of efforts to address persistent connectivity challenges in Namibia.

The upgrades form part of the third phase of Project Buffalo, a rural network improvement programme launched in 2025 following a network audit that identified coverage gaps, ageing infrastructure and areas experiencing poor service quality.

According to MTC, the programme will focus on improving network coverage, strengthening signal quality and increasing network capacity, particularly in rural and underserved communities where customers continue to experience unreliable connectivity.

Erongo and Otjozondjupa will receive the largest number of network upgrades, with 36 sites each, followed by Khomas with 27 sites, Oshikoto with 20 and Omusati with 17.

Ohangwena will receive 16 upgrades, Kavango West 12, while Oshana and Kavango East will each receive eight.

In addition to the 180 network upgrades, MTC plans to expand 4G/LTE capacity at 33 existing sites across 11 regions.

Khomas accounts for the largest share of the planned 4G/LTE capacity expansions,

with 14 sites, followed by Otjozondjupa with five and Oshana with three.

Erongo, Hardap and Kunene will each receive two capacity expansions, while //Kharas, Ohangwena, Omaheke, Oshikoto and Zambezi will each receive one.

MTC Chief Spokesperson Tim Ekandjo said the upgrades were intended to address growing demand for mobile data services while improving the reliability of existing network infrastructure.

"Project Buffalo remains a strategic investment in Namibia's digital future. Through these upgrades and capacity enhancements, we are not only improving network performance, but also creating greater opportunities for education, entrepreneurship, healthcare access and socio-economic participation in communities across the country," he said.

"As customer needs evolve and data consumption continues to increase, it is imperative that we continuously modernise our infrastructure to meet those demands."

The company said the programme was also responding to complaints from customers experiencing inconsistent connectivity despite living in areas where network infrastructure was already installed.

Project Buffalo is intended to address these problems through network optimisation, modernisation of older infrastructure and improvements to network configurations.

The programme also aims to strengthen network resilience and expand access to high-speed mobile data services in communities with limited connectivity.

Ekandjo said the third phase formed part of MTC's broader objective of expanding nationwide connectivity and improving access to digital services.

"Project Buffalo continues to align with our long-term vision of achieving nationwide connectivity, bridging the digital divide and ensuring equitable access to digital services regardless of geographic location. The enhancements will also deliver improved voice quality and stronger data performance," he said.

The planned work will cover 213 site upgrades and capacity expansions in total, although MTC did not specify whether any of the 33 sites earmarked for 4G/LTE expansion are also included among the 180 sites scheduled for general network upgrades.

MTC has set the end of 2026 as the target for completing the third phase of the programme.





Namibia's vehicle sales fall 6.2% in October as Toyota registrations decline

Namibia's new vehicle sales declined by 6.2% year on year to 1,188 units in October 2026, ending 18 consecutive months of annual growth, as a sharp drop in Toyota registrations weighed on the market, according to Simonis Storm Securities.

The October figure was also 20.7% lower than the 1,498 vehicles sold in September, although cumulative sales for the first 10 months of 2026 increased by 10.6% to 13,453 units.

Simonis Storm said the decline was largely driven by Toyota, which recorded 637 registrations compared with 743 in October 2025, a reduction of 106 vehicles.

The decrease exceeded the overall market's year-on-year decline of 79 vehicles, while registrations across all other brands increased by 5.2% to 551 units.

"Toyota registered 637 units against 743 a year ago, a fall of 106 units that is larger than the market's entire decline of 79. Every other brand combined sold 551 units, up 5.2%. Toyota's share of the market slipped to 53.6% from 58.6% in October 2025," Simonis Storm said.

The research firm attributed much of Toyota's decline to weaker registrations of its smaller passenger vehicle models, particularly the Urban Cruiser, Starlet and Vitz. Combined registrations for the three models fell from 111 units in October 2025 to 46 units in October 2026, while Corolla Cross registrations declined by 21 units.

Simonis Storm said the reduction could reflect regional stock allocation and supply timing rather than a broader decline in demand, citing stronger small-vehicle sales in South Africa and increased registrations among competing brands in Namibia.

Passenger vehicle registrations fell by 10.6% year on year to 490 units, while light commercial vehicle sales declined by 2.7% to 619 units.

Registrations of medium and heavy commercial vehicles and buses decreased by 4.8% to 79 units.

The contraction contrasted with South Africa's vehicle market, which expanded by 10.4% to 61,890 units during the same month.

Despite the October decline, Namibia's commercial vehicle market maintained positive growth over the first 10 months of the year.

Light commercial vehicle registrations increased by 11.2% to 6,347 units, while combined medium, heavy and bus registrations rose by 25.5% to 995 units.

Extra-heavy truck registrations increased by 35.8% to 497 units, heavy truck sales rose by 47% to 194 units and medium truck registrations grew by 2.6% to 279 units.

Vehicle sales outside Windhoek also continued to grow faster than those in the capital.

Between January and October, registrations outside Windhoek increased by 18.4% year on year to 5,030 units, compared with a 7% increase in Windhoek to 8,423 units.

However, October registrations in Windhoek declined by 8.2%, while the rest of the country recorded a smaller contraction of 2.3%.

Simonis Storm said the latest figures pointed to weakening underlying market momentum, with seasonally adjusted sales falling to 1,179 units in October, the lowest level since February 2026.

After adjusting for one fewer selling day compared with October 2025, vehicle registrations were down by 2%.

The firm nevertheless said the market remained above its longer-term recovery levels, with rolling 12-month sales reaching 15,833 units, representing a 112% increase from the December 2020 low.

Simonis Storm has revised its 2026 vehicle sales forecast to between 15,800 and 16,300 units, with a central projection of 16,050 units, equivalent to annual growth of 10.3%.

Achieving the central forecast would require 2,597 vehicle registrations in November and December combined, representing a 9.1% increase over the corresponding period in 2025.

The firm identified a potential recovery in Toyota's entry-level vehicle stock, year-end bonuses and rental fleet replenishment as factors that could support sales during the final two months of the year.

However, higher fuel prices and vehicle financing costs are expected to weigh on demand, particularly among lower-income buyers.



The illusion of coexistence: Is Namibia's human-wildlife conflict policy serving rural farmers?

By Dr. Tuhafeni DaSilva Hishitelwa, PhD



A few days ago, I was having a conversation with a close friend who had just returned from a week-long safari in Etosha National Park. He was absolutely captivated.

He spoke with immense enthusiasm about the park's vibrant, newly revamped infrastructure, the beautifully maintained roads, and the sheer abundance of free-roaming wildlife.

He also spoke about the fees increase from April 1st, 2026, with almost 200%, including: International Adults (Non-SADC): N$280 per day (up from N$150), SADC Nationals: N$180 per day, Namibian Citizens: N$60 per day, and Children (Aged 9–15): N$140 per day for international and N$90 per day for SADC.

As an academic, my mind immediately gravitated toward the economics of it all. We pulled up the latest institutional figures and discovered a booming conservation enterprise: Each year, Etosha generates a staggering N$90 million, strictly from park entrance and conservation fees.

An additional N$20 million per year could be unlocked through new tourism concessions managed alongside neighbouring conservancies and the Hai//om San community.

But as our conversation deepened, the romantic veneer of the Namibian safari began to crack. We started asking ourselves a deeply unsettling question:

> **"In the Omusati region, farmers are reeling from "heartbreaking" elephant raids, leaving vulnerable households desperate for government help.**

Where exactly does this money go? More importantly, why are the heavily affected farmers living on the borders of these parks left entirely unprotected?

The very animals that wealthy international tourists pay thousands of dollars to photograph inside Etosha are the exact same predators and megafauna that break through the park's porous boundaries, destroying the lives of rural communal smallholders.

Namibia is frequently celebrated on the global stage for its pioneering community-based natural resource management (CBNRM) model.

By devolving wildlife management to local communal conservancies, the nation has successfully overseen the recovery of robust populations of free-roaming elephants, desert-adapted lions, and apex predators.

However, from an academic and socioeconomic perspective, this international conservation triumph masks

a grim rural reality. The costs of protecting Namibia's biodiversity are highly unequal, borne almost entirely by vulnerable smallholder farmers who live on the front lines of wildlife interface areas.

Namibia's Human-Wildlife Conflict Policy gaps

A critical examination of the National Policy on Human-Wildlife Conflict Management reveals a fundamental, systemic deficit: Namibia does not have a statutory policy for the compensation of damages caused by wild animals.

Instead, the framework operates on a rhetoric of "shared responsibility" that purposefully protects the state from liability. The Ministry of Environment, Forestry and Tourism (MEFT) explicitly rejects the concept of "compensation," favouring instead the concept of "offsetting" losses through the Human Wildlife Conflict Self-Reliance Scheme (HWCSRS).

As ministerial spokespersons have openly clarified, these payouts are merely meant to "assist" farmers, not to match the value of the damage or loss incurred. This distinction is a deliberate structural mechanism designed to absolve the state from covering the true economic destruction caused by state-protected wildlife.

The catastrophic consequences of this policy gap are starkly illustrated by a well-documented tragedy in the Kunene region, where communal farmer Immanual Gurirab of farm Leeukop lost 76 small livestock, comprising 66 goats and 10 sheep, to a pair of marauding lions in a single raid.

Under the state's rigid self-reliance scheme, Gurirab was allocated a flat rate of just N$40,000 for his entire livelihood.

From an economic standpoint, this "offset" is an insult. Assuming these were standard commercial goats and sheep, at a modest commercial market rate of N$2,500 per head, the immediate valuation of the 76 animals (including previous losses) would stand at a minimum of N$190,000. This calculation represents the bare minimum baseline.

It entirely excludes the premium valuation



if the animals were stud-grade or included expensive breeding rams—assets that are vital for long-term herd viability and cost significantly more. By forcing a farmer to absorb a massive financial deficit of over N$150,000, the policy acts as a mechanism of impoverishment.

Gurirab, who used his farming income to pay livestock herders and fund his three children's university education, was effectively left bankrupted by the state's protected predators.

This is not an isolated anomaly. Across the country, from Kunene to the Zambezi region, smallholders like Brendan Miliko are forced into the same impossible math.

Farmers lose productive, Bulls, pregnant cows and entire crop fields, receiving tokens that fail to account for the labor, input costs, and subsequent season-long food insecurity.

It is part of an escalating nation-wide trend where human-wildlife conflict clashes increase in frequency and intensity.

The price of Coexistence

Data from the Namibia Agricultural Union (NAU) and the Livestock Producers' Organisation (LPO) underscores that livestock farmers lost more than N$14 million to the combined forces of theft, drought-related illnesses, and severe property damage or predation by problem animals.

Predation alone swallowed over N$5.6 million of that total. Yet, because this comprehensive analysis reflects only a fraction of the sector, the union warns that a vast majority of communal losses go completely unrecorded because farmers feel deeply discouraged that nothing is being done about their situation, driving reporting numbers down.

The policy failure is equally severe in crop-producing regions. In the Omusati region, farmers are reeling from "heartbreaking" elephant raids, leaving vulnerable households desperate for government help.

A single night of destruction by a herd of over 20 elephants can completely wipe out a two-hectare field. For families like that of Omusati farmer Andreas Shikongo, this represents the total loss of a bumper harvest that could have fed his household for an entire year.

When these agricultural lifelines are shattered, delayed compensation leaves farmers structurally vulnerable.

A recent parliamentary standing committee oversight report highlighted a bitter paradox: despite the fact that communities around conservancies in the Zambezi region earned a combined income of N$30 million through wildlife and tourism, local farmers feel completely abandoned as elephants ravage crops.

When crises are reported, the very conservancies collecting millions in wildlife revenue routinely delay responding, frequently citing a lack of transport.

This dynamic reveals a gaping moral and structural fracture: the state prioritises the preservation of the animal over the survival of the human.

The administrative burden of the self-reliance scheme alienates the very people it is supposed to assist. Farmers face rigid bureaucratic compliance requirements, such as proving they implemented expensive preventative measures (like wildlife-proof kraals) and filing verified reports within a tight 24-hour window.

If livestock is killed at night outside an enclosure, claims are frequently rejected under the policy's strict "duty of care" clauses, which officials defend as preventing the reward of "poor management".

This punitive approach ignores the systemic vulnerabilities of communal farmers, such as deep-set droughts and the

prohibitive costs of fortification materials.

This dynamic creates a profound economic asymmetry. While the luxury tourism sector and the national economy generate substantial foreign currency from wildlife safaris and trophy hunting, the local communities who serve as the involuntary custodians of these animals receive negligible direct relief.

Macro-level conservation revenues concentrated at the conservancy or ministerial level do not effectively trickle down to heal the micro-level devastation of a household that has lost its entire livelihood to a single predator attack.

From an academic perspective, this brings forward a thought-provoking critique of Namibia's modern conservation architecture: Has the state outsourced its conservation funding by tax-farming the poorest members of its population?

By using weak "offsets" instead of true market compensation, the government forces subsistence smallholders to subsidize the multi-million-dollar global tourism and trophy hunting industries with their crops and livestock. This builds a highly explosive landscape.

When a state tells a farmer that twenty elephants have a greater right to a grain field than a starving family, it actively breeds rural resentment. It forces us to ask an uncomfortable question:

Can we truly call a conservation model a "success" if its survival requires the economic suppression and forced sacrifices of its own citizens?

Practical Policy Interventions

To transition from a system of enforced toleration to genuine, sustainable coexistence, Namibia must reorient its policy toward comprehensive economic justice for its rural citizenry.

First, the state must abandon the flawed "offset" philosophy and transition toward a fully funded, market-indexed national insurance and compensation scheme.

Rather than relying entirely on the overstretched Game Products Trust Fund (GPTF), the government should introduce statutory conservation levies directly onto the N$90 million generated by luxury tourism and photographic safaris to sustainably fund direct, real-value payouts for verified agricultural destruction.

Lessons could be drawn from the successful Motor Vehicle Accident (MVA) Fund, which reliably caters for accident victims.

Second, the administrative process must be decentralized. Entrusting localised validation to traditional authorities and regional stakeholders, rather than requiring highly centralised ministerial signoffs would minimise delays and eliminate the rigid roadblocks that exclude vulnerable claimants.

Payouts must be swift to prevent households from falling into cycles of debt and retaliatory wildlife killings.

Finally, policy directives must pivot from retroactive, weak relief to proactive wealth creation. Farmers living in conflict hotspots should be legally integrated into the wildlife value chain as equity shareholders.

True coexistence cannot be achieved through a policy that treats rural farmers as acceptable collateral damage; it requires ensuring that those who bear the heaviest burdens of conservation are also the primary beneficiaries of its wealth.

**** Dr Tuhafeni DaSilva Hishitelwa is a renowned Strategist, Corporate Governance Expert, Farmer and a Researcher. He writes in his personal capacity. He can be reached on hishitelwat.dasilva@gmail.com.***



Standard Bank employees support communities through nationwide outreach programme

Standard Bank Namibia employees have carried out community outreach activities across the country, providing assistance to schools, healthcare facilities, orphanages and vulnerable households as part of the bank's annual Community Day.

The initiative, held on 16 November, involved employees from various branches and departments undertaking projects ranging from school renovations and environmental clean-ups to the distribution of food parcels and essential supplies.

Standard Bank Executive Officer for Marketing and Brand Elzita Beukes said the programme allowed employees to identify community needs and provide direct assistance through voluntary service.

"Community Day reflects who we are as an organisation and the values that guide us every day," Beukes said.

"While banking is what we do, our purpose extends beyond financial services. We recognise that sustainable growth is only possible when communities thrive, and our employees are passionate about contributing to that journey."

As part of this year's activities, employees painted and renovated school facilities, delivered food parcels to orphanages and vulnerable community members, and conducted clean-up campaigns.

Maternity wards received baby hampers containing nappies, clothing and toiletries, while community workers and organisations supporting vulnerable groups were provided with care packages.

The bank said participating teams selected projects based on the needs of their respective communities, allowing branches and departments to determine where assistance was most required.

The initiative forms part of Standard Bank's annual community engagement activities, encouraging employees to contribute their time and skills outside their normal banking responsibilities. Beukes said the programme was intended to strengthen employee involvement in community development while providing practical support to institutions and households.

"Giving back is not simply something we do; it is part of who we are," she said.

"Our employees understand the fulfilment and sense of purpose that comes from helping others, and Community Day creates an opportunity to channel that passion into meaningful action. Whether it is improving a learning environment, supporting a family in need or contributing to a cleaner community, every act of service has the potential to make a lasting difference."

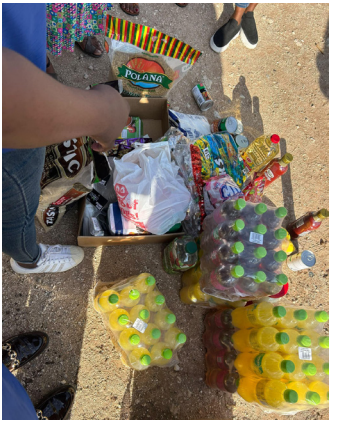
Standard Bank said the initiative was implemented across its operations in Namibia, with employees supporting different community projects according to local priorities.

Standard Bank Namibia Community Day 2026
Namibia Is Our Home, We Drive Her Growth
#ChampioningCommunityGrowth























Security guards' minimum wage to increase to N$18 per hour in January 2027

Namibia's security guards will receive a minimum wage of N$18 per hour from 1 January 2027, up from the current N$16, as the government concludes a three-year phased wage adjustment for the private security sector.

The Namibia Security Labour Forum (NSLF) said the increase will apply to more than 30,000 security personnel nationwide, regardless of their operational division, subsector or client category.

The adjustment represents a 12.5% increase from the 2026 rate and follows the introduction of the National Minimum Wage Order under Government Notice No. 218 of 2024, subsequently amended by Government Notice No. 6 of 2025.

"The three-year phased transition period for the private security sector reaches its final phase on 1 January 2027," the forum announced on Monday.

Under the phased implementation, the minimum hourly wage increased from N$13.50 in January 2025 to N$16 in January 2026, with the final adjustment to N$18 scheduled for January 2027.

According to the NSLF, security personnel working a 12-hour shift will be entitled to a minimum basic payment of N$216, excluding applicable night-shift allowances, overtime and Sunday or public holiday premiums.

> Under the phased implementation, the minimum hourly wage increased from N$13.50 in January 2025 to N$16 in January 2026, with the final adjustment to N$18 scheduled for January 2027.

The forum said employers are prohibited from deducting the cost of mandatory operational equipment and personal protective equipment from workers' minimum wages.

These include uniforms, safety boots, high-visibility clothing, batons, torches, radios and patrol transport.

It further stressed that the national minimum wage takes precedence over any lower wage rates provided for under existing sectoral arrangements.

The NSLF has called on government institutions, state-owned enterprises, the Central Procurement Board of Namibia, businesses and private households to review their security service contracts and budgets before the new wage takes effect.

"Sustainable contract pricing is essential to meet the statutory N$18.00 hourly base wage alongside the full cost of lawful service delivery," the forum said.

It warned that security contracts priced below the statutory cost of service delivery could result in labour law violations, unsafe working conditions and worker exploitation.

"Contracting security providers that tender below statutory cost structures enables non-compliance, compromises Occupational Health and Safety standards on client sites and leads to worker exploitation," the NSLF said.

The forum said security service providers must also account for statutory employer contributions, Social Security payments, Employees' Compensation, vocational education and training levies, leave provisions, severance obligations and applicable overtime allowances.

Other operating expenses include supervision, patrol vehicles, fuel, protective equipment, insurance, training and administrative costs.

The NSLF urged organisations procuring security services to verify that contracted companies hold valid Social Security and Employees' Compensation certificates of good standing.

It also called on clients to ensure that security personnel have access to adequate shelter, lighting and sanitation while on duty.

Meanwhile, the forum renewed its call for the government to finalise and gazette regulations under the Security Enterprises and Security Officers Act of 1998 to strengthen oversight of the industry.

"True professionalisation requires comprehensive statutory oversight," the

forum said.

It argued that the regulations would help eliminate unregistered operators, enforce training and vetting requirements and improve public safety.

The NSLF urged employers, workers and clients to seek guidance from registered trade unions, employer associations or the Labour Inspectorate within the Ministry of Justice and Labour Relations ahead of the 1 January 2027 implementation deadline.

山金国际 SHANJIN INTERNATIONAL OSINO RESOURCES SD-GOLD

NEW VACANCIES RELEASE

LOCATION: TWIN HILLS GOLD MINE SITE (KARIBIB)

POSITION	JOB SPECIFICATION	
JUNIOR METALLURGIST (X2) Permanent	• Grade 12 • Bachelor's degree in Metallurgical Engineering, Chemical Engineering, Mineral Processing or a closely related discipline. • Successful completion of a structured graduate / engineer-in-training programme in a mineral-processing operation (proof of completion required). • 1–3 years' post-graduate processing plant experience (including the graduate programme); gold CIL/CIP experience is highly advantageous. • Proficiency in Microsoft Excel and data analysis; experience with plant historians (e.g. PI), LIMS or metallurgical-accounting systems is advantageous. • Valid Namibian Driver's Licence.	• Take metallurgical ownership of assigned plant areas and monitor performance across crushing, milling, gravity, pre-oxidation, CIL, cyanide destruction, filtration and gold-recovery circuits. • Use the plant DCS/SCADA and process historian to monitor trends, alarms, interlocks and key control loops; identify process deviations and recommend set-point and control-strategy changes through the Shift Supervisor and Process Controllers. • Analyze plant operating data and identify trends affecting throughput, recovery, reagent consumption, product quality and operating stability. • The incumbent will be required to work shifts, including night shifts, weekends and public holidays, as well as extended hours during commissioning, ramp-up, shutdowns or process upsets, in line with operational requirements. • Comply with company SHE policies, cyanide management (ICMC) requirements, Permit-to-Work and applicable standards.
TAX ACCOUNTANT (X1) Permanent (Whk Based)	• Grade 12 • Bachelor's degree in accounting, finance or related field. • Postgraduate qualification in tax. • A minimum of 7 years of experience in tax accounting, with extensive tax preparation background. • Proficiency in Microsoft applications such as Excel, Word, and PowerPoint • Ability to meet multiple deadlines in a high-pressure, fast-paced environment	• Prepare monthly reconciliations submit tax returns for all Osino group entities to NAMRA. • Generate and reconcile VAT-related reports with general ledger accounts. • Coordinate with external and internal audit teams, ensuring comprehensive documentation for tax audits and assisting in resolving audit findings. • Keep the business informed of tax legislation developments, assessing the impact thereof. • Manage tax liabilities effectively, minimizing tax risks and exposures. • Streamline the preparation of Customs Clearing documentation. • Comply with all safety and environmental requirements.
SUPERINTENDENT: INFORMATION TECHNOLOGY (IT) (X1) Permanent	• Grade 12 • Bachelor's degree in relevant field • Five (5) to Seven (7) years' experience of which three should be in supervisory role. • IT experience in a mining or fast paced environment is an added advantage • Ability to maintain confidentiality is a pre-requisite • Good interpersonal skills • Ability to work in a multi-cultural environment • Valid Namibian driver's licence	• Lead the team to operate the on-site IT service desk and organize the handling of hardware, software, network, system and communication faults to ensure timely and effective user support. • Organize the team to implement information security requirements, carry out data backup, antivirus, access control, vulnerability checks and emergency drills, and promptly report security incidents. • Organize the team to carry out the day-to-day operation and maintenance of IT infrastructure, including networks, servers, server rooms, wireless systems, communications, monitoring and terminal devices • Maintain IT asset records, allocation, maintenance, inventory and disposal execution. • Responsible for day-to-day technical guidance, training organization and on-site coaching, and provide input for performance appraisal
SUPERINTENDENT: ADMINISTRATION (X1) Permanent	• Grade 12 • Bachelor's degree in relevant field • Five (5) to Seven (7) years' experience of which three should be in supervisory role. • Ability to maintain confidentiality is a pre-requisite • Good interpersonal skills • Ability to work in a multi-cultural environment • Valid Namibian driver's licence • Proficient computer and Microsoft package skills	• Execute the company's administrative management systems and processes, and supervise the day-to-day administrative work of offices, dormitories, canteens, vehicles, security coordination amongst others to ensure compliance with standards • Responsible for the day-to-day scheduling of site logistics support • Supervise vehicle dispatch, driver management, commuting arrangements, and the day-to-day coordination of travel, accommodation and flights • Responsible for administrative staff scheduling, day-to-day guidance, attendance, training organization, and provide input for performance appraisal • Coordinate external administrative matters with local government, communities, landlords and service providers • Consolidate administrative expenses and budget execution data, monitor day-to-day spending, and propose cost-reduction and efficiency-improvement recommendations • Complete other tasks assigned by superiors
MOBILE EQUIPMENT OPERATOR: PLANT (X1) Permanent	• Valid competency certificates for a front-end loader (CAT 966 or larger), forklift, and HIAB / truck-mounted loader crane – required. • Minimum five (5) years' experience operating heavy or industrial mobile equipment in mining, construction, or process-plant environments. • Trained or experience in hazardous chemical / dangerous goods handling; cyanide awareness or ICMC-related training is highly advantageous. • Residents of Otjimbingwe, Karibib, Omaruru or Usakos will be given preference.	• Receive and offload reagent and consumable deliveries using forklifts, the telescopic handler, or the HIAB truck. • · Carry out machine-assisted housekeeping with the front-end loader and skid-steer loader: spillage clean-up at crushing, conveyor transfer points, stockpiles, drive-in sumps, bunded areas, and plant roads. • Conduct and document pre-start inspections for every machine before each shift or handover; immediately isolate and report defects or unsafe conditions. • · Maintain cleanliness and basic operator care of assigned equipment, and keep accurate equipment-utilisation, delivery, and defect records.
PROJECT SECURITY MANAGER (12 MONTHS) FIXED TERM CONTRACT	• Proven experience in managing security projects and functions (minimum 10 years preferred). • In-depth knowledge of the design, implementation and commissioning of integrated electronic security systems, physical security controls, and related technologies. • Strong project management skills with the ability to manage multiple projects simultaneously. • Relevant qualifications in Project Management and Security Management, or Security Risk Management are compulsory. • Relevant Tertiary Qualification at NQF level 6 (Degree or National Higher Diploma or equivalent) in Project Management and Security Management or recognized equivalent.	• Plan, execute, and manage security projects from inception to completion. • Lead the design and implementation of integrated electronic security systems (CCTV, access control, intrusion detection, etc.). • Manage the security systems integrator to ensure the project is aligned with the overall project schedule. • Develop and manage project budgets, schedules, and resources. • Proactively lead and advise the project leadership team on the implementation of security strategies during construction. • Providing assurance to the project leadership team and other stakeholders on the adequacy of the protective measures in place during construction.

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 **24 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.

Who gets backed? How gut feeling decisions are holding Namibian startups back

By Dr. Asteria Ndeshuuva Ambata-Pirola



> **When access depends on being likeable in the right room, effort moves from the product to networking and polish.**

Every funding decision begins with a judgement about a person. Will she deliver? Can he handle pressure? Is this someone we trust with our money?

In Namibia, we mostly answer those questions the same way: by feel. Who do we know? Who knows them? Who sounds like the founders we have backed before?

I have spent my career in management consulting, in human resources and in building ventures of my own.

In that time I have watched capable people stay unfunded while others were funded on the strength of a handshake.

Subjectivity in funding is rarely malicious, however it is quietly shaping our startup culture, and not for the better.

Gut feeling feels like expertise, it is a bundle of shortcuts: familiarity, accent, schooling, the right surname, the right room.

When a small market relies on these shortcuts, the same circle of people gets backed again and again. Founders outside that circle get a different message, that your potential is not visible to us.

Collateral compounds the problem. Many lenders and funders ask for assets or track records that a first-time founder, a young graduate or a woman building in a rural town simply does not have.

Those requirements measure what a person already owns, which says little about what that person can build.

What subjectivity does to startup culture

The damage goes beyond individual rejections. It changes how founders behave.

Founders learn to perform instead of build. When access depends on being likeable in the right room, effort moves from the product to networking and polish. The most connected founders are not always the strongest operators.

Talent exists quietly. A graduate with a strong idea who is turned away twice rarely tries a third time. He/ she takes a job, or leaves the country and nobody records that loss, which is why we underestimate it.

Investors fund a narrow slice of the market. If every decision follows a pattern, portfolios fill with similar founders and similar businesses. Whole sectors and regions go unserved, even though they are where much of Namibia's opportunity sits.

Trust erodes. When founders suspect that outcomes depend on connections, they stop believing the system is for them. Communities then start to see

entrepreneurship as something for other people, and a culture that does not believe in fairness will not take risks.

Replacing gut feel with evidence

This is the gap we built NAVI Psychometrics to address. NAVI looks at the human factors behind venture success, such as how a founder thinks, decides and responds to uncertainty, and how well the founder and investor fit each other. It does not rely on pedigree. A founder without a network or collateral can be understood on the strength of their potential, and investors get a consistent, structured view instead of an impression formed in a twenty-minute pitch.

The aim is to widen the pool of founders who get a fair look, not to remove human judgement.

A structured assessment can give a lender, an investor or a development agency a common language. It can also show a founder where they are strong and where they need support, which a "no" without explanation never does.

The limits we must respect

I would be doing the ecosystem a disservice if I presented psychometrics as a magic fix. A score is a starting point for a conversation, not a verdict. Any tool used in funding decisions must be transparent about what it measures, protect founders' data, explain its results in plain language and keep a human reviewer in the loop. Over-reliance on any single number would simply replace one form of bias with another. That is why trust has to be built into the technology from the start. For a young company still fighting to survive, responsible design is not a luxury. When people are handing over personal information that could shape their access to capital, it is the foundation of the whole product.

What we can do together

Closing this gap is not one platform's job. Investors can ask whether their criteria measure potential or merely familiarity.

Lenders can look for alternatives to collateral when assessing first-time founders. Mentors and founder communities can open their circles and make introductions without waiting for the "right" credentials. Founders can ask for structured feedback and keep asking.

Dr. Asteria Ndeshuuva Ambata-Pirola is the Founder and CEO of Net-o Network, a platform behind NAVI Psychometrics. Drawing on her background in management consulting and human resources, she works to make access to funding fairer for founders across the entrepreneur ecosystem. www.netzeron.com





Namibia partially lifts livestock movement restrictions in Zambezi

The Ministry of Agriculture, Fisheries, Water and Land Reform has partially lifted livestock and animal product movement restrictions in the Zambezi Region after veterinary surveillance confirmed that the foot-and-mouth disease (FMD) outbreak detected on 7 October 2026 remains confined to a single cattle herd on Kalala Island.

Chief Veterinary Officer Kenneth Shoombe said active surveillance conducted within a 30-kilometre radius of the infected area had found no evidence of the disease spreading beyond the affected herd.

The Directorate of Veterinary Services (DVS) has also completed two rounds of cattle vaccinations, with 53,479 cattle vaccinated, representing more than 95% of the targeted population of 56,269 cattle.

"Since the infection is confined to the eastern part of the region, the Disease Management Area (DMA) is therefore Kabbe South and Kabbe North constituencies," Shoombe said.

Under the revised measures, farmers outside the designated disease management area may move cloven-hoofed animals for slaughter at open markets and local or export abattoirs, subject to veterinary movement permits.

The government has also authorised the movement of fully vaccinated cattle

originating outside the restricted area into the Kopano quarantine facility.

Livestock movements from other regions into Zambezi are now permitted, except into Kabbe North and Kabbe South, while animals transiting through the region must be transported in sealed trucks.

The ministry has further authorised the movement of raw meat, raw milk and livestock feed into the region, excluding products originating from the //Kharas Region.

However, restrictions on the movement of cloven-hoofed animals and animal products from Kabbe North and Kabbe South to other parts of Zambezi remain in force.

Residents within the disease management area may slaughter fully vaccinated cattle for household consumption and social events, but meat from these animals may not be transported outside the restricted area.

Shoombe said veterinary roadblocks and patrols would remain operational to enforce movement controls and prevent further transmission of the disease.

He said cattle revaccination would continue across the region as part of efforts to contain the outbreak and protect livestock.

The ministry urged farmers to present their cattle at designated vaccination points and immediately report suspected FMD cases or illegal livestock movements to their nearest veterinary offices.

The partial lifting of restrictions follows containment measures introduced after the outbreak was detected at Kalala on 7 October, with authorities maintaining tighter controls in the affected constituencies while allowing livestock trading and slaughter activities to resume elsewhere in the region.

